

# Plasterer & Cement Mason

WINTER 2021



## LIGHT AT THE END OF THE TUNNEL





# Light at the End of the Tunnel

**A**t long last, there is light at the end of the tunnel, not only when it comes to the COVID pandemic, but also to assaults on our jobs, our rights, and our apprenticeships. The first few months of 2021 show that positive change really does lie ahead for OPCMIA members.

Let us start with COVID. Your union is doing everything in our power to see that OPCMIA members are moved to the front of the line for vaccinations. You are essential workers who cannot work from home and who cannot always maintain social distance on the job. After frontline health care workers and the elderly, building trades workers should have top priority. Rules and regulations vary from state to state, but we are advocating for you in every place we can every step of the way.

At least now, we are going to have real help from Washington, D.C. President Biden's American Rescue Plan — which is on the verge of passing the House and Senate as I write this — provides \$20 billion to mount a national vaccination program that will get more shots into more Americans' arms at a faster pace than ever. The bill also increases testing and contact tracing, fixes PPE shortages, and takes other steps to protect our health and get back to normal.

This comprehensive emergency relief package also provides:

- An additional \$1,400 in direct payments to individuals.
- \$400/week in pandemic

unemployment benefits through the end of September.

- New loans and grants to keep struggling small businesses alive.
- Additional steps to help struggling families obtain the food they need and to keep them from losing their homes.
- \$350 billion to help state and local governments maintain services and avoid layoffs.
- \$3,000 per child annually (\$3,600 for children under age six) to help families raise and care for their sons and daughters.
- \$170 billion to help schools reopen.

These and other provisions will speed up the pandemic's end, ensure that Americans can get by in the meantime, and revive our economy sooner rather than later.

In the longer term, we have promising news on infrastructure. The Biden-Harris Administration is expected to soon introduce a \$1 trillion to \$2 trillion plan to revitalize our crumbling roads, highways, bridges, dams, airports, schools, buildings, power plants, tunnels, ports, water and sewer lines, electrical grids, and other essential facilities. At long last, we could soon have countless new projects coming online, creating thousands upon thousands of new work hours for our members.

We also have good news on our apprenticeship programs. There was an attempt by the previous administration to support second-rate Industry Recognized Apprenticeship Programs (IRAPs) that would have threatened the very survival of OPCMIA's world-class Registered Apprenticeship programs. Fortunately, the Biden-Harris Administration acted to eliminate IRAPs, removing this threat. Officials also restored the Department of Labor's Advisory Committee on Apprenticeship, which provides much needed indus-

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**DANIEL E. STEPANO**

# Luz al Final del Túnel

Después de tanto tiempo, hay luz al final el túnel, no solo con referencia a la pandemia del COVID, pero también con respecto a los asaltos en contra de empleos, y de nuestros aprendices. Los primeros meces del 2021 demuestran el cambio positivo que realmente se encuentra adelante para los miembros/agremiados del OPCMIA.

Empezaremos con el COVID. En su sindicato, estamos haciendo todo dentro de nuestras manos para mover a nuestros agremiados al frente de las listas para las vacunas. Ustedes son empleados esenciales los cuales no pueden trabajar de casa y algunas veces no es posible mantener el distanciamiento social en el trabajo. Después de que los empleados de la salud al frente de las líneas de trabajo sean vacunados al igual que las personas de la tercera edad, los empleados de Departamento de la Construcción y Edificación deberían ser los próximos a vacunarse. Las reglas y regulaciones varían de Estado a Estado, pero estamos solicitando consideración para ustedes en todas las formas posibles, en todos lados y en cada paso del camino para favorecer a nuestros miembros/agremiados.

Al menos ahora, tendremos ayuda verdadera de Washington D.C. El Presidente Biden tiene un Plan de Rescate para América/Estados Unidos – el cual esta a punto de ser aprobado por la Casa de Representantes y el Senado mientras escribo estas notas – proveyendo \$27 billones para montar un programa nacional al máximo de vacunas, de esta manera vacunando a mas ciudadanos a un paso mas acelerado que nunca. La boleta de ley incluye el incremento de pruebas y seguimiento de contagios, arregla las fallas del PPE, y da otros pasos para proteger nuestra salud y volver a la normalidad.

Estos Comprensibles Paquetes de Ayuda también proveen:

- \$1,400 dólares adicionales en pagos directos individuales
- \$400 dólares semanales como compensación por la pandemia de desempleo hasta el fin de septiembre.
- Nuevas hipotecas y servicios para ayudar a los pequeños negocios en esta crisis.
- Pasos adicionales para apoyar a familias en problemas para obtener comida y para que no pierdan sus hogares.
- \$350 billones de dólares en apoyo para el estado y

gobiernos locales para que sigan manteniendo sus servicios y prevenir desempleos.

- \$3,000 dólares de crédito por cada niño (\$3,600 dólares de crédito por los niños menores de seis años) para ayudar a las familias a mantenerlos y cuidar a sus hijos e hijas
- \$170 billones de dólares para ayudar al re-abrimiento de las escuelas.

Estos y otros servicios apresuraran el termino de esta pandemia, y mientras tanto asegurar de que los ciudadanos sobrevivan, y rehabilitar nuestra economía antes que después (lo mas pronto posible).

Durante mucho tiempo, nos han prometido noticias con respecto a la infraestructura. Esperamos que la administración Biden-Harris pronto introduzcan \$1 a \$2 trillones de dólares en su plan de rehabilitación a nuestras desgastadas calles, carreteras, autopistas, puentes, represas, aeropuertos, escuelas, edificios termoelectricas, túneles, puertos, líneas de agua y drenajes, bases eléctricas, y otras facilidades y establecimientos esenciales. Después de mucho tiempo, pronto podremos tener incontables líneas de proyectos para trabajar, creando miles de miles de horas de trabajo para nuestros miembros/agremiados.

También tenemos buenas noticias con respecto a nuestros programas de entrenamiento y capacitación laboral. Hubo un intento de la Administración Pasada de apoyar un segundo e inadecuado Programa de capacitación y entrenamiento laboral para ser reconocido en el campo Industrial (IRAPs) el cual amenazaba la sobrevivencia de nuestro programa de primera clase de capacitación y entrenamiento laboral del OPCMIA. Afortunadamente, La Administración Biden-Harry actuó de inmediato para eliminar IRAPs removiendo esta amenaza. Los oficiales también restauraron el Comité del Departamento y Consejo del obrero con respecto al entrenamiento de aprendices y capacitación laboral, el cual provee el tan necesitado empuje como base de la industria, este movimiento eventualmente incrementara oportunidades de trabajo para nuestros miembros/agremiados.

