



Plasterer & Cement Mason

FALL 2019



CRAFTING SOMETHING NEW



OPCMIA Convention Makes History

Over the course of four momentous days in August, delegates to the OPCMIA's 52nd International Convention made history by putting our great union on a course of change and adaptation to the future.

As you will see from the summaries of each Convention day which follow, we are taking a clear-eyed view of where we stand today and what we must do to improve the lives of our members and their families in the years to come.

I was deeply honored and humbled to receive the unanimous support of the delegates for another term as your General President, as did our entire General Executive Board. But what was most important were the resolutions our delegates passed. They committed the OPCMIA to organize more intensively than ever before in our history, to lift up our world class training to new heights with cutting-edge technology, to aggressively market our union and our crafts to increase work opportunities, to make our voices heard in the corridors of power, to embrace diversity and inclusion and reach out to the next generation of members, and to do much more.

Everything we did was about change — not for its own sake, but to stay ahead of the curve and make change work for us. It's about creating our own future, rather than letting the future cause harm to us.

As we chart this bold course, we are not alone. The impressive array of speakers who took time out of their busy schedules and traveled thousands of miles to join us makes clear that we can count

on strong supporters not only throughout the labor movement, but among busi-

ness allies, civic leaders and pro-worker elected officials. Solidarity is our strength.

As I told the delegates, "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 and at the same time elevate through education and training. And we must do so in a world in which we must compete for every opportunity available to us, for our members' sake and the sake of their families.

"It is my promise to you and my team's promise to you, right here, right now at this 52nd International Convention, that no matter what happens in the future, we will secure our organization's future, and will continue moving the OPCMIA forward."

Now, it's up to us — not just the General Executive Board and me, but every single member — to turn our shared vision into reality. We know our direction. Now it's time to do the hard but immensely fulfilling work of getting to our destination!



DAILY SYNOPSIS Monday, August 12, 2019 DAY 1

The 52nd Convention of the OPCMIA opened with the individual introductions of the Retired Officers, Deputy International Representatives, International Field Representatives, International

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DANIEL E. STEPANO

La Convención del OPCMIA Hace Historia

Durante el curso de cuatro momentáneos días en agosto, los delegados del OPCMIA de la Convención Internacional 52 hicieron historia al poner nuestro gran Gremio/Sindicato en curso al cambio y adopción hacia el futuro.

Como ustedes lo verán en una siguiente redacción de cada día de la convención. Hemos tomado una clara visualización con respecto a donde estamos, y lo que debemos hacer para mejorar las vidas de nuestros agremiados/miembros y de sus familias en los años venideros.

Yo me siento humildemente honrado al recibir el apoyo unánime de nuestros delegados para servir otro termino como su Presidente General, al igual que toda la Mesa Ejecutiva General. Pero lo que fue mas importante han sido las resoluciones aprobadas por los delegados. Ellos aprobárola decisión del OPCMIA para organizar/reclutar mas intensamente que nunca en la historia de nuestro Gremio/ Unión/Sindicato, con el propósito de eleva el entrenamiento y capacitación a nuevos elevados niveles de tecnología mas actualizada en nuestro Gremio/Sindicato de primera clase, para dar a conocer nuestro gremio/sindicato y oficios mas agresivamente dentro de los mercados y economía, incrementando las oportunidades, para que nuestras voces sean escuchadas en los corredores del poder, para acoger la diversidad incluir y alcanzar la próxima generación de agremiados/miembros, y para alcanzar aun muchos mas logros.

Todo lo que hicimos fue acerca de un cambio, no por beneficio propio, sino para estar un paso delante de cada sorpresiva curva y hacer dichos cambios para el bienestar de nuestros agremiados/miembros. Y así, generar nuestro futuro, en lugar de permitirle al futuro que nos lastime.

Mientras canalizamos el curso de este plan, no estamos solos. La impresionante variedad de oradores, los cuales tomaron tiempo de sus tan ocupadas agendas, y viajaron miles de millas para acompañarnos, es una clara señal de que podemos contar con fuertes aliados, no solo dentro del movimiento laboral, pero dentro del campo de negocios, líderes civiles y políticos pro-obreros. Solidaridad es nuestra fuerza.

Como les dije a nuestros delegados, “Es necesario hacer lo que ninguna otra generación en la historia del OPCMIA y sus Oficiales haya echo antes”. Debemos invertir mas a favor de nuestros agremiados/miembros,

en sus trabajos, en el futuro de sus familias y al mismo tiempo elevar nuestra educación y capacitación de nuestros oficios. Y debemos hacerlo en un mundo donde podamos competir por cada oportunidad disponible ante nosotros, para proteger el bienestar de nuestros agremiados/miembros y el bien estar de sus familias.

Es mi promesa y la de mii equipo para ustedes, que, aquí y ahora en esta Convención Internacional 52, y sin importar lo que pase en el futuro; nosotros aseguraremos el futuro de nuestra organización, y continuaremos empujando a el OPCMIA para adelante.

Ahora esta en nosotros, no solo la Mesa Ejecutiva General y yo, pero en cada uno de nuestros agremiados/miembros – y convertir nuestros mismos sueños en realidad. Nosotros conocemos nuestra dirección. ¡Hoy es tiempo de hacer el arduo e inmensamente satisfactorio trabajo de llegar a nuestro destino!



SINOPSIS DIARIA **Lunes agosto 12, 2019** **DÍA 1**

La Convención 52 del OPCMIA se abrió con la introducción individual de los Oficiales retirados/jubilados, Asistentes Representantes Internacionales, Representantes Internacionales de Campo, Representantes Internacionales, Vice Presidentes y la Mesa Ejecutiva General.

A esto le siguió los himnos nacionales del Canadá y de Los Estados Unidos, después le siguió la presentación muy original de la canción del OPCMIA, presentada por Tropa de Las Vegas de Canciones y Bailarines los cuales consistieron en 20 hombres y mujeres, y recibieron una calurosa ovación de parte de los delegados e invitados.

El Presidente General Daniel E. Stepano entonces se dirigió a los delegados con su discurso, el cual comenzó con la tristeza por la muerte de su Padre y la reciente muerte de su Madre, y todo lo que ellos significaban para

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A Seat at the Table

One of the most important functions of your union is ensure that you – that all OPCMIA members – have a seat at the table when decisions are made that affect your lives.

That's why the OPCMIA International Union vigilantly monitors federal and state legislation and regulatory action from the U.S. Department of Labor (DOL) and other key agencies — and intervenes whenever a potential action has an impact on our work opportunities, rights, living standards, health and safety and other key areas.

Our International Officers and International Field Representatives do everything from appearing before state and federal legislative hearings, to asking our members to email or call in our concerns to the DOL, or to individual legislators to show strength and solidarity on issues that affect our membership. These are often arduous and time consuming efforts, especially because the current administration's appointees at DOL, the Occupational Safety and Health Administration (OSHA), the National Labor Relations Board (NLRB) and other agencies are virulently anti-worker and anti-union.

This fact alone demonstrates that elections have consequences and why it is so profoundly important that all of us cast our votes at the ballot box. If we want elected officials and regulators who are on our side, every single one of us must show up and vote on election day.

It also demonstrates how important it is that every member makes our voices heard when called upon. This was absolutely critical when DOL proposed regulations allowing substandard Industry Recognized Apprenticeship Programs (IRAPs) in construction. We asked you to send in comments to

DOL and we are grateful that so many of you did precisely that.

The fact is that in the political climate unions live in under our current President, broad-based individual support has never been more critical to impacting rules, regulations, and legislation. There is strength in numbers with our membership. Policy makers are often swayed by the sheer numbers of members who personally show their support of their unions' positions.

In addition to government relations, your International Union is involved in jurisdictional issues with other trade unions, typically involving other trades trying to take work away from our Plasterers and Cement Masons. This is a much bigger problem than most members imagine. Again, solidarity and member action can have dramatic results.

Another way the OPCMIA advocates for our members is through our participation in North American Building Trades Unions (NABTU), and many other union-based departments throughout the U.S. and Canada.

There will be times in the future when your Local Union or the OPCMIA International will reach out and ask you to participate in Federal or local concerns through email, phone calls, or direct action. Be assured, we never make such requests lightly. When we do, it is because your participation is of vital importance to the future of our union and the union movement in general. It is because you have the power — individually and collectively with your OPCMIA brothers and sisters — to build your own future.

With the historic 2020 elections coming up nationwide next year, we will be wherever we are needed to support candidates who support a nationwide infrastructure bill, who will block any attempts to pass a federal "right to work" law, and who commit to appointing pro labor candidates to the DOL.

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Daniel E. Stepano
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General President Emeritus
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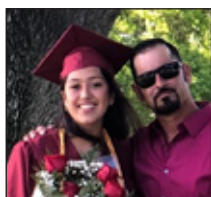
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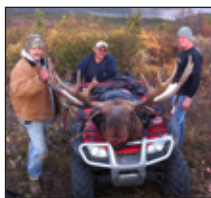
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COVER PHOTO:

52nd International Convention

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



Daniel E. Stepano, Editor

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The Clear and Unmistakable Disregard For Collective Bargaining

It is a hallmark violation of the National Labor Relations Act (“Act”) for an employer to unilaterally change the terms and conditions of employment without providing the employees’ exclusive bargaining representative with advance notice and an opportunity to bargain over the change. However, longstanding precedent of the National Labor Relations Board (“NLRB” or “Board”) has held that, when there is a collective bargaining agreement in place, an employer does not violate the Act if the union has clearly and unmistakably waived its right to bargain over that change. This is known as the “clear and unmistakable waiver” standard. A waiver may be established based upon the language of a collective bargaining agreement, the bargaining history underlying that agreement or the past practice of the parties. In the case of contractual language, that language must specifically address the employer’s change. For example, if an agreement provides the employer with the right to issue new safety rules, an employer will not violate the Act by issuing new safety rules. By contrast, if the agreement is silent on that subject, the employer may violate the Act if it issues new safety rules without first bargaining with the union. The fundamental purpose of the “clear and unmistakable waiver” is to preserve collective bargaining over matters not expressly addressed in a collective bargaining agreement.

