



Plasterer & Cement Mason

FALL 2020

We Wish You

A VERY

**MERRY** 
Christmas

&
Happy New Year

Happy Holidays

With Hope for a Better 2021

As this most difficult of years comes to an end, this holiday season certainly feels all too different from years past. Whether you're celebrating with your loved ones in person or virtually, I hope you and your family are able to find joy, gratitude and respite amid these challenging circumstances.

Fortunately, there is light at the end of the long tunnel we're in right now.

The very positive results from several vaccine studies indicate that we should soon be on a path to tame the COVID-19 pandemic and return to some semblance of normalcy. It will take time, but I know we will get there.

Equally important, we are about to see a new administration in the White House, with a President and Vice President committed to doing right by working families.

One big reason the OPCMIA was among the first Building Trade Unions to endorse President-Elect Joe Biden is because he has a decades-long record of unwavering support for collective bargaining rights and union members. Another is the fact that he ran on the most pro-labor platform of any candidate in recent history. And Vice President-Elect Kamala Harris is just as strong a champion of our movement and our members.

Your union has reached out to the Transition Team and we are doing everything in our power to help the Biden-Harris

Administration act swiftly to fulfill its key campaign pledges.

Specifically, we are working to ensure that the Administration follows through on its bold plan to revitalize our infrastructure by building back better. Unlike President Trump's broken promise, President Biden intends to deliver with the investments needed to repair our crumbling bridges and roads and create countless new work hours for OPCMIA members. Making it happen will still require aggressive OPCMIA advocacy in Congress, and all members should be prepared to make calls, send letters, and take other action as needed.

In addition, come January 20th, we will start seeing capable, dedicated, pro-worker professionals appointed to key administration positions, including the Department of Labor, National Labor Relations Board (NLRB) and Occupational Safety and Health Administration (OSHA). After four years of being run like wholly-owned management subsidiaries, these agencies will start doing their jobs of protecting workers' rights and our well-being once again.

In particular, President-Elect Biden has committed to ensuring that OSHA, which went AWOL under the Trump Administration, swiftly implements and enforces strong COVID-19 safety standards in all workplaces, including construction sites. That starts with an emergency temporary standard right away, followed by a six-month process of creating a permanent standard so workers are protected if and when the next outbreak occurs. It is equally critical that OSHA hire more inspectors and crack down on violators, and we will be pushing to make sure that happens, too.

Similarly, while the process will take longer in some cases, we expect reversals of the Trump Labor Department's anti-worker regulations, including most recently, a proposed rule that would make it easier for businesses to classify their workers as independent

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A portrait of Daniel E. Stepano, the General President of OPCMIA. He is a middle-aged man with short, light-colored hair, wearing glasses, a dark blue suit jacket, a white shirt, and a blue patterned tie. He is smiling slightly and looking towards the camera. A small circular pin is visible on his left lapel.

DANIEL E. STEPANO

Felices Días Festivos

Con La Esperanza De Un Mejor 2021

Mientras que uno de los años mas difíciles llega a su fin, estos días festivos se sienten muy diferentes a los días festivos de los años pasados. Ya sea que estén celebrando junto a sus seres queridos en persona o virtualmente, Yo espero que ustedes y sus familias encuentren salud, felicidad, y gratitud, aun durante estos retos y bajo estas circunstancias.

Afortunadamente, existe una luz al final de este largo túnel en el que nos encontramos.

Los muchos resultados positivos respecto a los estudios de las vacunas indican que pronto estaremos en camino de atacar esta pandemia del COVID-19 y regresar a un semblante de normalidad. Se tomará tiempo, pero se que lo lograremos.

De igual modo importante, estamos a punto de mirar una nueva administración en la Casa Blanca, con un Presidente y Vicepresidente dedicados para apoyar a las familias obreras.

Una gran razón por la cual el OPCMIA ha estado junto al Departamento de Construcción y Edificación (Building Trades) apoyando a el Presidente Electo Joe Biden, es porque el, tiene un historial extenso apoyando los derechos de negociaciones colectivas a favor de los miembros de los sindicatos. La otra razón fue que corrió bajo una plataforma cien por ciento pro-laboral al contrario de cualquier candidato en la historia reciente. Y La Vicepresidente electa Kamala Harris es fuerte y campeón en nuestro movimiento laboral apoyando a los sindicatos.

Su Sindicato (unión) se ha puesto a la disposición del equipo de transición del presidente electo par asistir a la administración Biden-Harris para que pronto cumplan sus promesas claves echas durante sus campañas.

Específicamente, estamos trabajando para que dicha administración continúe con el plan de revitalizar la infraestructura y reconstruir todo mejor. No como las promesas rotas e incumplidas del Presidente Trump, el Presidente Biden intenta proveer el apoyo financiero para reconstruir nuestros deteriorados puentes y carreteras, y de este modo crear incontables horas de trabajo para nuestros agremiados del OPCMIA. Para lograrlo aun es necesario nuestra persistencia para lograr el apoyo ante el Congreso, y todos nuestros agremiados deben de estar preparados para realizar llamadas telefónicas, enviar cartas, y tomar cualquier acción necesaria.

Particularmente, el Presidente Electo Biden se a comprometido a asegurarse que OSHA, departamento cual fue abolido durante la administración Trump, rápidamente implemente medidas para controlar la seguridad laboral en contra del COVID-19, incluyendo el campo de la construcción. Eso empieza con un paro inmediato de emergencia, siguiéndole de un proceso de seis meses para crear un estándar permanente

para que el obrero sea protegido, si/y cundo la próxima infección ocurra. De igual manera, es critico que el departamento de OSHA contrate mas inspectores y sancione a los que violan las medidas de seguridad, y todos estaremos empujando para que esto suceda.

Similarmente, mientras que el proceso se demorara en algunos casos, esperamos revertir las pólizas y regulaciones anti-obreros de Trump, incluyendo los mas recientes reglamentos propuestos, los cuales facilitan a los negocios el clasificar a sus empleados como contratistas independientes en lugar de clasificarse como empleados para evitar pagar las prestaciones correspondientes como empresas.

Al mismo tiempo, la Administración Biden-Harris no esperaran a una vacuna para atacar la crisis del COVID-19, Ensamblaran un fuerte equipo de Epidemiologia, Científicos, Doctores, y servidores públicos expertos, ellos planean seriamente dar pasos inmediatos en contra de esta pandemia. Esto incluye redoblar los lugares de pruebas populares, e incremental dramáticamente la capacidad de pruebas a nivel nacional de diferentes modos, movilizandoo al menos unos 100,000 ciudadanos para llevar acabo un seguimiento de contactos. Y utilizar La Ley de Defensa Productiva para impulsar la producción de equipo de protección personal. Ellos también proveerán una consistente y clara base de evidencias para guiar las comunidades en como navegar durante esta pandemia, y los apoyos financieros para las escuelas, pequeños negocios, y para que las familias puedan sobrevivir.

Mientras que la Administración Biden-Harris están tomando acciones ejecutivas pro-obreros, y pro-salud publica, también se requiere mucho apoyo del Congreso. Trabajando con el Movimiento Laboral y esta Administración, el OPCMIA estará luchando para pasar leyes legislativas que sean pro-obreras como:

El Proteger la ley del Derecho a Sindicalizar (PRO) Act, Expandir los derechos de negociar Colectivamente y el hacer mas fácil al trabajador de organizar sindicatos y negociaciones colectivas.