Mas allá de las pólizas, estamos tomando ventaja de las promesas y los nuevos avances de aprendizaje y capacitación con respecto a tecnología y manejo empresarial, los cuales están transformando el cami-

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## OPCMIA GENERAL PRESIDENT

### DANIEL E. STEPANO

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try-based input on policy, quality assurance standards, and equitable enforcement.

And we have good reason to expect that the Administration will strengthen rules providing for the use of Project Labor Agreements on large federally funded projects, a move that will further increase work for our members.

Beyond policy, we are taking advantage of promising new advances in learning management and technology that are transforming the way apprentices and journey people alike learn and advance in our crafts. A significant portion of our training moved to an online platform since the onset of COVID-19, and we have worked closely with our Locals to continually improve its quality and expand its reach. Post-pandemic, we will return to more in-person training, but will also maintain virtual trainings because they are easier for some members to access and have their own unique attributes.

Similarly, we are committed to continue advancing our online resources, which includes the development of learning management systems that will make sure that our members continue to receive the best training available in a more proactive, systematic way.

And we continue to explore the frontiers of cutting-edge technology, like the groundbreaking virtual reality fireproofing and concrete rider trainings we introduced that can be provided at any location in a safe, cost-efficient, and highly effective way. By mimicking real work environments, these tools enable members to learn proper techniques before ever setting foot on a job, without mixing a single bag of material and most importantly, without risking anyone's safety.

For all these reasons, we have much to look forward to as the year progresses. We still face challenging times for a while, but we are working hard to maximize the opportunities to emerge from this pandemic in a better place than ever. Thank you for all you are doing and please continue to stay safe, stay well and stay strong.

## GENERAL PRESIDENTE

### DANIEL E. STEPANO

*Continúa de la página 3*

no en el que aprendices y maestros aprenden y avanzan en nuestro oficio. Una porción significativa de nuestros programas de entrenamiento y capacitación, han elegido ofrecer cursos en línea desde que llegó el COVID-19, y hemos estado trabajando de cerca con nuestros sindicatos locales para mejorar la calidad y expandir su alcance. Después de la pandemia retornaremos a más capacitación y entrenamiento en persona, pero también mantendremos el entrenamiento y capacitaciones virtuales por su facilidad para algunos miembros/agremiados de acceder a las clases ya que este método tiene atributos únicos.

Similarmente, estamos comprometidos a continuar avanzando con nuestros proyectos en línea, los cuales incluyen el aprendizaje de los sistemas empresariales, asegurando que nuestros miembros/agremiados continúen recibiendo el mejor entrenamiento y capacitación laboral disponible y más proactivo y sistemático que ay en la industria.

También, continuaremos explorando las fronteras más recientes en la tecnología, como el nuevo entrenamiento virtual para la atomización de material contra incendios (fireproofing) y máquinas pulidoras de cemento montables, las cuales hemos introducido y serán de gran valor y eficiencia. Al simular un ambiente de trabajo real, estas herramientas empoderan a nuestros miembros/agremiados para aprender las técnicas de trabajo antes de poner un pie en el campo de trabajo, y sin revolver ni una bolsa de material, y lo más importante, el no arriesgar la seguridad de ningún miembro/agremiado mientras se capacitan.

Por todas estas razones, tenemos mucho por delante mientras que el año progresa. Aun enfrentamos retos durante algún tiempo, pero estamos trabajando muy duro para maximizar las oportunidades de trabajo y para emerger de esta pandemia en una postura mejor que nunca. Gracias por todo lo que ustedes están haciendo, y por favor continúen manteniéndose seguros, manténganse fuertes y con bienestar.



**Daniel E. Stepano**  
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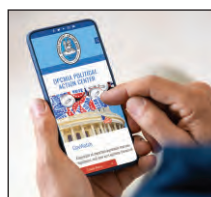
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*One year of COVID-19 and a bright light at the  
end of the tunnel during dark times.*

**Daniel E. Stepano, Editor**

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## Stand by Our Friends

**“We will stand by our friends and administer a stinging rebuke to men or parties who are either indifferent, negligent, or hostile...”.**  
Samuel Gompers.

Samuel Gompers could not have described better the attitude’s and actions that have been shown by organized labor as a whole, including the work of your own OPCMIA, interacting with representatives of the Biden Administration, members of Congress and their staffs to ensure our labor issues are heard and implemented. No stone is being unturned. No issue passed over. Questions are asked and answers are given. Discussions have been centered on all issues regarding labor given during the recent Presidential election, and how we ensure that promises given are promises kept. Labor leaders and their Lieutenants have been on countless Zoom and conference calls with President Biden officials pre- and post-inauguration, discussing the issues that directly effect all working people. Today, labor does have a seat at the table, and a very prominent seat at the table.

You could say it is personal now for labor. Organized labor has its best chance ever to further the interests of working people and fulfill promises we have waited for too many years to finally come to fruition.

Just to name a few issues being discussed are multi-employer pension relief, Davis Bacon standards, approved apprenticeship programs, needed safety standards, and a labor person nominated as Secretary of Labor.

Pre-Covid, General President Stepano met face

to face with then candidate Biden in Washington DC and asked him directly to seriously consider selecting a labor person as Secretary of Labor. He told President Stepano that it would happen. That has already been achieved with the nomination of Mayor Marty Walsh of Baltimore, a former union official. We are being heard.

At this point our influence and input in Washington is like never before. Organized labor has strong support in the House and Senate. As a union that endorsed President Biden very early on, OPCMIA is recognized as such.

The elections of 2020 are behind us. The differences, fought back and forth over just a few short months ago among us as union members, should take a back seat to us unifying for the sake of all workers. We for now at least, need to take advantage of our presence in Washington. Our union members may be divided over a myriad of issues that divide all Americans. But on issues regarding our pension plans, our apprentices, our health and safety regulations, our work for improved wages, our efforts to retain as many good paying jobs going forward must supersede any differences when it comes to our labor unions and especially our own OPCMIA.

Let us strive for and encourage this Administration to succeed with bringing working men and women the dignity and honor they deserve.

If not, as Samuel Gompers said, “We will administer a stinging rebuke.”