The Trump-led NLRB recently gutted the “clear and unmistakable waiver” standard in *MV Transportation, Inc.*, 368 NLRB No. 66 (Sept. 10, 2019). The Board announced a new rule called the “contract coverage” test. This new test has two parts. First, the NLRB will “undertak[e] a more limited review necessary to determine whether the parties’ collective bargaining agreement covers the disputed unilateral change (or covered it, if the disputed change was made during the term of an agreement that has since expired).” *MV Transp.*, 368 NLRB No. 66, slip op. at 11. The collective bargaining agreement does not have to specifically mention, refer or address the change at issue. Rather, if the language

of the agreement simply “covers the act in question, the agreement will have authorized the employer to make the disputed change unilaterally,” and there will be no violation of the Act. *Id.* Second, if the agreement is silent on the change, then the Board will consider whether the union waived its right to bargain over the change. Only at that point will the Board consider whether the union has “clearly and unmistakably” waived the right to bargain over the change, taking into account contractual language, bargaining history and past practice.

The Board justified its new “contract coverage” standard in part by claiming that it promotes the stability of collective bargaining agreements. Yet, such a justification overlooks the significant harm to the collective bargaining process and upon collective bargaining relationships. The process may become more lengthy and protracted, as the parties will spend more time at the bargaining table to address the application of provisions to potential issues in the future. Relationships will be damaged because employers now have the ability to make unilateral changes to terms and conditions of employment, relying solely upon the thin veil of implied contractual permission, that is, the change is “covered” by a contractual provision even if there is no express reference to that change.

To make matters worse, the Board made the “contract coverage” standard retroactive. This means that this standard will be used not just to gauge whether an employer acted lawfully when it changed working conditions in the future, but to all cases currently pending before the NLRB. The Board based its decision upon its belief that unions were not justified in their reliance upon the longstanding “clear and unmistakable waiver standard.” Such a conclusion sums up the NLRB during the Trump administration: any reliance upon legal precedent that protects the collective bargaining process and the rights of employees to bargain collectively has now become unjustified, because the Board can change that precedent at any time and for any reason.



NPIJATF Employee Spotlight

The National Plastering Industry's Joint Apprenticeship Trust Fund is proud to say that over our 50-year existence we have offered employment to the highest level of trade instructors. We strive in both the plastering and cement masonry crafts to share their knowledge with our students. Instructors not only teach our diverse group of students the basics of plastering and cement masonry, but also teach students valuable life lessons in preparation for the long road ahead in the work world.

The NPIJATF would like to recognize two recent new hires who have already made an impact on the centers they occupy and the students that they have helped.

Joseph Horkavy was recently hired at the Joliet JCC in Joliet, Illinois as our new cement mason instructor. Mr. Horkavy comes with an abundance of experience and knowledge which makes us feel fortunate to have him on our team. Joe started his career in the OPCMIA in 1998 and served his apprenticeship in Local 803. Joe competed in the apprenticeship competition in 2001 in Las Vegas, Nevada. Joe has held numerous positions in the Chicagoland area with Local 803 and Local 502 including but not limited to, Apprenticeship Instructor, President, Construction Foreman, and a Safety Officer for Petrochemical plant. He has a wide range of experience in our industry which we strongly believe will be a great assist to the NPIJATF.



Joseph Horkavy

In Joe's free time he enjoys spending time with his three children Destiny, Joey and Faith in the great outdoors and has a great passion for Chicago area sports with his favorite teams being the Bears and the Blackhawks.

There is no doubt with the work ethic and passion Joe has in his position, he will flourish and as a result help many youths reach their expectations and make the OPCMIA grow with new members.

Secondly, I would like to introduce Juan Luis Huerta who recently started his new endeavor as the Plastering Instructor at the San Diego JCC. Mr. Huerta also has a vast amount of experience in his respected trade. In 1991, Juan joined the OPCMIA and completed his apprenticeship in Local 2. Juan has been a Journeyman Plasterer for the past 28 years in both Local 2 and Local 200 and has worked on various projects small and large in that time frame, but his most memorable project was the Disney Concert Hall in downtown Los Angeles, California where he specialized in Interior plaster applications.



Juan Luis Huerta

In his free time Juan enjoys the company of his two daughters Erica and Raeleen and is also the proud grandfather of Andrew and Amira. Juan grew up in East LA and is an avid hiker, loves nature, animals and takes occasional strolls on the nearby beaches.

As a plasterer and instructor Mr. Huerta takes a great deal of pride in creating architectural structures that will be admired for years. With Juan's passion and experience to teach and help others it is inevitable that he will change many trainees' lives in a positive way.

For all new and exciting news check out www.opcmiajobcorps.org. We are looking forward to training and empowering our next generation of the workforce with these two new additions to our team.

Technology Has Changed the Construction Industry Forever

There was a time when the construction industry and the world of technology could not have been more distant. With the collision of these two industries it has left many wondering, what happened to my old job site?

Many people who became construction workers did so because they enjoyed working with their hands, creating something and seeing the results of their efforts at the end of the day. The extent of their interest in technology may have ended with their smart phone, online shopping or video games etc.

The adoption of technology by the construction industry has forever and inextricably changed how projects will be built and what skill sets craftsmen need to possess, now and in the future.

Just some of this current technology includes the use of;

Drones – used for safety and QC inspections, punch lists, site surveys and security.

Total Station – used for project layout, site layout and surveying.

PlanGrid – use of electronic blueprints accessible by everyone, everywhere.

Virtual Reality – used for training and safety, it is a computer-generated simulation of a three-dimensional jobsite.

Augmented Reality – used for project planning/modifications and automated measurements etc.



Superimposes a computer-generated image on a user's view of the real world, providing a composite view.

3D Printing – used to create concrete structures in hours instead of days or weeks.

BIM – Building Information Modeling, used to create intelligent 3D models of projects and generate workflows.

It is easy to disregard these changes if you have yet to see them on your projects or in your company, but you can be assured they are coming, and much sooner than you may think.

The professional construction worker of today needs to embrace and master the technology being used with the



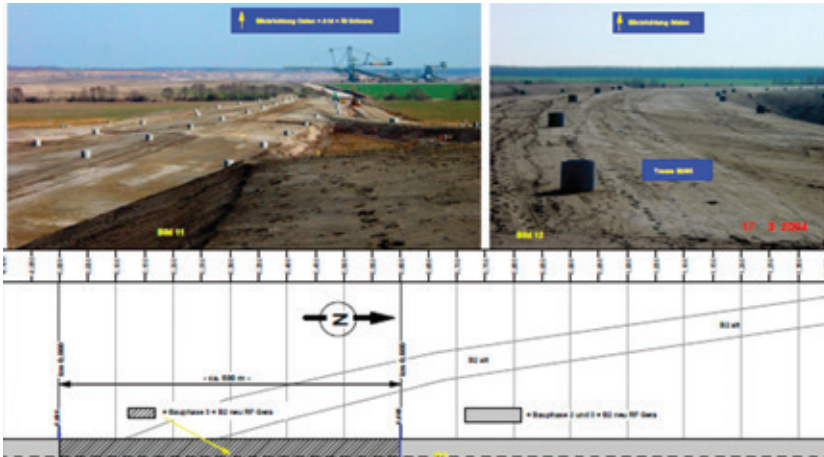
Deven F. Johnson
Executive Director



same level of commitment he or she had in mastering their craft. The industry is demanding that technological expertise become part of the craft. Anything less and those workers may find themselves replaced.

Historically, change in construction has happened relatively slowly. The exponential change we are currently experiencing has left some of our members believing they can leave it to someone else to deal with, and they are right. Someone else will pick up the ball and run with it. They will also pick up OPCMIA jurisdiction, jobs, money, benefits etc. And we will be left wondering what happened.

But that scenario doesn't have to



happen and won't happen, if we recognize that these changes are just the natural progression of our industry, as fast as that progression may be. The OPCMIA and the ITF are working hard to ensure our members are fully prepared to utilize any materials, software, equipment or processes we are faced with on the jobsite.

We recently developed two *Virtual Reality* projects; a fireproofing program and a riding troweling machine program. These do not replace hands on training but, will greatly reduce the time and cost of materials associated with the hands-on portions.

Our ITF instructors are certified by *PlanGrid* and are conducting that training for members as well as signatory contractors.

We have just completed *Total Station* training in California for our membership and will be scheduling more classes in the future.

We are working with our academic partners at Washtenaw Community College in Ann Arbor, Michigan, to develop a beta *3D printing* course as a basis to move onto 3D concrete printing. This new work process should be the jurisdiction of the OPCMIA and will be if we are trained and skilled at it.

The ITF is redeveloping our Foreman's Training program to more accurately

reflect the skills needed by an OPCMIA foreman on the modern jobsite. This new program will include an updated section on the use of technology as well as other updates.

The OPCMIA and the ITF will continue to provide state of the art training for our members and we encourage everyone to advance their skills and knowledge. Remember, our customers are our contractors and if we don't take care of them, someone else will.

As members of the oldest union in the building trades, we can take great pride in the legacy left by those who came before us. And by our actions now, we are building a legacy for those who will come after us.

From all of us at the ITF, we never forget that it is our members that we serve.

In Solidarity,
Deven

2020 ITF Calendar of Events

| Event | Location | Dates |
|------------------------------|----------------------|----------------|
| OSHA 510 | Columbia, MD | February 24-27 |
| OSHA 502 (1) | Columbia, MD | March 10-12 |
| OSHA 502 (2) | Columbia, MD | April 7-9 |
| OSHA 500 | Columbia, MD | April 20-24 |
| Instructor Training Program | WCC in Ann Arbor, MI | June 15-19 |
| Safety Week (TTT) | Columbia, MD | August 24-28 |
| Fireproofing | TBD | TBD |
| ASCC Polishing Certification | TBD | TBD |
| Tablet Training | TBD | TBD |
| Foreman Training | TBD | TBD |
| Coordinators Meeting | TBD | TBD |
| AWCI EIFS Certification | TBD | TBD |



RECENT APPOINTMENT

Christopher Feller

Appointed International Representative

General President Daniel E. Stepano is pleased to announce the appointment of Christopher Feller to the position of International Representative of the Operative Plasterers' & Cement Mason's International Association, effective September 23, 2019.

Brother Chris Feller joined Local 919 in Vancouver, British Columbia as a Cement Mason Apprentice on October 26, 1988. He was elected to the Executive Board on February 15, 1994 and remained serving until September 2019. Brother Feller was twice appointed as a Business Agent/ Organizer / Dispatcher in 1992-1993 and 1996-1997. He was appointed as Trustee of the Health & Welfare and Pension Plan on February 13, 1997. Brother Feller became Business Manager / Secretary Treasurer of his Local in March of 2003.

Brother Feller served on various committees and of the British Columbia Building Trades Council. In September of 2008, he was elected as a President of the Allied Hydro Council (AHC). The AHC negotiates PLAs for major hydroelectric dams in the Province.