La Lay de HEROES Act., o comparable con la lay de asistencia por el COVID-19 para proveer a las familias, al estado y agencias gubernamentales locales con ayuda financiera de emergencias para prevenir que el pueblo tenga hambre, o pierdan sus hogares dirigiéndose a crisis económicas.

La Lay de incrementar el sueldo mínimo a \$15.00 Dólares por hora.

La Lay de Ecuanimidad de sueldos para asegurar que las

Continúa en la página 13



Not Quite the Year We Had Planned

2020 is a year we will not soon forget for several reasons. The obvious is COVID-19. Talk about an invisible threat! By now most everyone knows of someone that has suffered this virus. No matter which side you come down on, I am reminded of a post COVID statement of Governor Christi who was hospitalized in an ICU ward after debate prep, “I should have worn a mask.” Another quote by someone not quite so famous, “an ounce of prevention is worth more than a pound of cure” I credit that to my late Grandmother, although I am sure she heard it somewhere.

This brings me to the proactive leadership of the OPCMIA utilizing the experience of a political lobbyist who can use their talents to ensure our Sisters and Brothers are classified as essential workers during these unprecedented times, the ounce of prevention. We must stay vigilant and continue to press being classified essential and work safe as we have done so in the past.

Now as we end this year and look to 2021, our pursuits must be to demand an infrastructure bill to stimulate our economy and secure the future of our country. Several years ago, I spoke with my Congressman Emanuel Cleaver, Missouri’s 5th District, about infrastructure. I remember telling him “I haven’t met a construction worker yet that earned a dollar that didn’t spend a buck fifty.” He laughed and agreed. Shortly after, the Recovery Act was passed and proved the point. Any opportunity to increase work opportunities for the membership must be pursued.

As to the current situation of the OPCMIA, work hours continue on an upward trend. We must stay vigilant and pursue all work opportunities. Organizing of contractors will increase employment opportunities and increase the competitiveness of our current contractors. In the throes of this pan-

dem, membership numbers are on the rise since the 2019 International Convention held in August. Continued growth is a sign of a viable organization.

We must not let this toxic political environment divide us. Moving forward in this era is becoming increasingly difficult. The debate over politics has become explosive. Zero tolerance for one another’s opinions. We need to find common ground with each other and build on those attributes and achieve greatness for the OPCMIA. This will translate into increased opportunities and bargaining power at the negotiations table. We need not look to far to find that common ground, we are all Plasterers, Cement Masons and Shop Hands. We are all trying to earn a living at our craft and return home safe every evening. Some hunt and fish, coach little league or even play in leagues yourself. We have so much more in common than not.

I can assure you that the OPCMIA will continue to work every day to improve our standing in the construction industry. Looking forward rather than back is what will make the OPCMIA stand the test of time.

Finally, I would like to wish you and your family a Merry Christmas and a safe and healthy New Year.

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Daniel E. Stepano
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*Wishing you a safe and Happy Holiday Season
with hope for a better 2021!*

Daniel E. Stepano, Editor

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Executive Vice President Director of Organizing

Todd A. Lair



Organizing Grants

First, I want to extend my sincere condolences to all who have suffered a loss to the Coronavirus.

As 2020 comes to an end and we look back at the year, we see the many challenges we have been faced with. Hundreds of thousands of American deaths, lost jobs, travel restrictions, social distancing, quarantines, a contentious presidential election, and yet we must continue to do the work of our union on behalf of our members.

We were given a small measure of relief when the construction industry was deemed essential to the economy. As essential workers, OPCMIA members were able to continue to work in many areas of the U.S. and Canada. Organizing is a challenging undertaking in the best of times. It is nearly impossible during a once-in-a-century pandemic. But that does not mean we give up. The OPCMIA never gives up.

The OPCMIA has made continuing education and training a priority for staff members, one example of this is mandatory attendance at the International organizing classes held in conjunction with the Building Trades Academy. This four-day, intensive hands-on, interactive training has proven to be extremely beneficial, as the attendees get to interact with organizers from around the country. The classes include campaign organizing, strategic planning, organizing with digital media, contract negotiations, labor law and much more. After sharpening old skills and learning many new ones the attendees are prepared to develop relationships, grow market share, and organize contractors and workers alike, in good times and bad.

As most of you know, the Organizing Department oversees the International's 50/50 Grant Program. This is a financial subsidy from the International to the Locals and District Councils for the purpose

of hiring an organizer. The grant pays 50% of the cost to employ the organizer the first year and upon approval, the grant will extend for two more years, reducing to 30% and then to 15% on the last year, with the intention that the locals will continue to employ the organizer on their payroll upon the grant terminating.

One of the benefits of a grant-sponsored organizer is they are being hired from within the geographic area they will be working in. Being familiar with the local contractors, market share, workforce etc. is an advantage that someone from another area may not have.

The grant program can be used to supplement the expenses of hiring an organizer and to take advantage of the training that is provided by the International.

In other cases, the need to hire an organizer may not be a priority of the membership. They may not see the value in it, or they have concerns about the costs. By utilizing the grant program there is less financial exposure to the local and the members can see they are not going it alone. The grant program has been so successful, that all the locals that have received grants and completed the three-year process, have retained the organizer either as an organizer or business agent.

Since the inception of the grant program in 2017, the General Executive Board has approved eleven organizing grants and currently has seven active grants under administration.

As difficult as times are right now, we know life will improve in the future. How soon that will be we do not know. Rest assured we will continue to work hard in the interest of our members and their families.

Wishing everyone a Merry Christmas and Happy New Year. Be safe.



Adjustment for Changing Times

I believe 2020 has been one of the most challenging years. Our industry has endured many changes, partly, but not all are due to the coronavirus, which has brought frustrations and risk at work and at home. It is important we work together to overcome these challenges and move forward.

As an organization, we have met with multiple National Agreement committees and subcommittees to discuss the risk concerns of the effect of the coronavirus on you and our contractors. We want to ensure all members are safe. The coronavirus infection of one person may lead to not only others being infected, but the risk of project shutdowns, which effects everyone.

We must face the fact that none of us want to get sick, miss work, or infect our families simply because we are not taking the proper precautions. We must work together following all policies and guidelines implemented.

The best way to keep moving forward is to keep everyone working. The National Maintenance Agreement committees discussed several issues related to this virus such as Covid testing, project social distancing, the effects of outbreaks on project sites, and contact tracing to name a few.

Working Together Has Taken On A New Look

In the beginning of the pandemic many cities, including Washington, DC, prohibited group meetings and overnight travel. We had to rethink the best way to safely communicate to continue having pre-jobs, arbitrations, jurisdiction meetings, and contractor and trades meetings. Going virtual works, although it has its challenges, it still allows communication that keeps everyone involved safe.

Going virtual created numerous questions relating to hearing processes and the traditional face to face hearings to present arguments. The concerns steamed from time frames needed to present cases, and what new rules are needed to insure everyone has a fair hearing. In a very short time and after numerous virtual meetings, the committee submitted their recommendations, and the National Maintenance Agreement approved the new virtual procedural rules. Virtual procedural rules were also adopted by the National Building Trades President for jurisdiction dispute hearings.

The fact is that most disputes are resolved before they reach arbitration. We have had several disputes which have been resolved in our favor. We now have clear guidelines and this department adjusted to meet those needs.

Let's get excited about closing 2020 and focusing on 2021 with expectations and setting goals! We are looking forward to numerous new projects. Let's focus on our three major goals which are tracking work hours, work assignments and job locations. I understand we all have a lot on our plates, but when you are challenged, or you are challenging an assignment, having these major goals ready, will save you time. Let's not forget that there are still offenders that we must keep our eyes on. Experience shows missed assignments may occur and others will expect an assignment for work that is not a part of their historical jurisdiction. Build a strong file for your area based on past practices.