## The Need for the PRO Act

During his campaign for President, Joseph R. Biden promised to empower workers by curbing corporations' abuses of workers, encouraging unionization, and ensuring workers are treated with dignity. Since assuming office on January 20, 2021, President Biden has moved quickly to fulfill these promises and undo the prior administration's damage to our U.S. labor laws. For example, President Biden terminated Peter Robb, who served as General Counsel of the National Labor Relations Board ("NLRB") during the prior administration. General Counsel Robb spent much of this time weakening employees' ability to organize, undermining the collective bargaining process, and insulating employers from liability for violating the National Labor Relations Act ("NLRA"). President Biden replaced Peter Robb with Acting General Counsel Peter Ohr; and, most recently, President Biden nominated Jennifer Abruzzo to serve as the new General Counsel. Both Mr. Ohr and Ms. Abruzzo have significant experience with the NLRB fighting to protect employees' right to organize and to strengthen collective bargaining under the NLRA. These moves will improve workers' rights in the short term.

President Biden has also signaled his intent to protect workers and promote unionization for the long term. Most notably, the President has signaled his support for the Protect the Right to Organize Act ("PRO Act"). The House of Representatives recently re-introduced the PRO Act as H.R. 842. This bill would make significant changes to the NLRA. Here are some of the most noteworthy changes.

First, the PRO Act would impose meaningful consequences for employers who violate workers' rights. The NLRA currently does not penalize an employer who violates employees' rights to organize or engage in concerted protected activity. The PRO Act would empower the NLRB to award front pay, consequential damages and even punitive damages to employees who are terminated or suffer serious economic harm because of an employer's unlawful conduct.

The PRO Act would also require the employer to pay civil penalties in the amount of \$50,000 per violation or \$100,000 per violation if the employer is a repeat offender. The Act would even impose liability on corporate directors or officers who participated in the violations or have knowledge of the violations and failed to take action to prevent them.

Second, the PRO Act would require the NLRB to seek injunctive relief for employees who suffer retaliation for exercising their rights. Currently, it takes years to obtain an enforceable order requiring an employer to reinstate an unlawfully terminated employee. The PRO Act would require the NLRB to seek an injunction from a federal court requiring the employer to return the employee to work while the alleged violations of law are litigated before the NLRB.

Third, the PRO Act would eliminate so-called "right to work" laws. Section 14(b) of the NLRA allows individual States to pass "right to work" laws and twenty-seven (27) states have done so. These laws prevent unions and employers from entering into a union security agreement that requires employees to pay union dues or agency fees – or their fair share of the cost of union representation – as a condition of employment. The PRO Act would eliminate Section 14(b) from the Act and end these "right to work" laws.

Fourth, the PRO Act would eliminate the ban on secondary activity. The NLRA currently prohibits labor organizations from inducing or encouraging employees of other employers to engage in a work stoppage, as well as threatening, coercing or restraining any person with certain objectives, such as getting that person to cease doing business with an employer involved in a labor dispute. The PRO Act would eliminate these bans, restoring employees' First Amendment rights to join together to support workers of other companies.

All of the above-described changes, and others

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## New Administration Promising for Future Apprenticeships

As our country mourns more than 500,000 lives lost to COVID-19 and we continue to deal with the threat posed by the virus, positive news from our new Administration led by President Biden regarding the labor movement and the future of apprenticeship is favorable.

Throughout American history many challenges have been confronted and conquered and have been turned into positive opportunities by using talent and ingenuity with the help and support of labor unions including the OPCMIA. Hard fought battles have secured worker protections and ensured that the hardworking American can have a successful path to the middle class. President Biden has promised to work hard to protect and improve wages and benefits to ensure an honest day's work for an honest day's pay and to eventually have all American workers able to have the ability to retire with dignity.

At the present time America is in desperate need of skilled workers in every trade to help rebuild a crumbling infrastructure. Modernization of roads, bridges, schools, and water systems are a few of the important upgrades that need to be completed by skilled craftsmen and women to make America a safe and a desirable place to live and raise a family once again.

It was very promising to me when recently I had a conversation with OPCMIA General President Dan Stepano regarding his recent visit with President Joe Biden in which he discussed many important issues related to the labor movement with other union labor organization leaders. It is ensuring to walk into President Stepano's office and see a picture of him and the President of the United States shaking hands, which gives hope that our new President may

have common interests that are favorable for the American citizen and the working class.

This new Administration has promised and already started to have labor unions present at the table to ensure protection and compensation that is fair. Mr. Biden promises to invest in our future generations by fighting for workers' retirement security by working across the aisle if necessary and with all of Congress to stabilize the multiemployer pension system and continually collaborate with labor to pursue pension reform. It is also important to mention that the Biden Administration wants to ensure all construction projects utilize local workers and that collective bargaining agreements are put in place before any project starts. President Biden also states that strict enforcement of company executives who attempt to interfere or hinder in organizing efforts will be dealt with accordingly. It is of great importance that our organization utilizes all of our registered apprenticeship programs and pre-apprenticeship programs across the nation to ensure when the need for skilled workers arise that we can man all jobs from infrastructure to the new technologies in the construction industry.

Reaffirming his commitment to expanding registered apprenticeships to reward work, rebuild the middle-class, and connect a diverse workforce to family-supporting, living wage jobs. President Biden recently endorsed Congressman Bobby Scott's bipartisan National Apprenticeship Act of 2021, which will create and expand registered apprenticeships, youth apprenticeships and pre-apprenticeship programs. The House Education and Labor Committee estimates that the bill will

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## President Biden Listened to Labor

*Trump's Presidential Executive Order 13801 Revoked*

On February 17, 2021, President Biden and Vice President Kamala Harris met at the White House with representatives of the North American Building Trades Unions (NABTU).

At the meeting, President Biden announced his revocation of former President Trump's Executive Order 13801, which had paved the way for the creation of industry recognized apprenticeship programs or IRAPS.

These industry favored IRAPs would have eliminated many of the elements that have protected apprentices such as required wage progressions as skills are developed, labor-management administration of training programs, safety requirements and government oversight.

For more than eight decades, the Registered Apprenticeship model of training that many of us learned our crafts under has been the gold-standard for developing America's workforce. NABTU affiliates saw IRAPs as a means to undermine quality training in the construction industry and exploit workers.

Through our members efforts, OPCMIA and the other building trades unions were able to generate over three hundred and fifty thousand letters to the Department of Labor in opposition to IRAPS. This grassroots lobbying effort initially resulted in the construction industry being exempt from IRAPS and with

President Biden's recent action, this current threat has ended.

Thank you to everyone who took time to fight against this attack on registered apprenticeship training. Thank you to our local unions, officers, our JATC's, coordinators, instructors, apprentices and family members, your voices were heard all the way to the Oval Office.