Chris married his long-time partner Hayley in 1996. They have three (3) kids Shanel, Jewel and Chad. Chris and Hayley live in Coquitlam and their daughters are currently attending the University.



Christopher Feller

OPCMIA APPRENTICESHIP

Local Union 18 – Central Illinois

On June 22, 2019, Local 18 held their 2019 Apprenticeship Banquet at Alexander's Steakhouse in Peoria, Illinois. On hand to present Certificates to the Apprentices were Eric Steele, Apprentice Coordinator for the Finishers and David Arnold, Apprentice Coordinator for the Plasterers. Also present were Local 18's President Scott Nimmo, Business Manager/Financial Secretary Mark Winkler and Recording Secretary Montie Schell.



(Left to right) Graduates Steven Coats, Urias Nava, Bryson Johnson and new Apprenticeship Coordinator Eric Steele.

Local Union 18 – Central Illinois



(Left to right) President Scott Nimmo, Outstanding Apprentice of the Year Urias Nava, Business Manager/Financial Secretary Mark Winkler and Apprenticeship Coordinator Eric Steele, presenting Urias Nava with the Outstanding Apprentice of the Year Award.



(Right) Apprenticeship Coordinator Eric Steele congratulating and thanking Mike Wilson, Mentor, on a job well done mentoring Urias Nava and presenting him with a Local 18 sweatshirt.



(Right) Apprenticeship Coordinator Eric Steele, congratulating and thanking Cliff Durbin, Mentor, for a job well done mentoring Bryson Johnson and presenting him with a Local 18 sweatshirt.



(Left to right) Apprenticeship Coordinator for the Plasterers David Arnold and David's son Josh Arnold, Plasterer of Local 18, at the Apprenticeship Banquet.

OPCMIA POLITICAL OUTLOOK

Blaze Wharton

Continued from page 4

With your help, OPCMIA is coming to be a political force not only with those in government, management, but among other unions within the AFL-CIO and Metal Trades. We are being proactive, not reactive.

Someone once said, "No one 'gives' you respect, or power. You have to earn it, and then take it.

Under the leadership of General President Stepano and all our members together, we are moving deliberately and forcefully into the political mainstream.

Many people believe the 2020 election could be the American union movement's tipping point. Whether accurate or not, please know your union is prepared, has a game plan, and is on the frontline, moving forward, and with conviction. Because when all is said and done, we WILL have our seat at the table.

GENERAL PRESIDENT

DANIEL E. STEPANO

Continued from page 2

Representatives, Vice Presidents and the General Executive Board.

This was followed by the National Anthems of both Canada and the USA, which was then followed by the original song “O-P-C-M-I-A”, performed by a Las Vegas song & dance troupe consisting of 20 men and women, who received a standing ovation from the Delegates and guests.

General President Daniel E. Stepano then gave his Keynote Address, which he began by sadly acknowledging the passing of his Father and the recent death of his Mother, and what they meant to him as a person. And how much the support and prayers of the OPCMIA family helped him through a very difficult time. Husband Stepano then thanked his wife Jeanne and his entire family for their unwavering support. During his remarks, which were interrupted numerous times by applause, General President Stepano made the following statements:

“The OPCMIA work is not done.”

“If we don’t change, we lose.”

“Losing this battle is NOT an option.”

“We will save our future.”

“This is our time, right now!”

“We work for our members and their families, that’s why we exist.”

“We have a world class product, that’s why we are spending \$1 million per year on promotion and marketing regarding who we are.”

“The future is now.” (At which time General President Stepano performed a virtual reality demonstration). He closed his remarks to a standing ovation, loudly declaring - - -

“THE FUTURE IS COMING!!”

The Convention Credentials Committee gave a partial report. The Rules Committee gave its final

report. The following Resolutions were adopted by the Delegates - #5, #6, #10, #102, #103, #106, and #108.

A video on the White House attack on Union apprenticeship programs was shown to the Delegates.

The following speakers addressed the 52nd Convention: Sean McGarvey, President of the Building & Construction Trades Department; Bill Stanley, Executive Secretary-Treasurer of the Southern Nevada Building Trades Union; Marc Levitt, Business Manager of Local 797-Las Vegas; Darrell Roberts, Executive Director – Helmets to Hardhats; and Las Vegas Mayor Carolyn Goodman.

Being no further business, the Convention adjourned at 12:14 p.m.



DAILY SYNOPSIS

Tuesday, August 13, 2019

DAY 2

The second day of the 52nd Convention commenced with a stirring video honoring those OPCMIA Officers who have passed away since the last Convention in 2014.

The highlight of the Morning Session was the nominations and unanimous “white ballot” elections for General President Stepano, Secretary-Treasurer Sexton and Executive Vice President Lair. These were followed by the “white ballot” elections of the five (5) Cement Mason Vice Presidents, the five (5) Plasterer Vice Presidents, the Shophand Vice President, and the Canadian Vice President. President Stepano then thanked all the Delegates for their trust, and for keeping the “OPCMIA Team” together. President Emeritus John Dougherty swore in the newly elected officers.

Speakers during the morning session included Kevin D. Sexton, General Secretary-Treasurer, who reported about the sound financial position of the OPCMIA. He was followed by Todd Lair, Executive Vice President, who spoke about how he became an OPCMIA member, an organizer and how “his Union” changed his life and benefited his wife and children.

Resolutions reported on and adopted were #20, #21, #101, #116, #117, #122, #123, #124, #125, #138 and #139. The Elections Committee gave its final report, which was invited.



Three videos were shown throughout the day's session: 1) A video regarding Women in Construction was shown, advocating strong support for the OPCMIA's "Steel Edge Women" Committee; 2) a video on the importance of Training was viewed by the Delegates, and; 3) and a video on the Job Corps Training Program was also shown.

Additional Speakers were Arlene Dunn, Director of Canada's Building Unions; Gerald Kriskovich, Executive Director of the NPIJATF/OPCMIA Job Corps; Deven Johnson, OPCMIA International Representative, Executive Director of the International Training Fund and Assistant to the General President; Kilah Engelke, Business Agent of Local 599, Area 558; and Mike Saraille, CEO of Echelon Front Overwatch, with Dave Berke, Director of Leadership Development and Alignment Programs – one a retired Marine and the other an ex-Navy Seal. They spoke expertly on the importance of Leadership with Humility.

Being no further business, the meeting adjourned at 3:40 p.m.

DAILY SYNOPSIS

Wednesday, August 14, 2019

DAY 3

The following 24 Resolutions were adopted by the Delegates - #1, #2, #3, #13, #15, #16, #17, #18, #19, #22, #27, #28, #29, #104, #105, #107, #109, #110, #121, #129, #130, #131, #133, and #134.

Speakers addressing the Convention were:

- Elizabeth Shuler, Secretary-Treasurer, AFL-CIO;
- Edward Smith, President & CEO, ULLICO, Inc.;
- Kenny Hansmire, Executive Director of the National Child Identification Program;
- Alise Martiny, Business Manager & Financial Secretary Kansas City Building Trades Council.

Being no further business, the Session adjourned at noon.



DAILY SYNOPSIS

Thursday, August 15, 2019

DAY 4

The Delegates to the 52nd Convention adopted the following 26 Resolutions: #4, #7, #8, #9, #11, #12, #14, #23, #24, #25, #26, #111, #112, #113, #114, #15, #118, #119, #120, #126, #127, #128, #132, #135, #136, and #137.

The Delegates denied Appeals #201, #202 and #203.

The Delegates adopted the Report of the Finance Committee.

The following speakers addressed the Convention:

- Congresswoman Dina Titus, 1st Congressional District of Nevada
- Scott Vance, Executive Director & CEO, Union Sportsmen's Alliance
- James Hart, President, Metal Trades Department. AFL-CIO
- Shauna Agan-Barnakas, Esq., Abato, Rubenstein and Abato, P.A.

General President Stepano closed the Convention by declaring the OPCMIA has a proud tradition to uphold, and he thanked the Delegates for their trust and continuing support as the OPCMIA moves into the future.

Being no further business, the Convention adjourned Sin Dine at 12:20 p.m.

Continúa de la página 3

el como personas. Y todo lo que le ayudo el apoyo y rezos de las familias del OPCMIA durante ese tiempo tan difícil. Como Esposo; el Sr. Stepano después agradeció a su Esposa Jeanne y a toda su familia por su apoyo incondicional durante su discurso, el cual era interrumpidas numerosas veces por los aplausos de los delegados. El Presidente General Stepano izo las siguientes declaraciones.

“El trabajo del OPCMIA aun no termina”

“Si nosotros no cambiamos, perderemos”

“El perder esta batalla no es una opción”

“Nosotros rescataremos nuestro futuro”

“Este es nuestro momento. Ahora”

“Nosotros trabajamos por nuestros agremiados/ miembros y sus familias”

“Tenemos un producto de primera clase mundialmente, es por eso por lo que estamos gastando \$1 millón por año en promociones y mercadotecnia con respecto a quienes somos.”

“El futuro es ahora”. (Entonces el Presidente General Stepano demostró un ejemplo de equipo de realidad virtual para capacitar a nuestros agremiados/miembros). El termino diciendo en voz alta y con gran ovación en donde estamos como Gremio/ Sindicato...

“EL FUTURO YA ESTA AQUI!!”

El comité de Credenciales de la Convención, dio su reporte parcial. El Comité de Regalas dio su reporte final. Las resoluciones siguientes fueron adoptadas por los delegados- #5, #6, #10, #102, #103, #106, y #108.

Un video donde la Casa Blanca Lanza un ataque al sistema de aprendizaje, entrenamiento y capacitación se les mostro a los delegados.

Los siguientes oradores dieron su discurso en la Convención 52: Sean McGarvey, Presidente del Departamento Nacional de Edificación y Construcción; Bill Stanley, Secretario Ejecutivo y Tesorero del

Departamento de Edificación y Construcción Sindical del Sur de Nevada; Mark Levitt, Gerente del Sindicato Local 797 de Las Vegas NV; Darrell Roberts, Director Ejecutivo de Gorras De Guerra a Gorras de Constructores; La Alcaldesa de Las Vegas Carolyn Goodman.

Al no haber mas asuntos a tratar, la Convención descansó a las 12:14 p. m.



SINOPSIS DIARIA

Martes, 13 de agosto del 2019

DÍA 2

El Segundo día de la Convención 52, comenzó con un video inspirador honorando los oficiales del OPCMIA que han fallecido desde la ultima Convención del 2014.