Protect Our Future And Together We Will Prevail

I would like to wish everyone a very Merry Christmas and a Happy New Year!

Canadian Vice President

Christian Feller



What's Happening in Canada

I am honored to provide my first report as the Canadian Vice President for our union.

Before I begin the report, I wish to acknowledge the work and career of my predecessor, Vice President and Canadian Consultant Richard Wassill. Brother Wassill was the Business Manager of our Alberta Local Union 222. As a long-time Business Manager, Brother Wassill was to become not only my colleague and mentor, but a very good friend to me and I think all members of our union. Brother Wassill was the voice of reason and could bring an air of calm into some very tense moments. I will miss his expertise, his quick wit and sense of humor. His retirement is well deserved and on behalf of all Canadian Local Unions, I want to thank Brother Wassill for his years of service and wish him and his partner Cathy a wonderful and long retirement in good health and much happiness and whenever this COVID pandemic ends safe travels to all the places you both want to explore.

As I write this report, both Canada and the United States are moving or have moved into the second wave of the COVID pandemic. The pandemic has caused unprecedented upheaval throughout our countries. Every sector of the economy has been impacted by the pandemic and the construction industry was not spared the interruption. Early in the pandemic, non-essential construction was halted for two weeks in the province of Quebec. All provincial governments quickly mandated pandemic related hygiene and social distancing measures in order to avert catastrophic viral infections. Senior levels of governments (federal and provincial) introduced programs to assist the tens of thousands of workers who lost their jobs due to the pandemic. The Canadian Emergency Response Benefit (CERB) was created to provide an economic bridge while evictions from rental accommodations were banned to

ensure people were not forced out of their homes during these tormenting times. Without these initiatives, the impact of the pandemic would have been more profound.

The COVID pandemic will have long lasting effects on the world economy. Next year in Canada, we expect to see a decline in non-residential construction in the amount of \$160 billion or slightly more than 10%. The Canadian Building Trades Unions (CBTU) have lobbied and worked with the federal government on infrastructure funding to help stimulate the economy through publicly funded construction projects. For every construction job worked, there is an estimated additional 7 jobs created. This is most certainly the time for all levels of government to invest in infrastructure spending on hospitals, schools, roads and bridges and water treatment plants and the list goes on. The more work we get, the sooner other workers from other sectors will be able to participate in our renewed economy. In addition to infrastructure spending the CBTU continues to lobby the federal government for better Employment Insurance coverage and the creation of a worker mobility program for our members.

The Black Lives Matter movement has had impact on both sides of our shared border. The recognition of social injustice is having an impact on how we do business and how we work on many Canadian job sites. Many governments across Canada have incorporated diversity training/cultural competency programs into their infrastructure spending projects. Some governments have mandated inclusion directives into their Community Benefit Agreements which means that as baby boomers move out of the construction industry, more women, First Nations and people of color will have to be recruited to fill

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Politics and Pandemics

I will have to admit that my family was probably one of the earliest Americans to start wearing a mask back in early March. It never crossed my mind that I was making a political statement. It was a health and safety concern. When I saw people start wearing masks more often in public it made me feel better for health reasons. That we were all in this fight together. I was not surmising who was a Democrat or a Republican in front of, or behind the mask.

You see my grandfather died in the 1918 flu pandemic. Along with 675,000 Americans who also died in an off and on 2-year battle with the virus. For years I was told stories about how strong and fierce that virus was. How sad and devastating it was for most Americans. People were dying not only in larger numbers as the virus spread, but in shortening times of death between contracting it and dying. I was told my grandfather was 22 years old and worked in a bank in Chicago. He fell ill one evening and my grandmother was told she could not walk into the hospital with him as the cases were so high and her risk of contracting were inevitable if she walked in with him. Two days later he was dead. I always thought he must have been an anomaly as he died so quickly. It turns out that he lived a long, post flu, life. Many people were dying within 18 hours of feeling ill at the height of the pandemic. Nurses were putting toe tags on the sick as they were brought into the hospitals, as they knew the odds of them leaving were slight at best. It was easier just to fill out the information needed upon death as they came in, as to save time in filling that same bed as soon as one died. It was decimating families. Those that were left after the bread winner died became poverty stricken, destitute, homeless. Many children became parent less, homeless. Many family members were turned away from their own relatives for fear they could infect and kill their own

families, leaving children and others to fend how they could survive for themselves. It was sadness, tragedy and fear that fell upon America as month after month the deaths mounted. Coroners could not keep up with the dead and so trenches were dug so they could pile up the bodies. Caskets were hard to find and the price of them skyrocketed, leaving many families to bury their own where they could. Imagine, a black market formed for buying caskets. The hospitals overflowed, with patients lining the hallways left to die. Some families wrapped their dead in blankets or sheets and put them on the porch until they could figure what to do with them.

My grandmother went from living a comfortable middle-class life with two young children, my father being just two years old, to almost immediately becoming destitute. Their recovery really never happened. My father was forced to leave school in the eighth grade to help support his mother and sister. That pandemic has left a tremendous impact on our family to this day. I am sure he would have been a better man not having to become bitter and resentful that he could not live the regular life of a child, a teenager, a young man. He never had the chance to be who he could have been or wanted to be.

To say the flu pandemic had a dramatic effect on the nation in 1918 would be an understatement. But to individual people and families it truly effected generations of their own families that came after. And, get this, the President at that time was a Democrat, Woodrow Wilson. He got it wrong. Go figure.

His decision's and lack of action let the flu virus grow and flourish and decimate the country. His reason was that we were in the middle of the First World War and needed to downplay the virus to keep our people focused on the war. It was a decision made on politics

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A New Path Forward

In the United States, we have the right to vote for new leaders every four years. Whenever we choose new leadership, we are often choosing someone who will chart a new or different path forward. This is most certainly the case when we pick a new President of the United States, as a majority of Americans did in November 2020 when they voted to elect Joseph R. Biden, Jr. to serve as the 46th President. When President-Elect Biden assumes office on January 20, 2021, he can lead our country forward on a new path when it comes to labor law.

President-Elect Biden has already mapped this possible course during his campaign; and he continues to provide more detail as he prepares to assume office. One of the key landmarks on this new path is the passage of the Protecting the Right to Organize Act, or the PRO Act. This bill would strengthen the protections in the National Labor Relations Act by, for example, enabling the National Labor Relations Board to issue civil penalties of up to \$50,000 per violation. It would also weaken so-called “right-to-work” laws, which undermine unions as they represent employees in the workplace. President-Elect Biden has also pledged to pursue other legislation that will benefit workers, including OPCMIA members. The president-elect is committed to building a modern infrastructure, which will generate new jobs paid at the prevailing wage rates. However, once he becomes President, Joseph Biden will need Congress to pass legislation that he can sign into law.

There are other ways that a President can pursue a new path when it comes to labor law. The President appoints the leadership of the fifteen executive departments, which includes the Department of Labor. The President appoints not only the Secretary of Labor, but also the Assistant Secretaries and others who lead the various offices within the Department. These positions include, by way of example, the Administrator of the Wage & Hour Division. The Administrator is responsible for, among other things, the establishment and enforcement of prevailing wage determinations under the Davis-Bacon Act and the Service Contract Act.