President Biden said in his meeting with NABTU. *I said from the beginning of my campaign, throughout my whole career: The middle class built this country, and labor built the middle class. And I think we have an incredible opportunity to make some enormous progress in creating jobs — good-paying jobs, Davis-Bacon prevailing wage jobs — to rebuild the infrastructure of this country in a way that everybody knows has to be done.*

The Biden-Harris Administration has also committed to reinstate the Advisory Committee on Apprenticeship or ACA within the Department of Labor. Prior to it being eliminated, the ACA had served as a platform for labor and industry to provide input on all issues related to apprenticeship. This is an important step in bringing forth ideas in a bipartisan manner that will benefit labor, management, and the country.

### ITF Covid-19 Update

Vaccine manufacturing and distribution has increased but is still lack-

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



ing in some areas. At the time of this writing approximately seven percent of the US population has received a full vaccination. The US death toll has passed five-hundred thousand. It is hard to put that number in perspective. I believe many of us have become numb to the magnitude of loss that number represents, the family members, friends, neighbors, and co-workers. Beyond our words of condolence, we can continue to use safe practices and get vaccinated when it is available.

The ITF is continuing to conduct online training in several subjects. I do not anticipate ITF instructors traveling to conduct training or the ITF hosting in person training soon. Notices of our online trainings are disseminated to the local business managers, apprenticeship coordinators, instructors, and area vice presidents.

We all look forward to returning to a normal schedule of travel, operations and training as soon as it is safe.

Stay safe and take care of each other.

# OPCMIA Steel Edge Women

**Kilah Engelke**



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

## Lean In

**H**ave you ever had an idea that was ignored when you shared it but that everyone loved when a man repeated it? Have you ever had a tradesman support you or take your side in private after staying silent in front of a group of men? Have you ever surprised the men on your crew by being more skilled than they expected? If you answered yes to any of these questions, or if these questions make you consider that there may be things about our culture that we as a Union could collectively address to provide for a more equitable environment that you may not have ever considered before, read on!

As a member of the NABTU Tradeswomen Committee, it's my duty to let you know about one of the major initiatives at the forefront of our efforts and that is available to us as the Steel Edge Women. It's a program called Lean In and it's designed to help women reach their potential as leaders and team members in professional situations by connecting to and learning from each other. Participants are assigned a Circle that is made up of women from any trade and a range of levels from apprentice to jobsite leader. A few of us serve as Circle Leaders who are tasked with facilitating the conversations, engaging all members, posing the tough questions, and ideally leading the groups down the path to connection, all while gaining experience in leadership, mentoring, organizing and conflict resolution as well.

So, what is a Lean In Circle like and what is the point? Circles meet once a month for twelve months and collaborate over a wide range of situations that connect them because the whole group will typically have similar experiences. A Circle is a meeting, held



virtually to provide for feasibility and convenience on a continental level. It spans time zones, trades, and geography from coast to coast and incorporates tradeswomen from the United States and

Canada. Each Circle is an hour and a half in length and has a dedicated curriculum that is designed to engage and empower each member by connecting her to one of her most valuable, and often not realized resources of advice, mentorship, problem solving, or simply just a point of connection – her tradeswomen sisters. Participants get a chance to take part in a guided discussion with others like them, the majority of whom consistently identify as the 'only woman on the crew' or the 'only woman on the jobsite.' While we may see this as progress, and while most of us don't have any problem fulfilling those roles, the potential for inherent mental or emotional roadblocks could prevent those in these positions from achieving or realizing their potential. Lean In Circles aim to identify and shatter the potential roadblocks to success like imposter syndrome, contemplating success and how it relates to likeability, viewing your career path to leadership as a ladder instead of a jungle gym, not knowing how to find or develop a mentor, considering what and who could become if you weren't afraid, having a seat at the table, seeking and speaking your truth, and more. Lean In Circles aim to provide strategies to address the situations that I opened with by providing a safe space to discuss and figure out non-confrontational ways to deal with situations like those and make necessary changes so that they don't continue to happen or so that they don't prevent you from thinking you are capable of achieving leadership positions. An important consideration is that the roadblocks to leadership as we navigate our careers are absolutely



NOT unique to the Building Trades, although the topics of conversation for these tradeswomen have been critically and carefully crafted by Building Trades women to help translate the program to provide direct and immediate value to the Building Trades. Which brings me to the point – most of us have never considered any of the roadblocks because while they aren't unique to the Building Trades, they are unique to women. And as a non-traditional sector of this ever growing and improving team that we know as the Union, it's only right (and smart, strategic, and critical) that we do our part

to clear these roadblocks and move forward with the best of the best, no matter our gender, fully integrated and ready to step up to plate when it's their turn to take the wheel. Lean In Circles aim to strategically eliminate the obvious barriers to progress thereby making us all stronger and better. Luckily, there's room for all of us to take part in what has been a life changing experience for me...for more information, or to get connected to a Circle go to [LeanIn.Org](https://leanin.org) and look for the option for Union Tradeswomen. Join us as we work together to lift each other up!

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## OPCMIA LEGAL PERSPECTIVE

### O'Donoghue & O'Donoghue

*Continued from page 7*

contained in the PRO Act, would strengthen the right to organize, bargain collectively and engaged in protected activity in ways that have not been seen since the passage of the NLRA in 1935. These stronger rights and greater protections would enable the

labor movement to rebuild itself, thereby improving the lives of working men and women. Nevertheless, the PRO Act still has several hurdles to overcome in Congress before it could make its way to President Biden for his signature.

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## NPIJATF EXECUTIVE DIRECTOR

### Gerald Kriskovich

*Continued from page 8*

create **nearly 1 million** new apprenticeship opportunities and generate billions of dollars in benefit for taxpayers. Importantly, this bill will ensure these programs draw in a diverse workforce, by supporting industry and equity intermediaries who can help recruit women and people of color. Also, it will bolster successful partnerships between apprenticeship programs and community colleges. This type of legislation is an urgently needed start, but even more investment is required to train Americans for good-paying jobs across industries ranging from construction to energy to manufacturing to technology.

**President Biden also supports Reversing industry recognized apprenticeship programs (IRAPs), which threaten to undermine registered apprenticeship programs.** Industry-recognized apprenticeship programs have fewer quality standards than registered apprenticeship programs. For example, they fail to require the wage progression that reflects increasing apprentice skills, and they lack the standardized training rigor

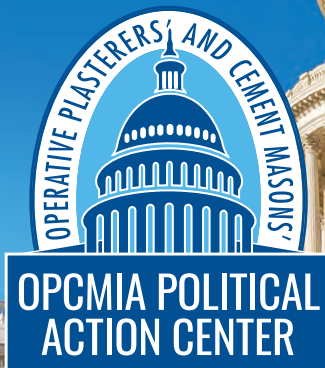
that ensures employers know they are hiring a worker with high-quality training. **Recently, President Biden rescinded Executive Order 13801, which spurred the creation of these programs. He is also asking DOL to consider new rulemaking to reverse these programs and to immediately slow support for industry recognized apprenticeship programs by pausing approval of new Standards Recognition Entities and ending new funding for existing Standards Recognition Entities.**

The National Plastering Industry's JATF is slowly once again gearing up for in person training of young men and women in the plastering and cement masonry trades at 45 job corps facilities across the nation. Job Corps centers are in the process of resuming full operations after nearly a year of pause due to COVID-19. All staff are eager to do what they do best which is training young men and women to become successful in their future endeavors in the blue-collar field.