Lo brillante de la mañana, fueron las nominaciones de oficiales y el echo de que todos se postularon unánimemente sin oposición, las elecciones para el Presidente General Stepano, Secretario y Tesorero General Sexton, y Vicepresidente Ejecutivo Lair. A estas le siguieron la nominación unánime sin oposición de los (5) Vicepresidentes representando a los “Cement Masons” Albañiles Mamposteros, y los (5) Vicepresidentes representando a los Yeseros y Enjarrado” Plasterers”, El Vicepresidente de Talleres “Shop Hands”, El Vicepresidente representando a el Canadá. El Presidente Stepano entonces agradeció al Presidente General Emérito Johan Dougherty por dirigir el juramento de los oficiales recién electos.

Entre los oradores durante la sesión de la mañana fueron, Kevin D. Sexton, Secretario y Tesorero General, el cual dio su reporte con respecto a lo fuerte que se encuentra hoy el OPCMIA financieramente. A el le siguió el Vicepresidente Ejecutivo Todd Lair, el cual hablo acerca de como se inicio como agremiado/miembro del OPCMIA, después Organizador/ Reclutador, y como su gremio/sindicato/unión cambio e impacto su vida, la de sus hijos y su esposa.

Las resoluciones reportadas y adoptadas fueron; #20, #21, #101, #116, #117, #122, #123, #124, #125, #138 and #139. Después, se le extendió una invitación a el Comité de Elecciones, los cuales dieron su reporte final.

Se mostraron tres videos durante la sesión del día, 1) Un video con respecto a la participación femenina

en la construcción, advocating un fuerte apoyo para el comité del OPCMIA “Steel Edge Woman” (Fuerza y Ventajas De la Mujer); 2) un video acerca de la importancia de educar, entrenar y capacitar nuestra fuerza laboral, también se les mostro a los delegados, y 3) se mostro un video con respecto a Job Corps (Instituto de Pre-Entrenamiento e introducción a la construcción).

Los oradores adicionales fueron; Arlene Dunn, Director de el Departamento de Edificación del Canadá; Gerald Kriskivich, Director Ejecutivo del Job-Corps NPIJTF/OPCMIA; Deven Johnson, Representante Internacional del OPCMIA y Director Ejecutivo del Fideicomiso e Instituto Internacional de Capacitación y Entrenamiento del OPCMIA y Asistente del Presidente General; Kilah Engelke, Agente de Negocios del Sindicato/Gremio Local 599, área 558, y Mike Saraille, CEO Gerente General de Echelon Front Overwatch, con el Sr. Dave Beker, Director del Programa de Liderazgo y Alineamiento, uno de ellos es un Marino jubilado el otro un Ex Naval. Ellos hablaron con respecto a la importancia de un liderazgo humilde.

Al no haber mas asuntos a conducir, la reunión se dio por terminada a las 3:40 pm.



SINOPSIS DIARIA

Miércoles, 14 de agosto del 2019 **DÍA 3**

Las siguientes 24 resoluciones fueron adoptadas por los delegados; - #1, #2, #3, #13, #15, #16, #17, #18, #19, #22, #27, #28, #29, #104, #105, #107, #109, #110, #121, #129, #130, #131, #133, y #134.

Los Oradores que se dirigieron a la Convención fueron;

- Elizabeth Shuler, Secretary-Treasurer, AFL-CIO;
-
- Edward Smith, President & CEO, ULLICO, Inc.;
-
- Kenny Hansmire, Executive Director of the National Child Identification Program;
-
- Alise Martiny, Business Manager & Financial Secretary Kansas City Building Trades Council.

Al no haber mas asuntos a tratar, la sesión termino al mediodía.



SINOPSIS DIARIA

Jueves, 15 de agosto del 2019 **Día 4**

Los Delegados ala Convención 52 adoptaron la siguientes Resoluciones: #4, #7, #8, #9, #11, #12, #14, #23, #24, #25, #26, #111, #112, #113, #114, #15, #118, #119, #120, #126, #127, #128, #132, #135, #136, y #137.

Los delegados negaron apelaciones a las Resoluciones #201, #202 y #203.

Los Delegados adoptaron el reporte de el Comité de Finanzas.

Los siguientes oradores se dirigieron a la Convención;

- Congresswoman Dina Titus, 1st Congressional District of Nevada
- Scott Vance, Executive Director & CEO, Union Sportsmen's Alliance
- James Hart, President, Metal Trades Department. AFL-CIO
- Shauna Agan-Barnakas, Esq., Abato, Rubenstein and Abato, P.A.

El Presidente General Stepano, serró la Convención declarando que el OPCMIA tiene orgullosamente, una larga tradición de unidad y apoyo, y agradeció a los delegados por su apoyo y confianza continua para dirigir a el OPCMIA asía el futuro.

Al no haber mas asuntos a tratar, la Convención se termino para seguir de una comida/cena, a las 12.20 pm.



Crafting Something New

THE OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION, the oldest Building Trades Union in North America, recently celebrated our 52nd International Convention and our 155th Anniversary with the theme "CRAFTING SOMETHING NEW." The International Convention was held in Las Vegas, Nevada at Caesars Palace on August 12 – 16, 2019.

Speakers from the Labor Movement, Government and Construction Industry spoke at this memorable occasion. Also, pictured are the delegates that were elected by the members and appointed by General President Stepano to serve on the Convention Committees.

OPCMIA 52ND CONVENTION SPEAKERS



General President Daniel E. Stepano



General Secretary-Treasurer Kevin D. Sexton



Executive Vice President Todd A. Lair



Elizabeth H. Shuler, Secretary-Treasurer, AFL-CIO



Sean McGarvey, President, North America's Building Trades Unions



Edward M. Smith, President & CEO, Ullico, Inc.



OPCMIA 52ND CONVENTION SPEAKERS



James V. Hart, President, Metal Trades Department, AFL-CIO



Honorable Carolyn Goodman, Mayor of Las Vegas



Congresswoman Dina Titus, 1st Congressional District of Nevada



Arlene Dunn, Director of Canada's Building Trades Unions



William H. Stanley, Executive Secretary-Treasurer, Southern Nevada Building Trades Union



Darrell L. Roberts, Executive Director, Helmets to Hardhats



Alise Martiny, Business Manager & Financial Secretary, Kansas City Building Trades Council



Mike Saraille, CEO of Echelon Front Overwatch



Dave Berke, Director of Leadership Development and Alignment Programs of Echelon

OPCMIA

52ND CONVENTION

SWEARING-IN - General President Emeritus John J. Dougherty swearing in the newly elected OPCMIA International Officers. Congratulations to all!



OPCMIA 52ND CONVENTION SPEAKERS



Scott Vance, Executive Director & CEO, Union Sportsmen's Alliance



Kenny Hansmire, Executive Director of the National Child Identification Program



Deven Johnson, International Representative, Executive Director of International Training Fund and Assistant to the General President



Gerald R. Kriskovich, Executive Director, NPIJATF/OPCMIA Job Corps



Kilah Engelke, Business Agent, Local 599, Area 558



Shauna Agan-Barnakas, Esq., Abato, Rubenstein and Abato, P.A. - Recipient of Scholarship Award



CONGRATULATIONS - 60-YEAR GOLD CARD
General President Daniel E. Stepano proudly presents General President Emeritus John J. Dougherty with his 60-Year Gold Card.





OPCMIA 52ND CONVENTION COMMITTEES



APPRENTICESHIP & SAFETY TRAINING COMMITTEE



BUILDING CODES COMMITTEE



CONSTITUTION COMMITTEE

OPCMIA 52ND CONVENTION COMMITTEES

CREDENTIALS COMMITTEE



DIVERSITY COMMITTEE



ELECTION COMMITTEE



FINANCE COMMITTEE



OPCMIA 52ND CONVENTION COMMITTEES

FRINGE BENEFITS COMMITTEE



GRIEVANCE COMMITTEE



LABELS COMMITTEE



LABOR STATISTICS COMMITTEE



OPCMIA 52ND CONVENTION COMMITTEES



OPCMIA 52ND CONVENTION COMMITTEES

STEEL EDGE WOMENS COMMITTEE



SERGEANT-AT-ARMS COMMITTEE



50th ANNIVERSARY— Congratulations to Linda Chamberlain on 50 years of dedication and service to the OPCMIA. General President Stepano and General Secretary-Treasurer Sexton presented Linda with an OPCMIA gold bracelet to mark this memorable occasion.

USA Award Received at 52nd International Convention

SPRING HILL, TENNESSEE –The Union Sportsmen's Alliance (USA) has honored Greg West of the Operative Plasterers' and Cement Masons' International Association (OPCMIA) with the 2019 OPCMIA Conservation Steward of the Year Award for his exemplary commitment to conservation and community service.

The award recognizes volunteers from each of the USA's charter unions who have made exceptional contributions to the USA's efforts to organize union volunteers to donate their time and unique trade skills to preserve North America's outdoor heritage.

Brother West, of Dayton, Ohio, serves as a Business Agent for Local 132. He was instrumental in completing an extensive USA Work Boots on the Ground (WBG) conservation project that transformed a dilapidated eyesore into a popular city park enjoyed by local families, disabled veterans and other city residents.

"When the once-popular Lakeside amusement park in West Dayton closed after being bypassed by a freeway project, the area around the lake suffered years of neglect, fell into disrepair and became a place you wouldn't want to hang out," said USA Director of Union Relations Walt Ingram.

In the renovation's first stage, a coalition including the city of Dayton, USA, Ohio AFL-CIO, a number of union locals and neighborhood civic groups rallied more than 100 volunteers to remove trash and underbrush from around the lake.

Funded in part by \$25,000 raised through the USA's Ohio State Conservation Dinner, the second stage involved installing a floating, handicap-accessible fishing pier, walkways, park benches, lighting and more.

"After the clean-up, Greg and the OPCMIA stepped up and placed concrete supports for the floating pier and park benches," Ingram explained. "Greg's leadership and the Cement Masons' involvement also encouraged other trades to get involved."



OPCMIA International General President Daniel E. Stepano (L) and USA CEO and Executive Director Scott Vance (R) presented Local 132's Business Agent Greg West with the OPCMIA Conservation Steward of the Year Award.

Along with OPCMIA Local 132, the Dayton MV Regional Labor Council, AFSCME Council 8, IBEW Local 82, Laborers' Local 1410, Iron Workers Local 290, IUPAT Local 249, USW Local 5541, UA Local 189 and the Dayton Newspaper Guild were involved with the Lakeside Lake project.