There are also other appointments that President-Elect Biden will eventually make. For instance, the President appoints the members of the National Labor Relations Board (“NLRB” or “Board”) and the NLRB’s General Counsel. NLRB members serve 5-year terms. As of right now, there is one vacancy on the five-member NLRB. As President, Joseph Biden can appoint someone to fill that vacancy immediately, as well as choose a new Chairperson of the NLRB. In addition, the term of Republican member William Emmanuel will expire on August 27, 2021. At that time, President Biden can appoint a Democratic member to the NLRB. This will result in three Democratic members and two Republican NLRB members. History has shown that when the NLRB has a Democratic majority, as well as a Democratic-appointed General Counsel, it does more to protect the rights of workers.

The appointment of a new NLRB General Counsel can also help chart a new path for labor law. The General Counsel is primarily responsible for the enforcement of the National Labor Relations Act (“NLRA”). He or she can influence the administration and enforcement of the NLRA by seeking changes to the NLRB interprets and enforces that law. For example, the NLRB General Counsel could ask the NLRB to hold that employers violate the NLRA when they classify workers as “independent contractors” so as to deprive them of their right to organize a union and/or bargain collectively. In fact, the NLRB General Counsel sought such a holding during the Obama administration; but the General Counsel ended those efforts during the Trump administration.

All of these appointments require the advice and consent of the United States Senate. This means that the Senate plays a role in whether President-Elect Biden is able to pursue a new path forward with respect to labor law. Control of the Senate will not be determined until at least January 5, 2021, when the results of the runoff races for the two Senate seats in Georgia will be announced. After that time, we may have a better idea of how President-Elect Biden can lead our country down a new path.



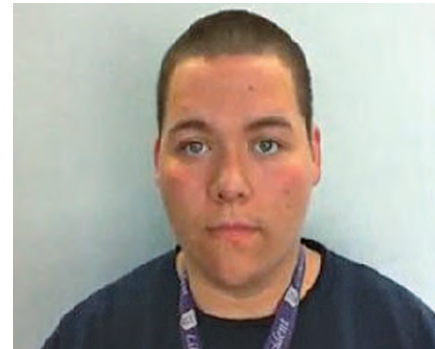
Student Spotlight

The National Plastering Industry's JATF prides itself in providing the highest quality training to plastering and cement mason pre-apprentice students at all 45 of our programs across the country. Instructors educate student's valuable life skills including but not limited to employability skills, social skills, academics and driver's education completions and the fundamentals of plastering and cement masonry. The ultimate goal for every student enrolled in our programs is to achieve the necessary training and preparation to be considered and eventually accepted into an OPCMIA Apprenticeship Program or a career path where they can flourish and become productive citizens. In these difficult times with the COVID-19 Pandemic still lurking and causing havoc in the work force two graduates still managed to persevere and make their goals reality.

Oneonta Job Corps cement mason graduate and Brooklyn, New York native Kelroy A. Moore arrived at the Oneonta Job Corps Center on December 11, 2018. As a young student with no background in construction, Kelroy was undecided on which path he wanted to pursue in the blue-collar field. After trying a few vocational offerings on center Kelroy decided that cement masonry would be his trade of choice and would definitely fit the bill. Kelroy has a reputation of being a very hard worker, possesses the ability to have great attention to detail and is said to be a perfectionist in his craft by fellow students and Instructor Xavier Murray. Kelroy grasped the opportunity very early in his vocational training to



Kelroy A. Moore



Nicolas B. Burgara

become the trade foreman and also took on other leadership roles on center during his stay. Immediately after graduation Kelroy pursued an opportunity to join the OPCMIA

Cement Mason Apprenticeship Program in New York City Local 780 in July of 2020 and is still participating in the Apprenticeship Program and doing very well. Kelroy is currently employed by Union Contractor Highrise Safety Systems, Inc. and enjoys any project and site that he is scheduled to be on large or small. Kelroy is looking forward to graduating from the Apprenticeship Program and eventually has goals in taking on a foreman position in the future.

Nicolas Burgara enrolled in the Columbia Basin Job Corps Center in April of 2019 and instantly was drawn to the plastering trade. Nicolas who is also dedicated in his future success worked very hard while on center and took an interest to all aspects of the plastering trade including fireproofing. Nicolas, after graduating from the pre-apprenticeship program was immediately accepted in the Seattle, Washington OPCMIA Local 528 Apprenticeship

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2020, Is It Over Yet?

As 2020 ends we can look back on a year we won't soon forget.

We witnessed a presidential campaign that was one of the most contentious and divisive in American history. It was also record breaking as more Americans voted in 2020 than at any other time in our history.

The Covid-19 pandemic continues to ravage the United States. At the time of this writing the U.S. has over ten million cases and nearly two hundred and fifty thousand American deaths, as reported by the Center for Disease Control. Texas alone has reported one million cases. I offer my sincere condolences to those who have lost a loved one to this terrible disease.

President Trump has repeatedly ignored the advice of his own coronavirus task force, the Center for Disease Control and leading epidemiologists' worldwide by decrying the use of masks and social distancing, resulting in he and many of his staff and supporters becoming infected with Covid-19.

This, as well as his attacks on veterans, Gold Star families, minorities, women, Senator John McCain, disabled people, the media, his own staff, Republicans, Independents, Democrats, our allies, immigrants, the electoral process, unions, the FBI, the entire US intelligence community and countless others no doubt contributed to his defeat November 3rd.

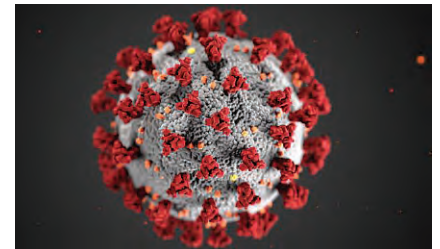
President Elect Biden and Vice President Elect Harris have impaneled a



task force of public health professionals to develop a national response to the pandemic. They say they will move quickly to slow and ultimately end the pandemic when they take office January 20, 2021.

It is being reported that one or more vaccines may be available by the end of 2020 or early 2021. The issues then will become; how efficiently can they be produced and distributed, how

Deven F. Johnson
Executive Director,
International
Representative &
Assistant to the
General President



willing is the public to take these vaccines, what will the efficacy be, and are Americans willing to make the sacrifices recommended by public health officials? If past is prologue, the answer to the latter may be no.

We are all tired of Covid-19 restrictions and being told what to do and not do. We all want a return to normalcy. Wanting something and being willing to put the effort into

getting it are two very different things. The country is split on mask wearing and social distancing, yet these relatively simple steps have been proven to slow the spread of the virus in countries around the world.

So where does all of this leave us regarding OPCMIA training in 2021?

I have not published the ITF training schedule for 2021 simply because we do not know what restrictions may be implemented state by state or nationwide. We do not know what travel restrictions may be in place or where. We also cannot predict what quarantine restrictions traveling

instructors or students may face.

At the time of this writing the ITF staff is continuing to create and deliver online training materials via the Zoom platform. We recently completed a virtual **OSHA 502, Introduction to Zoom for Apprentices**, and **Teaching on Zoom for Instructors**. As well as the **Annual Coordinators Meeting**. Our staff is also updating for content and format, older training materials from the OSHA 10 and OSHA 30 classes.

Our last scheduled training for 2020 are two classes required by the Department of Labor – Office of

Apprenticeship: Equal Employment Opportunities and Anti-Harassment in Apprenticeship programs.

As we begin 2021, we will, as always, communicate with the OPCMIA training community and the Local's to advise them of the trainings we are offering.

We are all looking forward to the time when we can resume normal operations, until then the ITF will continue to be creative and proactive in our work for the membership.

I wish everyone a Merry Christmas and Happy Holidays.

Be safe and take care of each other.