In closing I would like to give my condolences to all that have lost friends and family members due to the pandemic. I urge all of you to stay safe and look forward to a brighter 2021.

# OPCMIA Action Network

The Action Network is our newly created political arm of the OPCMIA that specializes in voting information, letter campaigns and legislator information. You can find us on the OPCMIA website or download our app OPCMIA Action Center.



## GovWatch

GovWatch is located on the Action Network and it is the last main section of the Action Network. This section has several services that prides itself in legislation watching, legislator locators, and the legislator scorecard. This is a great service that will benefit our members in several key ways by educating them on what legislators and legislation are for or against labor.

### ★ Legislation Watching

This service shows you bills that negatively or positively effect labor.

### ★ Legislator Locator

This service asks you to type in your address and it will give you a list of your local legislators in your area.

### ★ Legislative Scorecard

The scorecard rates legislators on how they have treated labor by the bills they have voted on. We use a letter format grading system from A-F. "A" indicates that they are a champion of labor. Going down from "A" would mean they haven't always helped labor or if they have a score of a "F" then they are no friend of labor.

## How to Get Involved

We have recently started a new program to identify a political affairs officer for each local that will work to build stronger relations between the international, locals and congressmen. This officer will work directly with the International's Political Department and help identify political challenges to the locals and the International.

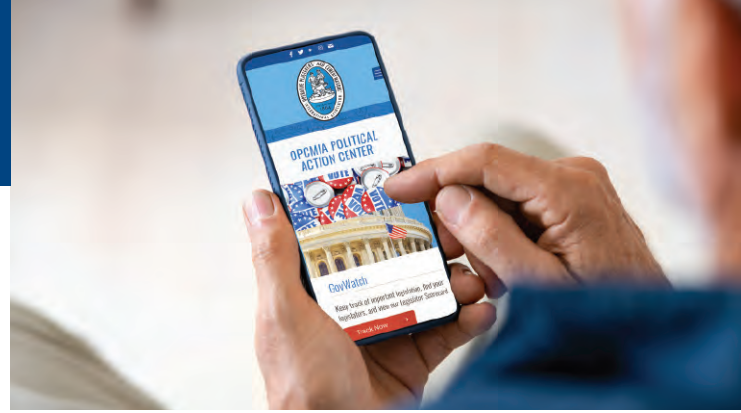
The best way to help is to relay any political information you have to your newly appointed officer and to participate on the Action Network. Whether you are a proud member of the Democratic, Republican, Libertarian, or Green Party we need your help to strengthen our union and ensure its values and benefits are upheld at all costs. Any other programs that we will offer will be distributed to the political officer that may include phone banking, political canvassing or participation in letter campaigns. We need your help to secure the OPCMIA's political future to ensure labor values are adhered to in government.

### ACCOMPLISHMENTS:

- ★ Since the development of the political office our lobbyist has been successful in passing several bills pertaining to fireproofing and intends to continue the success in the coming years.
- ★ During the COVID-19 pandemic operations had to shift due to shutdowns of legislative bodies and instead aid in keeping construction in each state listed as essential so our members could continue to work. Those efforts to keep construction as essential proved to be successful.
- ★ We have also secured our seat at the table with the Biden administration and have put our union values at the forefront of our efforts. We will continue to advocate for our ideals and make sure they are promptly heard in this administration.

# Make Your Voice Heard

This section is located at the top of the Action Center and is the best service for member involvement in politics. This section specializes itself in letters and petitions that are sent to legislators at the state and federal level. These letters normally contain disapproval or actively supporting government affairs that range in many categories but all effect labor in some way. Click on this section and read a few letters and if you agree with them please forward them to your legislators. By clicking the take action button you'll be able to send the letter or participate in the petitions.



## OPCMIA Action Center Mobile Application

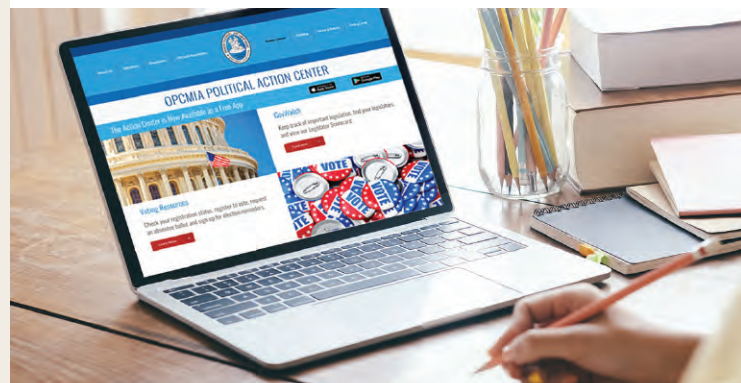
The mobile application is another step towards bringing political information more streamlined to our members.

Here you can find all the categories previously discussed throughout this pamphlet but at the palm of your hand!

There is an addition to the mobile application not on the Action Center website. This addition is a political news section. This section specializes in releasing political news periodically depending on the notoriety or significance to labor. These releases are letters of a political nature and some are written for just basic information and others are letters of opinion created by the General Executive Board. All letters and information found under the news section are of a political nature.



The OPCMIA Action Center is Now Available as a Free App



## OPCMIA Voter Resources

The Voter Resources section is located directly under the Make Your Voice Heard Section on the Action Network, located on the OPCMIA homepage or the mobile application. This section is for the users' personal benefit and specific to each individual. You can check your registration, get registered, request absentee ballots and even get updates on when the next election is!

Each section is for your personal use. Under each service offered the website will ask several base questions (Full Name, Address, Email, etc) to obtain the data needed to find your registration, receive election updates, find your voter registration and absentee ballot forms.

### ★ Check Your Registration

With this service you can double check to make sure you are registered to vote!

- All that is needed is the basic information and the Action Network will be able to identify if you are registered or not.

### ★ Register to Vote

Whether you moved down the block or across the country every time you move you need to re-register to vote. With this tool you need to:

- Fill out the base information and the Action Network will automatically take you to a link to fully fill out the registration form
- Easily completable in under 3 minutes.