"I am honored to be part of something that turned an eyesore into a beautiful area that can be used by the community," said West. "It was awesome working side by side with my brothers from the other trades, and I especially want to thank my brothers and sisters from Local 132 who volunteered their time and skills to give back to the community."

"The Conservation Steward award is a great honor, and I want to acknowledge my local and my International for their support on this project," he added. "We couldn't have done it without their strong backing."

USA CEO and Executive Director Scott Vance and OPCMIA International General President Daniel Stepano presented West's award August 15 at the OPCMIA 52nd International Convention in Las Vegas, Nevada.

The Conservation Steward of the Year selection process begins with the nomination of potential recipients by peers or union leadership. From this pool of nominees, USA staff select individuals who have had the greatest impact on the USA's mission, represented their unions in the most exemplary fashion, and made the biggest difference in their local community.



OPCMIA 52ND

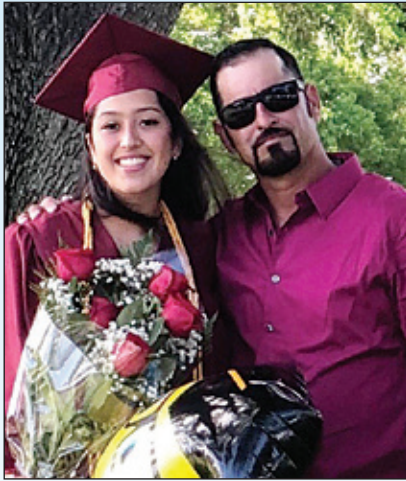






CONGRATULATIONS TO PATRICK D. FINLEY

Presenting the eight (8) winners of the Patrick D. Finley Scholarship Fund. Each recipient received a grant check in the amount of \$5,000.00 to further their education. On behalf of the officers and members of the OPCMIA, we would like to extend our sincere congratulations and best wishes for much success in pursuing your education and dreams.



OPCMIA Scholarship winner YUJANY SARABIA pictured with her father, Cesar Sarabia, a member of Local Union 600, Los Angeles, California. Yujany currently a student at University of California, Santa Barbara, attending this fall as a Biology major.

I, Yujany Sarabia am currently a UCSB student attending this fall as a Biology major and on a pre-med track. In high school I took college level classes, did community service and put in the work in order to graduate with Honors, those experiences helped me build character.

I want to thank my parents for their continued support. I am grateful for the support that the OPCMIA "Patrick D. Finley Scholarship Fund" and Cement Masons Local Union 600, where my father works as Finisher, has given me in pursuing my education.

This scholarship has impacted my life by allowing me to attend the University and be a step closer to my goals. I will continue to work hard and diligently in the University towards my goals and dreams. Thank you very much OPCMIA and Cement Masons Local Union 600 for the support!

OPCMIA Scholarship winner NICOLE YOHO pictured with her father, Michael Yoho, a member of Local Union 109, Akron, Ohio. Nicole plans to attend The University of Mount Union in the fall.

My name is Nicole Yoho. My father, Mike Yoho, is a member of Local 109 in Akron, Ohio. I recently graduated from Timken Early College High School (a program through Canton McKinley High School), as well as, Stark State College. I not only received my high school diploma, but also two (2) Associate's Degrees. I am a member of The National Honor Society, Canton McKinley Scholars, McKinley Girl's Tennis, Upward Bound Math/Science, and C.A.M.P. Program (Cast Apprenticeship Mentorship Program). One accomplishment I am extremely proud of is that I have had perfect attendance for my entire schooling (K-12). I have never missed a day of school!

In the fall, I will be attending The University of Mount Union with a major in Early Childhood Education and a minor in Business. This scholarship will help with my current goal of obtaining my Bachelor's Degree, move on to the next goal of obtaining my Master's Degree, and eventually become a successful professional in the education field. Thank you again for this opportunity!



LOCAL 109 ANSWERS THE CALL ONCE AGAIN

Once again, Local Union 109's Business Manager Greg Daniels steps up to further student's education by matching the "Patrick D. Finley Scholarship Award" for their scholarship winner – Ms. Nicole Yoho.

"Thank you" Greg Daniels, Business Manager of Local 109 for your generosity.

2019 WINNERS OF THE SCHOLARSHIP FUND



LOCAL UNION 404 – MATCHES INTERNATIONAL'S SCHOLARSHIP AWARD

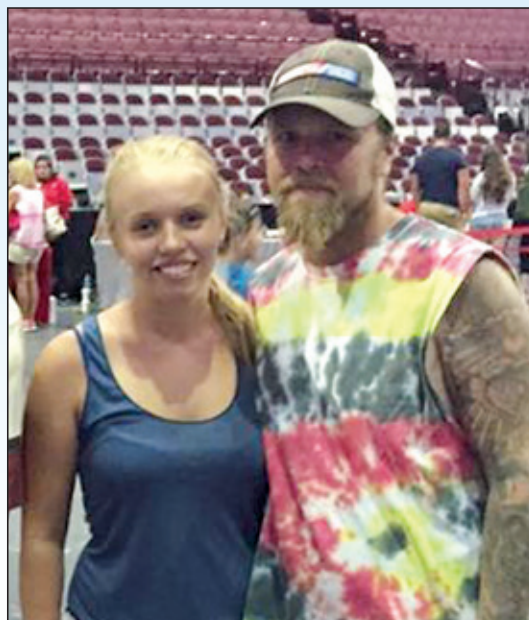
Local Union 404's Business Manager Chuck Wanat steps up to further student's education by matching the "Patrick D. Finley Scholarship Award" for their two (2) scholarship winners – Ms. Ashley Costa and Ms. Angel White.

"Thank you" Chuck Wanat, Business Manager of Local 404 for your generosity.

OPCMIA Scholarship winner ANGEL WHITE pictured with her father, Thomas White, a member of Local Union 404, Cleveland, Ohio. Angel is going into her senior year at the Ohio State University in the fall.

I am Angel White, and I am the daughter of Thomas White, a Local 404 member. My dad has been an important role model my whole life and has always encouraged me to pursue what I am passionate about. I am an upcoming senior at The Ohio State University majoring in Neuroscience. At OSU I am the treasurer of Buckeyes Raising Awareness in Neuroscience, a member of Nu Rho Psi, and a founding member of an outreach program teaching high school students about stem cells and the brain! I also dedicate a lot of time working on my research project in a physiology and cell biology lab on campus. The lab focuses on studying the heart, looking at ways to improve function in the failing heart.

After graduation I plan to go on to graduate school to pursue a Ph.D. in Neuroscience to study neurodegenerative diseases. With the help of this scholarship I am going to be able to finish out my last year in undergrad strong and dedicate enough time to working on my graduate school applications and interviews.



OPCMIA Scholarship winner ASHLEY COSTA pictured with her father, Rino Costa and grandfather, members of Local Union 404, Cleveland, Ohio. Ashley plans to attend the University of Dayton in the fall.

Hello! My name is Ashley Costa and my family is a proud member of the OPCMIA. This fall I will be attending the University of Dayton to study Early Childhood Education and Occupational Therapy. I graduated Magna Cum Laude from North Royalton High School. Throughout my high school years, I was active in my community with numerous service activities, along with being a member of National Honor Society.

OPCMIA SCHOLARSHIP FOUNDATION

Should you like to make a donation to the Patrick D. Finley Scholarship Fund, please forward your contribution to: Patrick D. Finley Scholarship Fund, 9700 Patuxent Woods Drive, Suite 200, Columbia, MD 21046



CONGRATULATIONS TO PATRICK D. FINLEY

OPCMIA Scholarship winner ALLISON MCLAUGHLIN pictured with her father, James McLaughlin, a member of Local Union 3, St. Louis, Missouri. Allison plans to attend St. Charles Community College in the fall.

Allison McLaughlin is the daughter of James McLaughlin, a member of Local 3 in St. Louis, Missouri. Allison graduated a semester early from Fort Zumwalt West High School in O'Fallon, Missouri in December of 2018. She will be attending St. Charles Community College to receive her Associate's Degree in English/Literature. During her high school career, Allison maintained a 4.2 GPA while being an active National Honor Society Member, DECA Public Relations Officer, Junior Class Officer, Yearbook Design Editor, Cheer Captain, and Jr. Jags Cheer Coach. Allison's father, James, is her role-model and consistently teaches her the values of hard work and dedication and what the Union stands for. Allison's family has been a part of the Union for generations, and this has inspired Allison to one day become a member of The American Federation of Teachers.



OPCMIA Scholarship winner JENNIFER VELASCO pictured with her father, Isidro Velasco, Jr., a member of Local Union 630, Honolulu, Hawaii. Jennifer is presently attending University of Hawaii West Oahu and Leeward Community College. She plans to continue here studies in the fall.

My name is Jennifer Velasco, daughter of Isidro Velasco Jr, who is a member of Local 630. I am from Honolulu, Hawaii. I graduated from Waipahu High School with honors. I am very involved with my academics, extracurricular activities, and as well as community service. I started taking college classes during my junior year to explore on what I really want to be in the future. I became a school ambassador during my senior year. It was a great experience.

I am now in college, attending two colleges. I am studying at University of Hawaii West Oahu and Leeward Community College with my Bachelor's Degree in Public Administration concentration in Healthcare Administration. I am in my junior year of college this coming fall 2019. I plan to continue my studies till I get my master's degree in Public Health.

2019 WINNERS OF THE SCHOLARSHIP FUND



OPCMIA Scholarship winner JACOB GASIENICA pictured with his father, Janusz Gasienica, a member of Local Union 502, Chicago, Illinois. Jacob is going into his senior year at the University of Illinois at Chicago in the fall.

My name is Jacob Gasienica. My father, Janusz Gasienica, has been a member of Local Union 502, since 1996. My father moved here from Poland when he was 16 years old and becoming a member of the union played a large part in improving his life and the life he provided for me.

I am currently going into my senior year at the University of Illinois at Chicago. At UIC, I am studying bioengineering on a pre-medicine track. Bioengineering has given me a curriculum through which I have been able to learn about the math, physics, and biology behind the medical devices which fascinated me growing up. It has also given me opportunities to gain experience in doctors' clinics before attending medical school.

Throughout my undergraduate years, I have been heavily involved in student leadership positions as well as in research. I currently work at Rush University Medical Center in the Department of Orthopedic Surgery, where I work on research projects concerning motion and imaging biomechanics. I am also an avid volunteer at a local hospital and like to run in my free time.

I am currently interested in pursuing a practice in orthopedic surgery as that is where most of my research work lies; however, I am excited to see a range of specialties in medical school and find out what other fields might interest me the most.