CANADIAN VICE PRESIDENT

Christian Feller

Continued from page 8

the 250,000 skilled trades people required over the next decade. Our Apprenticeship Programs will ensure that many disenfranchised Canadians will be provided with the skillsets to participate in our industry and rise out of poverty to make a better life for their families and communities.

The world as we have known it has changed, in part due to COVID-19 but also due to a demographic shift as baby boomers move to retirement and the next generations come to our trades. There will be a new normal in our industry and we must be ready to respond. We need to be resilient and we will be successful when we work together. Together we can get through this.

As we move to the end of this most traumatic year, I want to wish you and your family a very Merry Christmas and let us all hope for a New Year filled with optimism and courage to take on the challenges we must face together.

GENERAL PRESIDENTE

DANIEL E. STEPANO

Continúa de la página 3

mujeres reciban los mismos sueldos que los hombres por el mismo tipo de trabajo.

No importa lo que pase en la carrera electoral del 5 de enero del 2021 en Georgia por los dos puestos del Senado de los Estados Unidos, estas batallas serán disputadas sin ningún miedo y es necesario que las voces de nuestros agremiados/miembros del OPCMIA sean escuchadas. Ahora, con un campeón electo en la Casa Blanca con un mandato y agenda

pro-trabajado/obrero, tendremos nuevas oportunidades de progresar, y debemos aprovecharlas todas.

Estamos en la cúspide a emprender un Año Nuevo en el cual cambios positivos están mas cerca de realizarse. Eso es algo para celebrar durante estos periodos de días festivos, mientras que nos preparamos para las batallas futuras.

¡Les deseo a todos y cada uno de ustedes un Feliz Periodo De Días Festivos!

OPCMIA Steel Edge Women

Kilah Engelke



Business Agent, Local Union 599/Area 558, State of Wisconsin

Value of the Steel Edge Women

By now I trust that you've all heard about the Steel Edge Women of the OPCMIA.

The product not only of an unanimously passed resolution to the constitution at the 52nd Convention, but also of the heart and soul of a group of our Sisters, this initiative is one that will undoubtedly make their value evident as we charge confidently into the future as an organization.

Coming off of the tenth annual NABTU Tradeswomen Building the Nation Conference, with emotions still fresh on my mind, it's easy to project the excitement that I share with my Sisters...the fire is still hot and the memories are still clear so I am obliged to put them to good use and make sure we all understand why who we are and what we are doing is so important. So, here goes!

The most beamingly direct and glaring benefit comes to mind as I consider how tough, physically as well as mentally, the women that make careers out of some of the most grueling and demanding work that exists are. These are women who look at dangerous, difficult, relentless, rough, and unforgiving work that is unique in that we deal with perishable material, and say, 'hell yeah, sign me up!' They are proud, eager to defeat, competitive, wouldn't have it any other way but to be dirty, and obviously strong – just like the men who are working by their side. The only difference is they often face the elevated expectation that they will fail. But they don't. Though their bodies are often smaller and by design not as strong, they rise. They condition themselves to survive and thrive and provide legitimate contributions to the crews they love. They are a resource that is an obvious force and we need their energy not only to prove that anyone is welcome



who has the desire but also to harvest their ideas and energy as we attempt to grow. We'd be fools to see them as anything less than an asset and critical to the success of our organization.

While our Sisters, the Steel Edge Women are tough, as their name suggests, they also provide an important perspective that allows us to see our trades through a different lens. As Frans Johansson said, 'The best ideas emerge when different perspectives meet.' It's no surprise that our organization has expanded its vision under the current leadership for the future and this is one resource that we are making more use of than ever before. For the sake of organizing, retention, and solidifying that growth, making use of a collaborative and inclusive lens is key and the Steel Edge Women are honored and motivated to step up where we can to be a part of fostering that growth. They are charged with a passion to seek out more diamonds in the rough like them to join their Sisterhood – and our family of Brothers and Sisters.

Speaking of growth and as an additional bonus, the Steel Edge Women present a visual representation of successful tradespersons and a tool for attracting others like them. At one point in time, women may have been seeking careers with good pay, excellent benefits, and work they can be proud of – all of the things our trades provide – but never had the opportunity to see someone that looks like them, which may have prevented them from considering us. That is no longer the case. We have Sisters around the country achieving success at all levels in the field and in leadership roles within the OPCMIA. This is something we should all be proud of as it speaks to our collective mindset. It helps us to compete in an environment where there is

strength in numbers. It helps us to be desirable to the most talented, coachable, and motivated people who may also be considering other trades. The Steel Edge Women intend to help us make the difference and be the difference.

Finally, the value of the Steel Edge Women is evident to me as a part of it...some of the best advice and most inspiring stories come from internal conversations and the motivating sentiments that occur by talking to my Sisters who have become dear friends. We are able to realize that there are others like us, when often times we remain 'the only girl on the crew,' who share not only struggles but also the taste of victories...who have similar challenges but who also help us figure out how to communicate solutions. We recognize and share the belief that competing against one another isn't productive and that we are so much better celebrating together and lifting each other up instead of trying to outshine each other. We believe that when you let the light of your Sisters shine on you and guide you, not only is your path clearer but you are also safer along the way. I know I speak for the group when I say that we are proud and excited to share these relationships with the Steel Edge Women, new, old, near, and far in the years to come in the field, at our Local meetings, at training events and conferences, through the OPCMIA, and especially at the 11th Annual NABTU TWBN Conference and the Steel Edge Women Caucus coming up October 1-3 of 2021 in New Orleans.



Local Union 502 – Chicago, Illinois

At a meeting held in March of 2019 this photo was taken of General President Daniel E. Stepano and Local 502 Cement Mason member Sister Kathi Dvorak who is a proud 23- year member. Way to go and congratulations!

NPIJATF EXECUTIVE DIRECTOR

Gerald Kriskovich

Continued from page 11

Program and is currently working for contractor Anning-Johnson who is giving Nicolas the opportunity to experience and master the craft of fireproofing as a first year apprentice.

On behalf of the NPIJATF, I would like to congratulate Kelroy Moore and Nicolas Burgara on achieving these major accomplishments and wish them both continued success in their new careers and future endeavors. I would also like to extend gratitude to Instructor Xavier Murray and Sam Prince for going above and beyond in these difficult times to ensure these students' dreams became real-

ity. Both Sam and Xavier who are not only leaders in our organization but in the industry continued working with the students during the pandemic by the use of remote learning and also teamed up with the Local Union and contractor to ensure each student hands on portion of their training was completed and that any other obstacles that were encountered during this process were mitigated by generating a subitaneous solution.

In closing, I wish all of you and your families a Happy Holiday Season and urge all of you to be safe in the coming months.



No Es Exactamente el Año Que Habíamos Planeado

El 2020 es un año que no olvidaremos por muchas razones. Obviamente el COVID-19.

¡Ablando de una amenaza invisible! Para hoy, tal vez todos hemos conocido a alguien que ha sufrido las consecuencias de este virus. No importa de que lado venga, Yo siempre recuerdo el comentario echo por el Gobernador Christi después del COVID cuando fue hospitalizado en ICU después de la preparación de los debates, “Debí Haber Usado un Cubre Boca/ Mascarilla, otro comentario echo por alguien mas, no tan famoso, “una onza de prevención es mejor que una libra de medicamentos curativos” yo le doy ese crédito a mi abuelita, aunque, sin embargo, yo creo que ella lo escucho en algún lado. Esto me lleva al liderazgo proactivo del OPCMIA utilizando la experiencia de un analista político el cual puede usar su talento para asegurar que nuestros hermanos y hermanas sean clasificados como trabajadores esenciales durante estos tiempos sin precedentes. Debemos estar vigilantes y continuar la presión para continuar siendo clasificados como trabajadores esenciales y seguir trabajando de una manera segura como lo hemos hecho en el pasado.