### ★ Get Your Absentee Ballot

During the pandemic many states made requesting an absentee ballot a lot easier but in some states you still need a reason, whichever the need, you can request an absentee ballot through the Action Network. With this tool you need to:

- Fill out the Information the Action Network requests and you will be re-routed to another page to fill out your absentee ballot.



## Local Union 3 – St. Louis, Missouri

Congratulations to the 2021 Apprentice Class of Plasterers' Local 3.



**2021 CLASS OF APPRENTICES:** Apprentices of Plasterers' Local 3 performed renovations at the Missouri Civil War Museum. Plasterers' Local 3's future is looking optimistic with this group of talented young men.

## Local Union 11 – Northern Illinois

Congratulations to the 2021 Cement Masons Graduating Class of the Plasterers & Cement Masons Local 11 of Northern Illinois J.A.T.C.



Top Row: (left to right) Apprentice Coordinator Joe Savoia, Mike Velardo, Chris Tribble, Gustavo Osornio, Armando Campuzano and Cement Mason Instructor Matt Trieloff; Bottom Row: (left to right) Jared Manny, Daniel Petit, Lucas Swanborg and Blake Montella.

Congratulations to Local 11's Plasterer Apprentices who completed their Apprenticeship Class Program.

(Left to right) Plasterer Apprentice Thomas Parrent, Instructor Donald Thompson and Plasterer Apprentice Ty Scofield



# Local Union 90 – East St. Louis & Staunton, Illinois

2021 Plasterer Apprenticeship pictured on January 28, 2021, at the Historic Miner's Institute in Collinsville, Illinois, where they have been working to rehab the building.

(Left to right) Plasterer Apprentice Instructor Michael Lorentzen, Business Manager/Financial Secretary Shannon Foley, 4th year Apprentice Ryan Remelius, 3rd year Apprentice Jason Warchol, 4th year Apprentice Salem Bonn and 2nd year Apprentice Ryan Tate.



On February 8, 2021, Local 90 President Robert Plantz, Jr. swearing in apprentice to journeyman from left to right: Anthony Stahl, Cody Lawson, Adam Dunham and Walter Donald.



Apprentice Coordinator David Huebner overseeing our Apprentices finishing a driveway, stamped patio, and stamped sidewalk for Habitat for Humanity in O'Fallon, Illinois on January 13, 2021.



Local 90 Apprentices (left to right) Tyler Foley, James Adams, Trevor Tull and Steve Kenny learning to set steps.



## Local Union 599 – State of Wisconsin

Congratulations to Local 599/  
Area 204 Apprenticeship Class  
of February 2021.



Local 599/Area 204 Apprenticeship Class of February 2021

## LOCAL NEWS

## Local Union 3 – St. Louis, Missouri

Service Awards and Certificates were proudly given out to members of Local Union 3 acknowledging their years of service. Congratulations and thank you.



(Left to right) Business Manager John Davis presents Certificate to Brothers Jerry Benham and James Mosley.

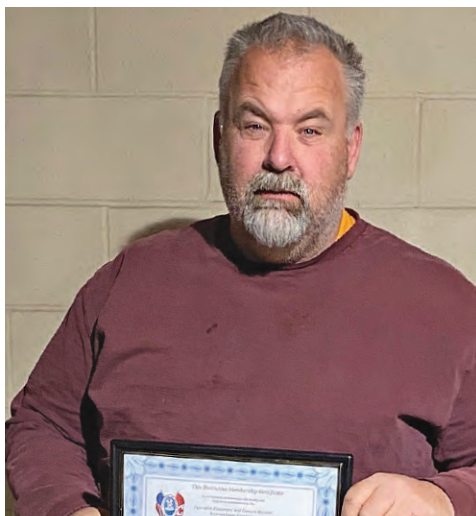


25-Year Service Awards: (Far right) Business Manager John Davis presents 25-Year Gold Cards, Lapel Pins and Certificates to the following members (left to right) Brothers Brett Bergman, Joe Muyleart and Tim Hopkins.



## Local Union 18 – Central Illinois

**L**ocal 18 presented and acknowledged recipient with 30-Year Gold Card for years of service.



**Congratulations to Brother Steven Golden on receiving his 30-Year Gold Card, Lapel Pin and Certificate**

## Local Union 394 – Phoenix, Arizona

**L**ocal Union 394 presents member with his 40-Years Gold Card for years of continuous service.



**(Left to right) International Representative Angel Valadez congratulates Brother Jeffrey Worman on receiving his 40-Year Gold Card, Lapel Pin and Certificate**

## Local Union 300 – Oakland, California

**L**ocal Union 300 presents two (2) members with 70-Year Plaque acknowledging their many years of service.



**Recipients of 70-Year Plaque: Brother Gerald Kappes proudly displays his 70-Year Plaque from Local 300. Congratulations to Brother Kappes on his amazing achievement of 70-years with the OPCMIA!**



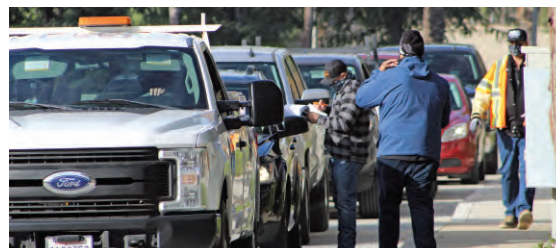
**(Left to right) Brother Anthony Stoia displays his 70-Year Plaque and watch with good wishes from Business Agent David Johnson of Local 300. Congratulations to Brother Stoia on his amazing achievement of 70-years with the OPCMIA!**



## Local Union 500 – Corona, California

On Saturday December 5, 2020, while following all the COVID-19 guidelines set forth by the CDC - Cement Masons Local 500 hosted a Christmas Drive-thru give away with over 400 members participating. T-shirts, hats, knit caps, coffee mugs and yearly calendars were handed out to each member.

Due to COVID-19 Cement Masons Local 500 was not able to have its annual Christmas Party. However, Business Manager Jack Alvarado and the Officers of Local 500 felt it was important that they give back to membership for all of their hard work and dedication to this Local and trade - especially during these trying times.



(Left to right)  
Business Manager  
Jack Alvarado  
presented 71-year  
member Brother  
Marvin N. Brandt  
with a watch.  
Congratulations  
and Thank you!



## Local Union 518 – Kansas City, Missouri

On February 23, 2021, during a regular union meeting Local 518 presented proud members with their Gold Cards for years of service.