OPCMIA Scholarship winner BENJAMIN BYERS pictured with his father, Norman Scott Byers, a member of Local Union 755, Los Angeles, California. Benjamin plans to attend the University of San Francisco in the fall.

Benjamin Byers is a Class of 2019 graduating senior from Rolling Hills Preparatory High School in San Pedro, California. He is a four-year letter, scholar-athlete participating in three sports: tennis, football, and basketball. This season his Rolling Hills Prep basketball team became "Three-Peat" CIF Division 3 City Champions and won the State Championship his sophomore year. In the spring of this year, he earned MVP honors for the tennis team finishing 4th in the Coastal League Singles.

Academically, Benjamin has maintained a 3.8 GPA; reads, writes and speaks Mandarin Chinese fluently and has been a member of the National Honor Society since the 10th grade. He served as Student Council Vice President his junior year.

His life's passion is bowling competing in league play and competitively as a California Junior USBC member in local, state, regional and national tournaments since the tender age of 5 now averaging well into the 200's.

Ben will be attending the University of San Francisco in the fall majoring in Architecture and Community Design with a minor in Asian Studies.

Local Union 18 – Central Illinois

Congratulations to Local 18's members awarded their 30 and 40-Year Gold Cards.



(Left to right) Local 18's President Scott Nimmo, congratulates Brother James (Jimmy) Stewart on receiving his 30-Year Gold Card and Lapel Pin.



This is a donation job some members of Local 18/Area 539 did in Springfield, Illinois at the Angel of Hope Statue in Washington Park Botanical Garden. The angel statue honors the lives of all children gone too soon and serves as a place of hope and healing for parents, families and friends dealing with the tragic loss of a child.



Brother Curtis Harn, Brother Dick Huddleston and Brother Scott Gregory at work and putting some finishing touches on a cross for a donation job at the Calvary Church in Springfield, Illinois.



(Left to right) Brother Thomas Breedlove receives his 30-Year Gold Card and Lapel Pin from President Scott Nimmo.



(Left to right) Business Manager/Financial Secretary Mark Winkler presents Brother Gordon Hamblen with his 30-Year Gold Card and Lapel Pin.



(Left to right) Business Manager/Financial Secretary Mark Winkler presents Brother Ronald Sanders with his 30-Year Gold Card and Lapel Pin.



(Left to right) Brother Michael Dicks receives his 30-Year Gold Card and Lapel Pin from Business Agent Curtis Harn of Local 18.



Congratulations to Local 18's members who were presented with 40-Year Gold Cards and Lapel Pins: (left to right) Brothers Timothy Kiley, Barry Conder, John Hancock, Thomas (WooWoo) Sedivy, President Scott Nimmo and Charles (Tom) Fitzwater.

Local Union 40 – Providence, Rhode Island

On May 23, 2019, at a regular meeting Local 40 awarded 30-Year Gold Card and swearing in of Cement Mason Apprentice.



(Left to right) Business Manager David Gentile presenting Cement Mason Michael Iannuccilli with his 30-Year Gold Card, Lapel Pin and Certificate.



(Right) Vice President Danilo Nunez swearing in Job Corp Graduate Joao Martins as a Local 40 Cement Mason Apprentice.

Local Union 72, Spokane, Washington

Local Union 72 members shown working on different job sites in their area.



Journeyman Thomas Cone straight edging gutter work for Contractor William Winkler, Inc.



Journeyman Steve Chavez working for Five Star Concrete shown floating top of curb work.

Local Union 72, Spokane, Washington



Garco Construction, Mead School District Project, Journeyman Patrick Hough saw cutting control joints.



Garco Construction, Mead School District Project, Journeyman Darin Hamlin laying down floor.



Garco Construction, Mead School District Project, Journeyman Dennis Murphy panning floor.

Local Union 82 – Portland, Oregon

Local Union 82 members shown working on different job sites in their area.



Oregon Lobby Day, Apprentice Jarred West met with Oregon State Representatives and Senators.



Business Manager Kent Sickles with Apprentice Austin Wood in fireproofing class with new mock-up.



Journeyman Chris Haynes with Frea Shearer & Sons at U.S. National Bank doing cornice mitering.



Christian Alfapada, an apprentice at the time, has since journeyed out working for Superior Plastering. Demonstrating to Architects during class week how to plaster a niche.



Photo of finished niche – picture-perfect!

Local Union 109 – Akron and Canton, Ohio

Plasterers' Restore the Historical Bowery Building in Downtown Akron, Ohio

The first floor of the Historic Bowery Building in downtown Akron, Ohio is truly a beautiful work of Plaster materials and Plasterers' craftsmanship. This building is over 100 years old and is an example of how buildings used to be built. The owners of this building are investing in it and restoring it. The lower floors will be retail and the upper floors will be office space or residential. The first floor showcases the plaster artwork. The owners decided to keep the original plaster walls and molded ceiling and restore it to its original look.

Our Plasterers are working hard and with great pride on this job to handle the task at hand. They need to make molds

of the original artwork, then attach the new casted molds onto the ceiling. In some places the craftsmen will have to patch large holes in the ceiling before they can attach the molds.

The Plaster Contractor is AC Plastering out of Cleveland, Ohio. They have three (3) Journeymen Plasterers' working diligently every day to restore the beauty of these walls and ceiling. Local 109's Business Representative William Taggart and International Representative Joseph Ciacchi made a visit to the jobsite to observe the amazing work that our members do. Local 109's Business Manager Greg Daniels is very proud of the work the craftsmen are doing on this historical building.



(Left to right) Brother Chett Wearley, Local 109; Brother Anthony Mendoza, Local 526; Akron Business Representative Bill Taggart and Brother Larry Hutson, Local 526, showing off the replacement plasterer casted artwork that must be mounted on the ceiling.



Brothers Larry Hutson, Chett Wearley and Anthony Mendoza worked every day to restore this old beauty. This is a plasterer casting they made of the American Eagle, which will go on the ceiling with the other castings.



Brother Chett Wearley doing some patch work.



Brother Anthony Mendoza hard at work with patching the crown molding.



Brother Larry Hutson explaining the hole in the ceiling needs to be fixed and patched before they can hang any casted molds.

Local Union 132 – Ohio & Kentucky

National award: Mayor Whaley and the City Commission welcomed Greg West of Local 132 (Operative Plasterers and Cement Masons) to celebrate an award from the Union Sportsmen's Alliance, a national organization.

Brother Greg West and Local 132 members made vital contributions to a much-needed conservation project in Dayton – the transformation of Lakeside Lake from a neglected liability to a revitalized body of water and park enjoyed by local families, veterans and others. The union members' work included installing concrete for a handicap-accessible floating fishing pier, walkways, park benches, lighting and more.

Congratulations, and thank you, to Greg and Local 132.



(Left) Brother Greg West and Mayor Nan Whaley of Dayton, Ohio

UNION PROUD / Greg West, "I may have received the award but "we" as a community earned it. Thanks to the other trades and



Revitalization of Lakeside Lake

the Dayton Building Trades, the Pineview neighborhood and all the volunteers that gave of themselves."

Local Union 404 – Cleveland, Ohio

2018 Service Award Recipients

Cement Masons Local 404 is proud to recognize the following members for their dedicated years of service to the Union and the concrete construction industry. volunteers that gave of themselves."

25 Year Members: Richard Becker, Terry D'Ambrosio, David Gamon, Edward Groening, Tony Hendershot, Lavon Moore, Jeff White.

30 Year Members: Nick Carriero, Theodore Friel, Theresa Harris, James Helman, Curtis Kozak, Christopher Mercurio, James Siefert, Scott Zaccardelli.

40 Year Members: Phillip Amicone, Thurston Barrow, Carl Conti, Jeffrey Jordan, Samuel Leonard, Douglas Weber.

50 Year Members: Edward Blondin, Frank Ciacchi

60 Year Members: Anthony Deserio (*sorry to report on 4/26/19 Brother Deserio passed*), Jack Egger, Joseph Lowe

70 Year Member: Izmeal Mikula



50-YEAR AWARD: L to R. 50 Year member Edward Blondin with Business Manager Chuck Wanat and President Paul Metcalf (back).

Local Union 404 – Cleveland, Ohio



40-YEAR AWARDS: L to R. 40 Year members, Thurston Barrow, Vice-President Jeffrey Jordan with Business Manager Chuck Wanat and President Paul Metcalf (back). Vice-President Jordan has been an officer of Local 404 since 1996 and has held the positions of Executive Board, Vice-President and Delegate to the Ohio Conference.



30-Year Awards: L to R. 30 Year members James Helman, Executive Board member Theresa Harris, Business Manager Chuck Wanat, Executive Board member Curt Kozak, Christopher Mercurio and President Paul Metcalf (back). Sister Harris has been an officer of Local 404 since 1996 and has held the positions of Recording Secretary and Executive Board member, Brother Kozak has been an officer of Local 404 since 1999 and has held the positions of Sergeant-At-Arms and Executive Board.



2018 GRADUATING APPRENTICES: Pictured L to R: ITF Instructor and past Local 404 JATC Instructor Nick Demonte with graduating Apprentices Josh Williams, Cody Brooks, Thomas Wilburn, Jackie Curry, Adrian Williams, Nathan Phillips, Artis Hicks, current JATC Instructor Barry DiJulius and Brandon Cook. Not pictured are Jabir Abdul-Basit, Nick Zale, Justin Costello and Jason Huffman.

2019 Patrick D. Finley Scholarship Award Recipients from Local 404

Congratulations to Ms. Ashley Costa and Ms. Angel White.

GREAT NEWS: Local 404's Executive Board and membership have also approved to match the \$5,000 Patrick D. Finley Scholarship Award for any Local 404 family members who are recipients.

Best of luck to Ms. Costa and Ms. White in the pursuit of their educational endeavors.

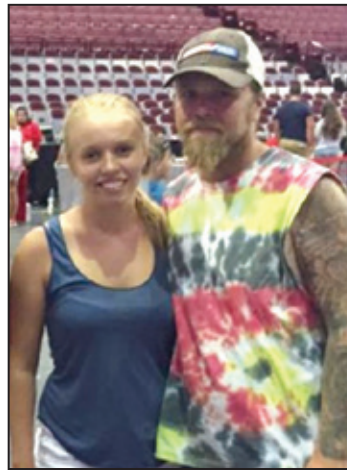
Recipient of Scholarship: Ashley is the daughter of Rino Costa and granddaughter of Rino G. Costa who are 25-year and 60-year members of Local 404, respectively. Ms. Costa will be attending the University of Dayton.