Hoy, mientras termina este año y miramos así el nuevo año 2021, nuestras metas deben ser el exigir una ley de infraestructura para estimular la economía y asegurar el futuro de nuestro país. Hace muchos años yo hable con mí congresista Emanuel Cleaver, de 5nto Distrito de Missouri a cerca de la infraestructura. Recuerdo haberle dicho, “Yo aun no e conocido un trabajador de construcción que haya ganado un dólar, el cual no haya gastado un dólar con cincuenta centavos. Cualquier oportunidad de incrementar las oportunidades de trabajo para nuestros miembros/agremiados deben ser nuestra meta.

En cuanto a la situación actual del OPCMIA, las horas trabajadas continúan en aumento. Debemos estar

siempre vigilantes y seguir las oportunidades de trabajo. El sindicalizar empresas/contratistas asegurara nuestras oportunidades de empleos, e incrementara las oportunidades competitivas entre nuestros Contratistas/ Empresas afiliadas a nuestro sindicato. En la garganta de esta pandemia, nuestro numero de miembros/agremiados marcha en aumento desde nuestra convención internacional en el pasado agosto del 2019. Nuestro crecimiento continuo es una señal viable de nuestra Organización.

No debemos dejar que esta toxica situación política nos divida. El seguir adelante en esta era ha estado siendo incremente mente difícil. El debate político se a tornado explosivo. Cero tolerancias hacia la opinión de uno al otro. Debemos encontrar una mediación entre nosotros, para construir esos atributos que nos permitan lograr grandes cosas para el OPCMIA. Esto se traduce en el incremento de oportunidades de trabajo y poder de negociaciones colectivas en la mesa de negocios. No necesitamos mirar tan lejos para mirar y salir de común acuerdo, todos nosotros somos Yeseros, Albañiles Pulidores de Cemento, y Trabajadores de taller. Todos estamos tratando de ganarnos la vida dentro de nuestros oficios y regresar a nuestras casas a salvo cada tarde de cada día. Algunos se van de pesca y casería, otros guían pequeñas ligas, y algunos juegan en liguillas. Tenemos mas en común que menos en común.

Yo puedo asegurarles que el OPCMIA continuara trabajando todos los días para mejorar nuestro lugar en la industria de la construcción. Mirando así el futuro en lugar de mirar así atrás, es lo que hará al OPCMIA para enfrentar las pruebas del tiempo.

Finalmente, Yo quiero desearles a ustedes y sus familias una Feliz Navidad, y un Prospero y seguro Año Nuevo.

12TH ANNUAL PATRICK D. FINLEY SCHOLARSHIP FUND

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

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

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

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



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

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

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

OPCMIA Scholarship details and an application form are available at your Local Union. The deadline for essays to reach the International Headquarters is **April 1, 2021** and winners will be notified July 021.

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



OPCMIA GENERAL PRESIDENT

DANIEL E. STEPANO

Continued from page 2

contractors, rather than employees, in order to avoid paying benefits.

At the same time, the Biden-Harris Administration won't be waiting for a vaccine to tackle the COVID-19 crisis. Assembling a task force of epidemiologists, scientists, physicians, and public health experts, they plan to immediately take a series of valuable steps. These will include doubling the number of drive-through testing sites and dramatically increasing the nation's testing capacity in other ways, mobilizing at least 100,000 Americans to conduct contact tracing, and using the Defense Production Act to ramp up production of personal protective equipment. They will also provide clear, consistent, evidence-based guidance for how communities should navigate the pandemic — and the resources for schools, small businesses, and families to make it through.

While the Biden-Harris Administration is taking pro-worker and pro-public health executive actions, much will be required of Congress, too. Working with the labor movement and the Administration, OPCMIA will be fighting for passage of any and all future legislation that is pro-worker such as:

- The Protecting the Right to Organize (PRO) Act, expanding workers' bargaining rights and making it easier for workers to organize unions and collectively bargain.
- The HEROES Act or comparable COVID-19 legislation providing families, communities, and state and local governments emergency relief to prevent people from going hungry or losing their homes amid this economic crisis.
- Legislation raising the minimum wage to \$15/hour.
- The Paycheck Fairness Act to ensure women are paid equally for equal work.
- No matter what happens in the January 5th runoff elections for Georgia's two U.S. Senate seats, these battles will be fiercely fought and will require all OPCMIA members to make our voices heard. But with a champion in the White House elected with a mandate for his pro-worker agenda, we have new opportunities to make progress, and we must seize them all.
- We are on the cusp of a New Year in which positive change has become newly possible. That is something to celebrate this holiday season, as we steel ourselves for the fights to come.

Wishing you all a safe and happy Holiday Season!

OPCMIA POLITICAL OUTLOOK

Blaze Wharton

Continued from page 9

and not on public health.

One hundred years later we are in a political debate about a virus that is expanding, mutating, spreading faster, and sees no end in sight. It kills Democrats and Republicans without prejudice.

This winter could become one for the ages as far as deaths and illnesses, economic uncertainty, job losses, and unbearable grief for many.

I am a Democrat that wears his mask religiously. My next-door neighbor is a strong Republican that is even more stringent about mask wearing than I. He politely asked me to step back a little further the other day as we were speaking about 10 feet apart with masks, on the sidewalk. Good on him.

I chuckled at the irony, but respected the fact that playing Russian roulette with a bullet that you can't see,

touch, feel, or even know if it is present at that time, is a fools game.

The virus is real. It is not going away on its own. We can not will it away. A change of Administration will not make it go away.

We do not know the ongoing health issues it will leave us with down the road yet. We do not know if, or when, it will hit a family member, a friend, or ourselves.

Wearing a mask to those that believe in science and doctors are not better people, nor smarter people, than those that choose not to. Nor are those that do not wear masks more patriotic or true defenders of the first amendment than those that do wear masks.

Americans, if nothing else, are a kind and respectful people. Wearing a mask will not hurt you. Wearing masks will not shut down the economy. In fact, it can only help in infecting less people which will only help the economy.

Wearing a mask should have never become a political issue or statement of individual rights in 2020.

Just like it never should have been in 1918 with a Democrat President.

Local Union 528 – Seattle, Washington

Local 528, Plastering
Apprentices photos,
November 2020.



Local 528 Apprentices finished project up close (November 2020).



Local 528 Apprentices (left to right) Joe Novobielski, Thanh Pham and Lateef Thomas with their finished ornamental plaster project

Local Union 599 – State of Wisconsin

Apprentice Graduates

Local 599/Area 204, Cement Mason
Apprenticeship Class photos,
February 2020.

Local 599/Area 204, Apprentices (left to right): Tyler Gray, Kyle Beggs and Cory Schroeder.



Local 599/Area 204, Cement Mason Apprenticeship Class, stamping, pouring curb and gutter, February 2020

Local Union 18 – Central Illinois

Local 18, Central Illinois, member was presented with his 30-Year Gold Card acknowledging his years of service.



Congratulations to (right) Brother Roger Juracek on receiving his 30-Year Gold Card, Lapel Pin and Certificate from Business Agent Curtis Harn.

Local Union 21 – Des Moines, Iowa

Congratulations to the proud members of Local 21 who were presented with their service awards for 50 and 60 years of service.