(Left to right) Congratulations to Sister Tina Read on receiving her 25-Year Gold Card, Lapel Pin and Certificate and Siste Alise Martiny on receiving her 40-Year Gold Card, Lapel Pin and Certificate, as well as winning the raffl

## Local Union 797 – Las Vegas, Nevada

Congratulations to Local Union 797's members on having attained his Gold Card for 30 years of continuous service.



(Left to right) Brother Kenny Peterson receives 30-Year Gold Card, Lapel Pin and Certificate, along with congrats from Business Manager Mar Leavitt.

## Local Union 527 – St. Louis, Missouri

Due to the ongoing Pandemic crisis, Cement Masons Union Local 527 was forced to cancel its December 2020 Union Meeting at which time they annually present yearly awards to their members for their years of membership with the Union.

Congratulations to the following members who received their awards in the mail for their achievements.

### GOLD CARD LIST FOR DECEMBER 10, 2020 MEETING

#### 25 YEARS

Michael Darnell  
Michael Dickherber  
Thomas Genz  
Mark Gutermuth  
James Hegger  
Michael Hemsath  
Jeffery Hografe  
Steven House  
Todd Jones  
Arthur McGuirk  
Brian Keith Richey  
Christopher Richter  
Steve Sutherland

#### 30 YEARS

Richard Burke  
Steven Ernst  
Jim Hutchison  
Steven Kremer  
Robert Maxey  
Robert Muich  
Rex Rugger  
Thomas Travis

#### 40 YEARS

David Britton  
Roger Brockmiller  
Ernest Davis  
Kurt Dierkes  
Philip Finck  
Clay Allen Frenzel  
Gerald Luetkenhaus  
Jasper Marciano  
John McHugh  
John Olms  
Robert Piel  
Ralph Pierce Jr  
Terry Sellers  
Ronald Sitze  
Robert Spence

#### 50 YEARS

John Kennon

#### 60 YEARS

Ferd Harmon  
Earl Juergens

#### 70 YEARS Plaque

Robert Capstick  
Frank Cusumano



## Local Union 528 – Seattle, Washington

**O**n December 12, 2020, the Steel Edge Women of Cement Masons Local 528, Seattle, Washington, joined with the Make A Wish Foundation to bring the wish of Penny and Alex, eight-year-old twin sisters, to life. They laid the concrete for a backyard basketball court. And they partnered with their sisters at Iron Workers Local 86 to erect the backboard, rim, and net.

Congratulations to Local 528's Steel Edge Women for this act of support, kindness and generosity.

**GROUP Photo:** (Left to right) Larisa Lobchinskaya, Marilyn Kennedy, (back) Misty Jansen, Juliette Haines, Krista James, (front) Alisha Crespo, (back) Business Manager Eric Coffelt, Danielle Green, Valerie Padilla, (back) Eunice Bias, Heidi Doe, (front) Shalice West, Devin Sabalza and Brittani Cain.



1st Year Apprentice Devin Sabalza gets to rod for the first time at the Make A Wish Project on December 12, 2020.



Make A Wish recipients Alex and Penny and Local 528 Women: (left to right) Larisa Lobchinskaya, Brittani Cain, Danielle Green, Heidi Doe, Marilyn Kennedy, Juliette Haines, and Misty Jansen (kneeling)

## Local Union – 783, Austin, Texas

**L**ocal 783 member receives his 50-Year Gold Card. Congratulations!

(Left to right) Brother Isaiah Wheatfall proudly displays his 50-Year Gold Card, Lapel Pin and Certificate and get congrats from Vice President Mauricio Robles.







## Join OPCMIA's Great Outdoors

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

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

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

## Local Union 692 — State of Indiana

Timothy Hirsch (black shirt), a member of OPCMIA Local 692, State of Indiana, is a committee member for the Rochester chapter of Ducks Unlimited (DU) and has been mentoring for more than 15 years. He is pictured with mentees Jaxson Nawrocki and Avarie Montel along with Don Barker, the facilities manager at Fulton County Conservation Club, at the Rochester DU Annual Greenwing Field Day.

According to Hirsch, participants had a great time shooting trap, setting decoys, learning to call, and watching a retriever make water retrieves on the Tippecanoe River during the event. The local Fulton County Conservation Officer also provided gun safety instructions.

"We need to keep the youth involved and excited about hunting, fishin', and shooting activities," Hirsch said. "They will be the ones continuing our traditions and protecting our wildlife. We all, as sportsmen and women, have a responsibility to protect and pass on what we love. Thanks to Ducks Unlimited, Fulton County Conservation Club, and other organizations like them, we were able to show youth how great the hunting and shooting sports are. We all protect what we love. If we can teach kids to love these activities, they will be forever protected."