Pictured L to R. Rino G. Costa, Ashley Costa and Rino Costa



Pictured L to R: President/Business Agent Paul Metcalf, Ashley Costa, Rino Costa and Business Manager Chuck Wanat



RECIPIENT OF SCHOLARSHIP: Angel is the daughter of Tom White a 21-year member of Local 404. Ms. White will be attending her fourth year at Ohio State University.

Local Union 500 – Corona, California

Congratulations to Local 500's Apprenticeship Coordinator and Southern California Cement Masons Apprenticeship Instructors who completed the stenciling and staining of the OPCMIA logo on the floor of Local 500's Union Meeting Hall.



Local 500 member and Apprenticeship Coordinator Richard Griffith.



Southern California Cement Masons Apprenticeship Instructors (left to right) Rigoberto Moreno and Craig Johnson.

Local Union 518 – Kansas City, Missouri

Local 518's annual picnic was held on September 14, 2019, with an 80's theme. During the picnic service awards were presented to 40 and 50-year members. The members and their families enjoyed great food, prizes, and fun!



Brother Manuel Romero receiving his 40-Year Gold Card (left to right) President Alise Martiny, Business Manager David Kirkpatrick and Brother Manuel Romero.



Brother Gary Zumwalt receiving his 50-Year Gold Card (left to right) President Alise Martiny, Business Manager David Kirkpatrick and Brother Gary Zumwalt.

2019 MEMBERSHIP AWARDS CONGRATULATIONS!

25 YEAR PIN

Wesley Barrett
Tony Butler
Myron Dawson
RH Glenn
Larry Gorham
Leonard Imhoff
Robert Messer
Larry Minton
Newton Munsterman
Brian Parsel
Mark Schuetz
Brad Simpson

30 YEAR GOLD CARD

John Barnett
Gene LaMarr

40 YEAR GOLD CARD
David Burchard
David Butterfield
J. Eric Henry
Rusty Long
Manuel Romero

50 YEAR GOLD CARD

Gary Zumwalt

70 YEAR PLAQUE
Richard Hinchsliff

Annual Picnic of Local 518



Local 528 - Seattle, Washington

Local Union 528's members doing plastering work on a jobsite in their area.

A patch and repair project by Journeyman Ed Case and Plasterer Apprentice Stephanie Wilson employed by contractor J.J. Jefferson in Seattle.



Local Union 577 – Denver, Colorado

Local Union 577's Plasterers and Cement Masons members shown working on different job sites in their area.



Denver Plasterers Derryl Jones and Mark Day. They are employed by the Berg Company.



Berg Company Foreman Richard Courtney and Denver Local # 577 Plasterer Apprentice Jennifer Rodriguez at work on a Target Store remodel project. Brother Courtney is member of Local 265, Minneapolis, Minnesota. Berg Company is based in Minnesota.



Cement Mason member Brother Socorro Chavez patching in a Parking Garage located at 9th and Colorado in Denver. Brother Chavez is employed by the Kiewit Building Group.

Local Union 577 – Denver, Colorado



Denver Local 577 Plasterer Robert McGrew.



Cement Mason member Brother Ron Paulson is employed by the John Rohrer Company. They are performing a concrete restoration project at the Republic Plaza Parking Garage in downtown Denver.



Local 577's Cement Mason Foreman Manuel Estrada at Kiewit Building Group project located at 16th and Blake Street, in downtown Denver.



Cement Mason member Brother Joe Lapointe on Kiewit Building Group project in Lone Tree, Colorado. Brother Lapointe is handling the miscellaneous patching of foundation walls on this project.



Members of Denver, Colorado, Local 577, Tesfay Tesfay, Juan Alcaraz, Jose Lopez and Antonio Chavez making an exterior concrete pour at the Denver Local 208 Pipefitters Training Center addition. The Cement Masons are employed by Western States Contracting Inc.

Local Union 577 – Denver, Colorado



Local 577 Cement Mason Tesfay Tesfay backing in Concrete Mixer.



(Left to right) Local 577 Cement Mason Juan Alcaraz, Jose Lopez and Tesfay Tesfay cutting wet screed.

Local Union 592 – Philadelphia, Pennsylvania

Local 592's President/Business Manager Bill Ousey along with the Local Union Officers congratulate 50-year member.



(Left to right) Vice President Mark Wildsmith, Financial Secretary Mike Sabatini, 50-Year Gold Card and Lapel Pin recipient Brother Darrick Parsons, President/Business Manager Bill Ousey and Field Representative Nick Bair.

Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599 who were presented with their service awards for the following years: 25, 30, 40 and 60.



Local 599 Area 558 Plasterer and former Business Agent Randall Hink (right) receives his 25-Year Lapel Pin from Statewide Organizer Trae James.

Local Union 599 – State of Wisconsin



Local 599 Area 558 Plasterer Richard Wilcox (left) receives his 25-Year Lapel Pin from Business Agent Bart Swearingen.



Local 599 Area 558 Plasterer Robert Kuhn (left) receives his 25-Year Lapel Pin from Business Agent Bart Swearingen.



Local 599 Area 558 Cement Mason Patrick Bero (left) receives his 30-Year Gold Card and Lapel Pin from Business Agent Bart Swearingen.



Local 599 Area 558 Cement Mason Paul Sedlar (left) receives his 40-Year Gold Card and Lapel Pin from Business Agent Bart Swearingen.



Local 599 Area 257 Cement Mason Gerald Molzahn (right) receives his 60-Year Gold Card from Business Agent Matt Ganhs (left). Center is James Williams, former Business Agent for Area 257.

Local Union 599 – State of Wisconsin

Local 599's Business Manager Todd Gray reports the state of the Road Building in Wisconsin hasn't experienced any downturn in light of our State recently becoming Right-to-Work...as a matter of fact we are in the midst of some of our strongest years with work booming and lots of opportunities for skilled craftsmen to join our team. The Foxconn project has opened up not only Commercial Building work but also major Road Building projects to accommodate the growth that the project will facilitate in the area from Northern Illinois into Milwaukee. Additionally, the Interstate between Rockford and Wisconsin Dells, which includes 19 bridges, is also in full swing generating lots of work for OPCMIA members. We anticipate a strong

season and look forward to a smoother ride down the Wisconsin roads!

The operation pictured in the photos below was the reconstruction of Hwy 100 in Hales Corners, Wisconsin which is in the jurisdiction of OPCMIA Local 599, Area 558, Milwaukee. This is a multi-phase project in which the first season (2018) addressed the Northbound side of the road and the current season (2019) features the Southbound side of the road. During these photos, Cement Masons, Laborers, and a few Heavy Equipment Operators team up to install Vertical Face Curb and Gutter with a widened pan to accommodate a bicycle lane for the finished product. Featured contractor is J&A Pohl Construction Inc.



Photo of Slip crew and Andrew Kubiak, foreman for the crew pictured on top of the Gomaco slipform paver in the overalls (left) next to the operator.



Jose Sanchez is featured with a broom adding texture to the slab.



Roger Cesar is featured finishing hand-set pieces of curb where the machine has lifted off.



Scott Neu is featured, although not performing work, happy and excited for the day to continue. He is known for his attention to detail and for being a slip crew member.



Jeff Wellnitz is featured cutting a driveway taper behind a slipform paver.

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 2018, an independent auditor determined that the percentage reduction in the agency fee is 9.10%. In other words, an independent auditor determined that 9.10% of the OPCMIA’s expenditures in the calendar year of 2018 were for non-chargeable activities and 90.90% 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, 2019 through December 31, 2019; 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.



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/ 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.

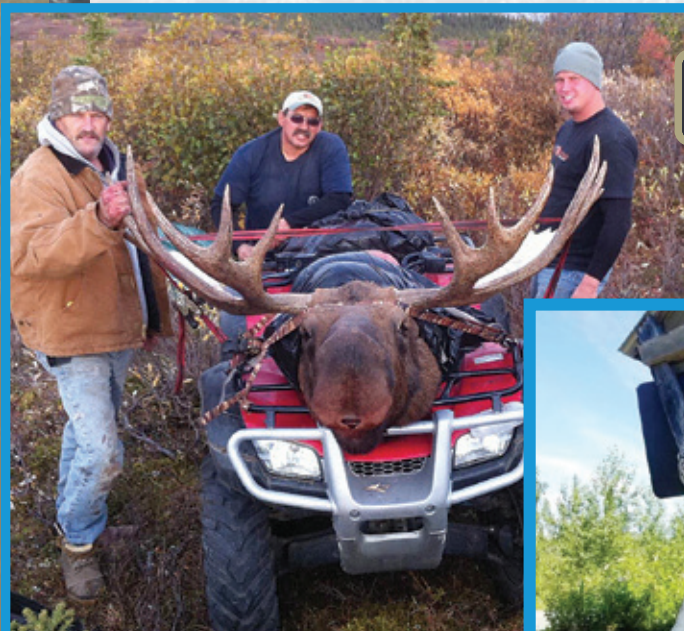
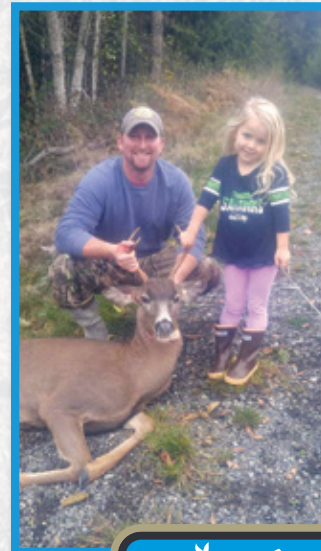
Second, join the Union Sportsmen's Alliance (USA), the only labor-based organization where brothers and sisters of all trades can join together through a shared love of the outdoors and advocate for the conservation issues that affect all of us — outdoor recreation, public access, wildlife habitats and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

Local Union 528 – Seattle, Washington

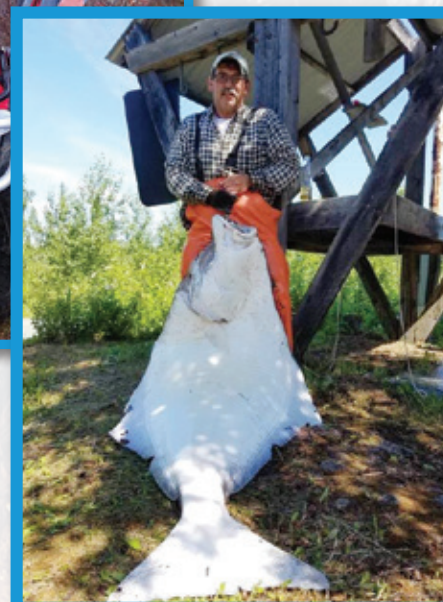
Outdoor adventures of Local 528's members Brother Travis Metzger and retired Brother Larry Millspaugh.