(Left to right) 60-Year Gold Card recipient Brother Forest Glen Penenger, Jr., Business Manager Earl R. Agan, Jr. and 50-Year Gold Card recipient Brother Robert J. Barsetti.

Local Union 66, San Francisco & Oakland, California

CONGRATULATIONS on 70-Years!

Retired Local 66 Business Manager John J. Moylan receiving his Plaque for 70-Years as a Member of the OPCMIA. John was Business Manager of Plasterers' and Shop Hands' Local 66 from 1970 – 1992. During his time as Business Manager he oversaw the mergers

with San Mateo Local (1972), Oakland Local (1982) and the Pittsburg Local (1984). Under his leadership the membership grew from 150 members to over 400 members and the Pension Fund grew from \$800,000 in 1972 to \$130,000,000 in 1992. John also helped establish the Local 66 JATC and established the first ever Plasterers' Apprenticeship Competition in 1976.



Local 66 proudly presents 70-Year Plaque to Brother Moylan as a token of appreciation for his many years of service. (Left to right) Vice President Chester Murphy, Local 66's Business Manager Robert Noto, 70-year member Retired Business Manager John J. Moylan and Business Agent Israel Vargas.



(Left to right) Retired Vice President Michael J. Moylan congratulates his father Retired Business Manager John J. Moylan on his amazing achievement of 70-years with the OPCMIA.

Local Union 109 – Akron, Ohio

Local 109's Business Manager Greg Daniels and Business Representative William Taggart were invited to Armando Colella 94th Birthday party on Sunday, September 20, 2020. The invite and party were given by Armando's daughter Christina and grandson Michael Thomas. Michael Thomas is also a Cement Mason member in Local 109.

Business Manager Daniels and Business Representative Taggart were excited and honored

to attend Brother Colella's 94th Jubilant Birthday Celebration, who also happens to be a 70-year member. They presented Brother Colella with his 70-year plaque and other gifts. It was a momentous day for Brother Colella filled with family and friends.

Happy Birthday Armando and a special "Thank You" to your family for including Local 109 on such a memorable day.



(Left to right) Brother Michael Thomas alongside his grandfather, Brother Armando Colella. Congratulations Brother Colella on your amazing achievements!



Business Manager Greg Daniels proudly presented Brother Armando Colella with his 70-year OPCMIA plaque. (Left to right) Brother Michael Thomas, 70-year member Brother Armando Colella and Business Manager Greg Daniels.

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

Local Union 143 presented 25, 30, 40 and, 50-year awards to their membership acknowledging their years of service. Congratulations to all!



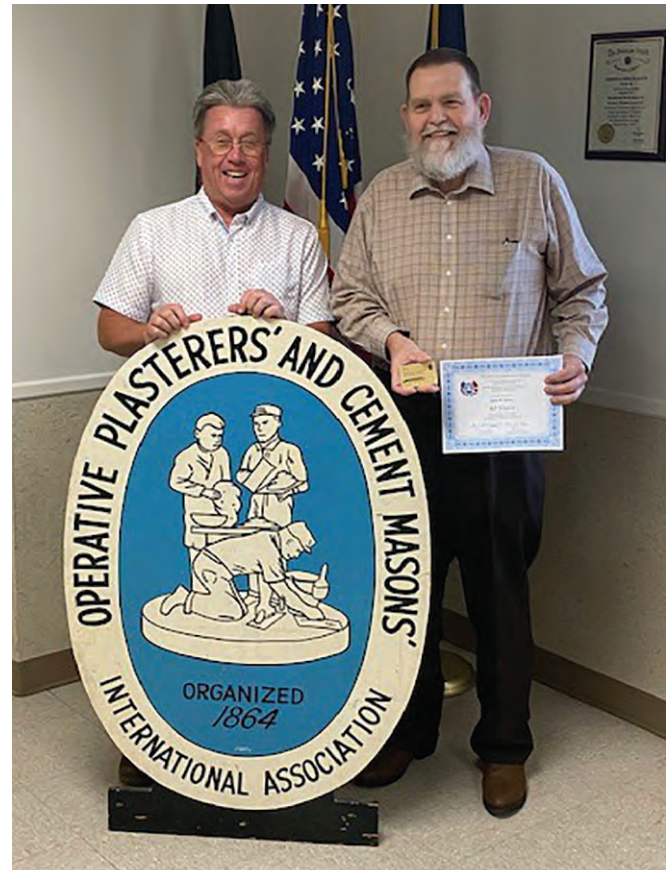
(Center) President Tom Shubert presenting Brother Thomas Carpenter and Brother Matt Meyer with their 25-Year Lapel Pins.



(Left to right) Business Manager Chris Butler presenting Brother Vaden Ainscough with his 30- Year Gold Card, Lapel Pin and Certificate



Business Agent Keith Hancock after being presented his best in show at the 2019 Santa Lookalike Contest. Also pictured on the right, Business Agent Kevin Crain.



(Left to right) Business Manager Chris Butler presented Brother John Hires with his 40-Year Gold Card, Lapel Pin and Certificate



(Left to right) Business Manager Chris Butler presenting Brother Paul Coon with his 50-Year Gold Card, Lapel Pin and Certificate



Proud Brother Paul Coon with his granddaughter after receiving his 50-Year Gold Card.



(Right) Business Manager Chris Butler presenting retired Business Manager Ron Eades with his 50-Year Gold Card, Lapel Pin and Certificate



Business Agent Keith Hancock presenting (left) Brother Richard King his 50-Year Gold Card, Lapel Pin and Certificate

Local Union 514 – State of Michigan

Local 514, says “Thank You” to Business Representative Jack McCool for all his years of service and dedication. We also wish Brother McCool all the best in the years to come. Congratulations to Business Representative Jack McCool on his retirement, effective June 1, 2020.

(Left to right) Business Manager Henry Williams presents retired Business Representative Jack McCool with a plaque acknowledging his 34 years of service as an OPCMIA member and Business Representative.



Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599 who were presented with their service awards for 25 years.



(Left to right) Local 599/Area 204, Cement Mason Brother Roger Wagner receives his 25-Year Gold Card, Lapel Pin and Certificate from Business Manager Todd Gray.



(Left to right) Local 599/Area 558, Plasterer Brother Douglas Jackson receives his 25-Year Gold Card, Lapel Pin and Certificate from Statewide Organizer / Plasterer Business Agent Trae James.



Celebrate Savings

Celebrate the holidays with union member-only discounts on everything from fashion and beauty to electronics and everyday household items. And whether it's date night or a fun family night out, enjoy delicious meals at select restaurants with savings for union members.

Find out more about these discounts and other great benefits at **unionplus.org**.



Learn more at unionplus.org




UNIONPLUS



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 21, Des Moines, Iowa

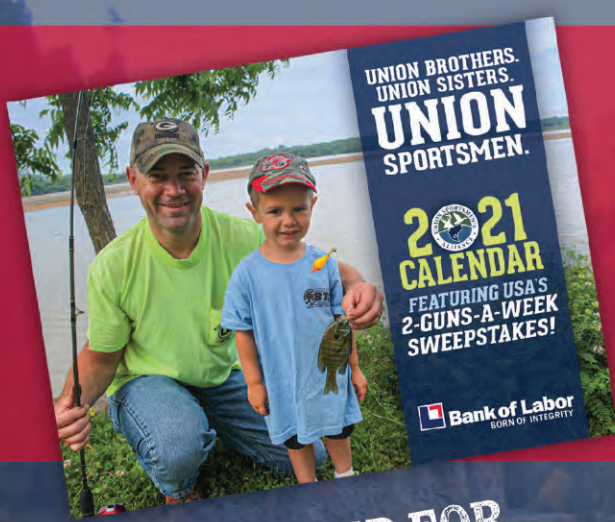


Photo of Local 21 member Brother Zack Lewis who took a nice buck.