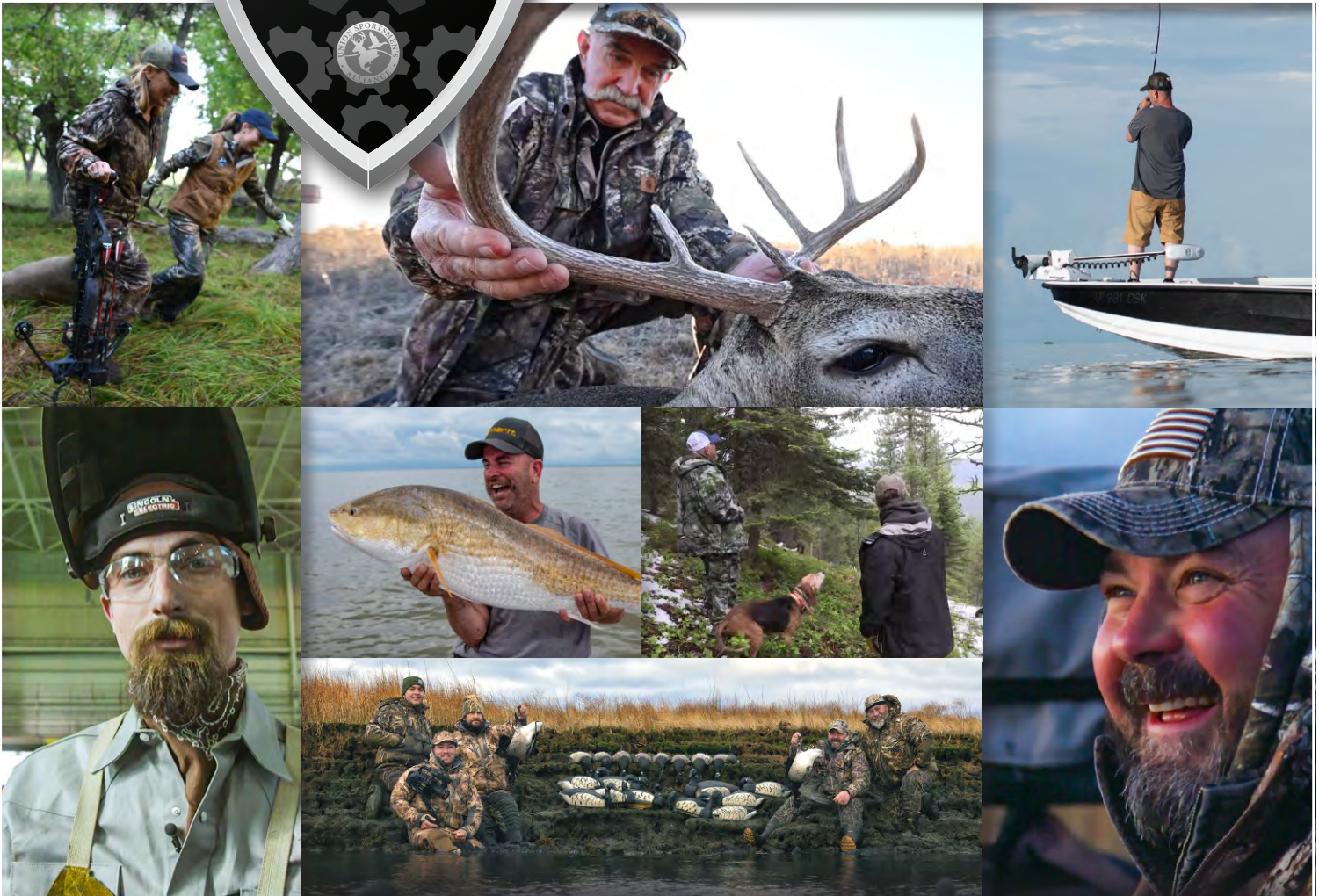


Local 692's member Brother Timothy Hirsch (black shirt) committee member for Rochester chapter of Ducks Unlimited. Don Barker (green shirt) is the Facilities Manager at Fulton County Conservation Club, mentees Jaxson Nawrocki boy shooting and Avarie Montel girl.





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# I N M E M O R I A M

December 1, 2020 THROUGH February 28, 2021

JOHN PERRY MCNEAL SR.

*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 John Perry McNeal Sr., who passed away December 06, 2020. Brother McNeal Sr. was 61 years old and a member

of the International since November 21, 1997 – 23 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 DECEMBER 2020

592	Philadelphia PA	Bachman, Leroy S
599	ST of Wisconsin	Baumgartner, Stephen
592	Philadelphia PA	Bland, Kenneth J
518	Kansas City, MO	Bolinger, Harley
592	Philadelphia PA	Gentry, William E
600	Los Angeles CA	Granados, Pedro
527	St Louis, MO	Gutermuth, Kenneth R
692	Indianapolis, IN	Jones, Harry V
555	Portland OR	Kossak, Gilbert
886	Toledo, OH	McCartney, Lawrence
502	Chicago IL	McCracken Patrick R
527	St Louis, MO	Olms, John
599	ST of Wisconsin	Rohmann, Helmut
692	Indianapolis, IN	Smith, William
592	Philadelphia PA	Sparacio, Thomas E
502	Chicago IL	Van Swol, Richard

#### DEATH BENEFITS PAID IN JANUARY 2021

500	Santa Ana CA	Anderson, Fred
600	Los Angeles CA	Ascencio Jr, Luis H
518	Kansas City, MO	Barrett, David T
518	Kansas City, MO	Chaney, Archie
526	Pittsburgh PA	Conn, Ronald S
600	Los Angeles CA	Corralejo, Benjamin B
526	Pittsburgh PA	Dilallo, Domenic
886	Toledo, OH	Fisher, Richard P
780	New York, NY	Gianni, Pietro
502	Chicago IL	Gonzalez, Carlos
502	Chicago IL	Herigodt, Ronald W
526	Pittsburgh PA	Kender, Joseph

### LOC CITY, STATE NAME

502	Chicago IL	Lotko, George
692	Indianapolis, IN	Marker, Robert
633	Minneapolis, MN	Marshall, Jessie Bennie
502	Chicago IL	Minner, Patrick L
527	St. Louis, MO	Obrecht, Henry
502	Chicago IL	Pulido, Juan M
780	New York, NY	Regina, John
526	Pittsburgh PA	Robertson, William R
780	New York, NY	Russo, Salvatore J
555	Portland OR	Sader, Timothy
599	ST of Wisconsin	Schmidt, Richard L
526	Pittsburgh PA	Sciulli, Giuseppe
526	Pittsburgh PA	Stuchell II, Theodore
502	Chicago IL	Usis, Michael
692	Indianapolis, IN	Wilson, Michael P

#### DEATH BENEFITS PAID IN FEBRUARY 2021

132	Ohio & Kentucky	Bauer, Ervin L
599	ST of Wisconsin	Bredlow, Jeffrey
599	ST of Wisconsin	Breier, Shawn
200	Los Angeles, CA	Bruyn, Albert Alexander
132	Ohio & Kentucky	Collins, Calvin C
200	Los Angeles, CA	Fanti IV, Felix
500	Santa Ana CA	Figuroa, Cristobal
300	Oakland, CA	Fromm, John
11	Northern, IL	Grzybowski, Brian K
143	Southern, IL	Haskenhoff, Stanley
143	Southern, IL	Holley, Fred
502	Chicago IL	Jones, Samuel L
143	Southern, IL	Jones, Thomas

### LOC CITY, STATE NAME

502	Chicago IL	Kagerer, Edmund M
518	Kansas City, MO	King, Larry L
500	Santa Ana CA	Lambert, Robert V
527	St. Louis, MO	Lewandowski, Ronald D
502	Chicago IL	Lopez, Jose
797	Las Vegas, NV	Maestas Jr, Joe
404	Cleveland, OH	Martinez, Richard
780	New York, NY	Martorano, Frank
148	Atlanta, GA	McNeal, Moses
599	ST of Wisconsin	Narloch Sr, Michael J
502	Chicago IL	Nelson, George O
502	Chicago IL	O'Brien, James E
633	Minneapolis, MN	Pavlak, Stephen G
500	Santa Ana CA	Paysinger, Cal B
633	Minneapolis, MN	Pederson, James Jerome
300	Oakland, CA	Perez, Nicholas
502	Chicago IL	Sikorski, John A
783	Austin TX	Smith, John M
502	Chicago IL	Smolarczyk, John A
518	Kansas City, MO	Warriner, Milton E
600	Los Angeles CA	Wheeler, Henry A
500	Santa Ana CA	Ybarra, Ramiro

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label. Please allow eight  
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