Brother Travis Metzger and his five-year-old daughter, Kennison, catching her first fish. Also, Kennison pictured helping Dad with this buck he took.



(Center) Retired Brother Larry Millspaugh shown with a moose's head strapped to the quad. Plus, another photo of Brother Millspaugh with an enormous halibut he caught in Alaska - amazing!



Union Sportsmen's Alliance Clays Shoot

On September 14, 2019, USA's 9th Annual Roofers Twin Cities Sporting Clays Shoot was held at Wild Marsh, Clear Lake Township, Minnesota. Congratulations to son of Local 633 member who took 1st place in the Youth Division on the OPCMIA sponsored team!!!



Trenton Schaefer took 1st place in the Youth Division!



Local 633's Business Manager Dave Schutta shooting.



Local 633's Retired Business Manager Greg Massey, OPCMIA International Representative Brett Hinsley, Local 633 member Mike Schwenker, Local 633 member Dave Schaefer and his son, Trenton Schaefer, 1st place Youth Division.



Union Sportsmen's Alliance Clays Shoot



The Union Sportsmen's Alliance held its 11th annual AFL-CIO Capital Area Sporting Clays Shoot, June 28, 2019 at Prince George's County Trap and Skeet Center in Glen Dale, MD. The Union Sportsmen's Alliance is a 501(c)(3) non-profit conservation organization. The mission of the Union Sportsmen's Alliance is to unite the union community through conservation to preserve North America's outdoor heritage. Learn more at <http://unionsportsmen.org/>

Representing the OPCMIA were Executive Vice President Todd Lair and International Representative – International Training Fund (ITF) Executive Director – Assistant to the General President, Deven Johnson. The event was very well attended and enjoyed by all.



(Left to right) Executive Vice President Todd Lair and ITF Executive Director Deven Johnson.



Executive Vice President Todd Lair preparing to shoot..



(Right) International President Kinsey Robinson of the United Union of Roofers recognized Veterans at the shoot with the presentation of a special pin. (Left) Brother Johnson proudly accepts his pin. Congratulations and thank you to Brother Johnson. It was Brother Johnson's lucky day he also won a Remington .308 rifle and scope. Way to go Deven!

I N M E M O R I A M

May 1, 2019 THROUGH May 31, 2019

IVAN J. MILLER

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 Ivan J. Miller who passed away Oct 8, 2018. Brother Miller was 80 years old and a member of the International since July 1961 – 57 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.

DEVIN GOODEARLE

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 Devin Goodearle who passed away January 13, 2019. Brother Goodearle was 35 years old and a member of the International since August 14, 2015 - 3 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.

RAYMOND E. JONES

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 Raymond E. Jones who passed away February 25, 2017. Brother Jones was 78 years old and a member of the International since May 9, 1958 - 59 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.

May 1, 2019 THROUGH May 31, 2019

MARKO A. RUIZ

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 Marko A. Ruiz who passed away March 17, 2019. Brother Ruiz was 54 years old and a member of the International since June 6, 1983 - 37 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.

June 1, 2019 THROUGH July 31, 2019

TONY R. HEATHINGTON

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 Tony R. Heathington who passed away May 21, 2019. Brother Heathington was 63 years old and a member of the International since October 29, 2002 - 16 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.

August 1, 2019 THROUGH August 31, 2019

LUIS G. GONZALEZ

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 Luis G. Gonzalez who passed away July 5, 2018. Brother Gonzalez was 80 years old and a member of the International since April 20, 1970 - 48 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 MAY 2019

| LOC | CITY, STATE | NAME |
|-----|-----------------|-------------------------|
| 300 | Oakland, CA | Bedford, Bill |
| 502 | Chicago IL | Caspers, Cletus C |
| 592 | Philadelphia PA | Chierici, Alfred R |
| 886 | Toledo, OH | Crowell, Donald E. |
| 526 | Pittsburgh PA | Didomenico, Vincent |
| 254 | Austin TX | Garza, Andres |
| 502 | Chicago IL | Haan, Louis L |
| 599 | ST of Wisconsin | Hunt, Delbert |
| 400 | Sacramento, CA | Jones, Raymond E |
| 555 | Portland OR | Keniston, Terry |
| 926 | Charleston WV | Kilgore, Samuel |
| 886 | Toledo, OH | Krupp, John T. |
| 886 | Toledo, OH | Krupp, John T. |
| 300 | Oakland, CA | Kurvink, Douglas |
| 514 | Detroit MI | Lacca, Silvestro |
| 633 | Minneapolis, MN | Ledwein, Laverne D. |
| 502 | Chicago IL | McElroy, John F |
| 886 | Toledo, OH | Meridieth, Edward E. |
| 400 | Sacramento, CA | Miller, Ivan J. |
| 018 | Central, IL | Monical, Dana E |
| 528 | Seattle WA | Neukom, Kenneth A |
| 633 | Minneapolis, MN | Newman, Gary Lee |
| 528 | Seattle WA | Orsillo, Tony |
| 528 | Seattle WA | Orsillo, Tony |
| 526 | Pittsburgh PA | O'Stricker, Winston |
| 200 | Los Angeles, CA | Pacitti, Earl Anthony |
| 500 | Santa Ana CA | Perez, Ezekiel |
| 518 | Kansas City, MO | Porter, Kenneth Dale |
| 518 | Kansas City, MO | Porter, Kenneth Dale BC |
| 526 | Pittsburgh PA | Reda, Frank |
| 400 | Sacramento, CA | Ruiz, Marko A |
| 148 | Atlanta, GA | Sanders Sr., Herbert |
| 502 | Chicago IL | Slusarz, Clarence F |
| 502 | Chicago IL | Slusarz, Clarence F |
| 534 | Boston, MA | Smith, Warren L |
| 538 | Omaha, NE | Souter, Robert M |

LOC CITY, STATE NAME

| | | |
|-----|-----------------|--------------------|
| 592 | Philadelphia PA | Spezzano, William |
| 018 | Central, IL | Strayer, Michael D |
| 600 | Los Angeles CA | Valdivia, Fidel N. |
| 592 | Philadelphia PA | Wardlaw, James D. |
| 527 | St. Louis, MO | Winschel, Albin A. |

DEATH BENEFITS PAID IN JUNE 2019

| | | |
|-----|--------------------|--------------------|
| 132 | Ohio & Kentucky | Bradley, Charles W |
| 404 | Cleveland, OH | Deserio, Anthony |
| 600 | Los Angeles CA | Dortch, Timothy |
| 090 | East St. Louis, IL | Ellis, Jack W |
| 300 | Oakland, CA | Foster, Duane |
| 600 | Los Angeles CA | Garcia, Raymundo |
| 300 | Oakland, CA | Gonzalez, Nicolas |
| 518 | Kansas City, MO | Loeber, Robert M |
| 500 | Santa Ana CA | Lopez, Louis B |
| 148 | Atlanta, GA | Maffett, Willie B |
| 600 | Los Angeles CA | Martinez, John D |
| 692 | Indianapolis, IN | Moll, John |
| 527 | St. Louis, MO | Nelson, Obie |
| 502 | Chicago IL | Price, Roy J |

DEATH BENEFITS PAID IN JULY 2019

| | | |
|-----|--------------------|-----------------------|
| 011 | Northern, IL | Airoldi, Gerald J |
| 600 | Los Angeles CA | Arambula, Cristino |
| 600 | Los Angeles CA | Banuelos, William |
| 502 | Chicago IL | Barbe, Roy |
| 528 | Seattle WA | Baskett, Lawrence |
| 598 | Totonto ON CN | Cardadeiro, Albestino |
| 598 | Totonto ON CN | Cipollone, Tony S |
| 600 | Los Angeles CA | Compean, Jose A |
| 090 | East St. Louis, IL | Eatmon, Edward M |
| 502 | Chicago IL | Gonzalez, Rusbel |
| 400 | Sacramento, CA | Heathington, Tony R |
| 300 | Oakland, CA | Heredia, Luis |
| 018 | Central, IL | Howdyshell, Gordon B |
| 630 | Honolulu, HI | Keau, Peter M |
| 502 | Chicago IL | Kipta Jr., Edward |
| 072 | Spokane, WA | Lucas, Tom J |
| 111 | Erie & Niag Co NY | Masci, Raymond G |
| 600 | Los Angeles CA | Pedraza, Samuel |

LOC CITY, STATE NAME

| | | |
|-----|-----------------|----------------------|
| 200 | Los Angeles, CA | Quintero, Alex |
| 527 | St. Louis, MO | Schembre, Frank |
| 527 | St. Louis, MO | Schuman, Glenn A |
| 018 | Central, IL | Sondag, George H |
| 633 | Minneapolis, MN | Thompson, Harold L |
| 527 | St. Louis, MO | Wilson, Alvin Ardine |

DEATH BENEFITS PAID IN AUGUST 2019

| | | |
|-----|------------------|-----------------------|
| 592 | Philadelphia PA | Byrnes III, Patrick |
| 502 | Chicago IL | Carpenter, Robert W |
| 692 | Indianapolis, IN | Chambers, Robert E |
| 018 | Central, IL | Coats, Owens Ross |
| 528 | Seattle WA | Dehnhoff, Claude O |
| 600 | Los Angeles CA | Dominguez, Luis |
| 600 | Los Angeles CA | Ebell Jr., Theodore |
| 528 | Seattle WA | Ellis, James W |
| 300 | Oakland, CA | Evans, Hozie |
| 528 | Seattle WA | Feil, Guy W. |
| 592 | Philadelphia PA | Gallagher, Martin R |
| 780 | New York, NY | Gangi Dino, Salvatore |
| 592 | Philadelphia PA | Giles, Emmett A |
| 400 | Sacramento, CA | Gonzalez, Luis G |
| 018 | Central, IL | Hainline, Donald J |
| 797 | Las Vegas, NV | Hanson, Richard |
| 200 | Los Angeles, CA | Hendrickson, Carl H |
| 599 | ST of Wisconsin | Johnson, Duane H. |
| 555 | Portland OR | Johnson, Orval |
| 780 | New York, NY | Orrico, Frank C |
| 265 | Twin Cities, MN | Oster, Edwin J |
| 500 | Santa Ana CA | Pratt, William Kent |
| 555 | Portland OR | Terry, Robert |
| 600 | Los Angeles CA | Yniguez, John |

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