Eastern Washington



Picture of retired Vice President Gordon McCleary with his grandson, Alex Mendoza with a nice 5 x 5 mule deer buck that he took in the rolling hills of Eastern Washington on October 17, 2020.



USA'S 2021 CALENDAR FEATURING 2-GUNS-A-WEEK SWEEPSTAKES!

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104 GUNS

IN 52 WEEKS



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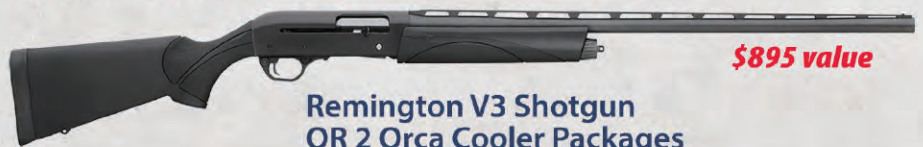
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NOTICE TO EMPLOYEES COVERED BY OPCMIA Union-Security Agreements

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 2019, an independent auditor determined that the percentage reduction in the agency fee is 8.14%. In other words, an independent auditor determined that 8.14% of the OPCMIA’s expenditures in the calendar year of 2019 were for non-chargeable activities and 91.86% 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, 2020 through December 31, 2020; 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.

Free College Program Gives Librarian's Son Storybook Beginning

New Jersey union Cheryl Conselyea's son, Ryan, is a plumber's assistant. He tried traditional college, but the schedule didn't work for him.

"When I got the Free College email from Union Plus, he was so excited. He was just like, 'Wow, this is for me!' He had about a week to apply," Conselyea remembers.

Conselyea works as a supervising library assistant at a particularly busy branch of her county's public library.

"I love my staff and working with the public is great. We organized with the union 12 years ago. They introduced us to Union Plus and all the special programs they provide," she recalls.

The Union Plus Free College Program partners with AFSCME and Eastern Gateway Community College to offer online courses and degree programs with no out-of-pocket cost to active or retired union members and their eligible family members, including spouses, domestic partners, children (including stepchildren and children-in-law), financial dependents and grandchildren.

Conselyea says her son has had to pinch himself—he couldn't believe that he could take classes for free and on his own time.



"Ryan is thriving," Conselyea says. "The whole process for his enrollment was pretty seamless. His classes are so flexible, and most importantly, the program just calibrates right with his schedule."

Ryan is pursuing his associate degree and hopes that learning about business will equip him as he gets deeper into his trade career and potentially starts his own venture.

"This Free College program is such an opportunity for adults and the children of union members to get a free education. I tell everyone I know about it," says Conselyea.

To learn more about the Union Plus Free College Program, visit unionplusfreecollege.org or call 888-590-9009.

Learn more at unionplus.org



I N M E M O R I A M

**September 1, 2020 THROUGH
September 30, 2020**

**SERGIO ERNESTO URIBE-
AYALA, JR.,**

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 Sergio Ernesto Uribe-Ayala, Jr., who passed away May 6, 2020. Brother Uribe-Ayala, Jr., was 20 years old and a member of the International since July 2 2019 – 11 months.

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.

ROBERT MCNUTT

Local #148, Atlanta, GA

It is with deep sorrow and regret that the officers and members of Local Union 400 report the death of Brother Robert McNutt, who passed away January 21, 2020. Brother McNutt, was 99 years old and a member of the International since October 30, 1947 – 73 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.

**October 1, 2020 THROUGH
November 30, 2020**

VICTOR MELENDEZ

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 Victor Melendez, who passed away September 06, 2020. Brother Melendez was 85 years old and a member of the International since June 1, 1935 – 61 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

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN SEPTEMBER 2020

599	ST of Wisconsin	Beimel, Robert
500	Santa Ana CA	Calderon, Joe
300	Oakland, CA	Casey Jr, Phillip
500	Santa Ana CA	Crosby Jr, Warren
600	Los Angeles CA	Duarte, Robert
090	East St Louis, IL	Endicott, Larry C
526	Pittsburgh PA	Folino, Guido
592	Philadelphia PA	Forgione, Gerald D
500	Santa Ana CA	Guerrero, Felipe
886	Toledo, OH	Heilman, Norman E
066	San Francisco, CA	Hull, Brad S
300	Oakland, CA	Jepsen, Alfred
148	Atlanta, GA	Knowles, Roy Lee Sr
518	Kansas City, MO	McClary, Patrick D
555	Portland OR	McElroy, Daniel
518	Kansas City, MO	McQuiston, Robert C
132	Ohio & Kentucky	Purdin, Richard
600	Los Angeles CA	Reyes, Richard
780	New York, NY	Tujak, John
111	Erie & Niag Co NY	Underwood, Otis

DEATH BENEFITS PAID IN OCTOBER 2020

692	Indianapolis, IN	Baker, Larry
600	Los Angeles CA	Barrera, Manuel G
18	Central, IL	Bjurstrom, James C
592	Philadelphia PA	Bullock, Clarence L

LOC CITY, STATE NAME

592	Philadelphia PA	Cedrone, Anthony L
780	New York, NY	Chiarello, Pasquale
780	New York, NY	Favale, Vincent
200	Los Angeles, CA	Flaughner, Thomas L
502	Chicago IL	Guendling, Rodger L
502	Chicago IL	Hudson, Albert
797	Las Vegas, NV	Jennings, Phil
502	Chicago IL	Lamoureux, George J
518	Kansas City, MO	Lee, John D
143	Southern, IL	Levitt Jr, Clyde
300	Oakland, CA	Lofreso, Joseph J
500	Santa Ana CA	Martinez, Angel
262	NYC & 5 Boroughs	Mitrani, Nicholas
692	Indianapolis, IN	Moore, Clarence
502	Chicago IL	Nestel, Charles
780	New York, NY	Oliveira, Joaquim M
599	ST of Wisconsin	Piontkowski, John
500	Santa Ana CA	Ponce, Carlos
633	Minneapolis, MN	Rekowski, David Edward
404	Cleveland, OH	Risko, Robert
132	Ohio & Kentucky	Roush, Charles F
404	Cleveland, OH	Scherma, Salvatore
82	Portland, OR	Sherk, Thomas
692	Indianapolis, IN	Slager, William
528	Seattle WA	Springer, Dennis
66	San Francisco, CA	Wilcox, Leland J

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN NOVEMBER 2020

109	Akron, OH	Anderson, Leo
555	Portland OR	Baker, Delbert
143	Southern, IL	Bolen, Michael C
600	Los Angeles CA	Brody, Lee P
780	New York, NY	Canapini, Philip
514	Detroit MI	Ciavatta, Raimondo
780	New York, NY	Conciatori, Egidio
029	Jersey City, NJ	Consulmagno, Mark A
109	Akron, OH	Flege, Richard
090	East St Louis, IL	Greco, Michael K
592	Philadelphia PA	Laky, William M
692	Indianapolis, IN	McCormick, Dale
592	Philadelphia PA	Megara, Joseph A
400	Sacramento, CA	Melendez, Victor
011	Northern, IL	Mendoza, Roberto
592	Philadelphia PA	Murray, John J
886	Toledo, OH	Rising, Richard
021	Des Moines IA	Sturges, John L
780	New York, NY	Toso, Carlo
527	St Louis, MO	Vitale, Antonino

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