



# Plasterer & Cement Mason

SPRING 2021

ONLINE

TRAINING

IS

FUTURE



# Taking Training Into the Future

**F**irst, I want to apologize for the photograph on the cover of the last issue of the Plasterer & Cement Mason Journal. It was an oversight and never should have made it into print. I can assure you, that will never happen again.

Now, on to better news.

Member training and education has always been a top priority for the OPCMIA, from Job Corps pre-apprenticeship and the union's world-class apprenticeship programs, to journeyperson skills upgrading and professional development initiatives.

Indeed, training is the foundation of everything we do. Our capacity to produce the best-skilled, most productive, most creative and safest plasterers and cement masons in the world is exactly what ensures that our members and their signatory contractors are the first to be hired on construction projects. Training is THE key to organizing, bargaining, work opportunities and market share.

The COVID pandemic posed a unique challenge to our training operations because most were conducted in person. The OPCMIA

and its Local training programs took action to move most of our training and education programs online. This, in turn, resulted in record levels of participation, since members could access training at the click of a mouse or the touch of a screen.

The popularity of these online courses made clear that OPCMIA needed to maximize its use of state-of-the-art technology, not only during the pandemic but well into the future.

As a result, the OPCMIA is now developing a Flexible Learning Management System (LMS) and Online Training modules that extend the classroom and establish a web presence in which apprentices, journeypersons, and all members can take online courses.

The LMS enables the OPCMIA to create, distribute and track training anywhere, on any device, through one centralized portal.

It will also provide OPCMIA with greater flexibility, the capacity to roll out up-to-date content at lightning speed, and the power to increase member awareness of the opportunities available to them.

Specifically, apprenticeship coordinators can use LMS to design their courses to meet local needs. Apprentices can use LMS to retrieve course manuals, complete assignments and take tests. Instructors can download resources such as instructor guides, class presentations, videos and other tools. And LMS makes it easy to use Zoom or other videoconference applications to hold classes or meetings when appropriate.

With the COVID pandemic easing up as more and more Americans get vaccinated and restrictions are

*Continues on page 9*



**DANIEL E. STEPANO**

# Llevando el Entrenamiento y Capacitación Hacia el Futuro

Primera mente, me quiero disculpar por la fotografía que aparece en la portada de la última revista de los Yeseros y Mamposteros del OPCMIA. Fue un descuido y nunca se debió haber imprimido. Les puedo asegurar que esto no volverá a pasar jamás.

Ahora, a Mejores Noticias.

La educación y capacitación de nuestros miembros/agremiados han sido la prioridad del OPCMIA, De Job-Corps pre-entrenamiento y capacitación, y de la destreza del centro de entrenamiento, a la destrezas y calidad de nuestros maestros de oficio y nuestro sindicato locales al igual que nuestras iniciativas de desarrollo y actualización en la albañilería.

En realidad, la capacitación y entrenamiento son los cimientos de lo que somos, y lo que hacemos. Nuestra capacidad de crear a los albañiles Yeseros y Mamposteros mejor capacitados, diestros, mas creativos y mas productivos del mundo es exactamente lo que asegura que a nuestros miembros/agremiados y contratistas de nuestro Gremio/Sindicato sean los primeros en ser contratados en todos los proyectos. Entrenamiento y capacitación son la llave para oportunidades de trabajo, para negociar, y competir en el mercado.

La Pandemia del COVID postulo un gran reto para nuestras escuelas de Entrenamiento y Capacitación donde estas cátedras se conducían en persona. El OPCMIA y sus programas de entrenamiento y capacitación tomaron acción inmediata para trasladar la mayoría de nuestras clases y entrenamiento en línea. Este cambio resulto en niveles record de participación de nuestros programas locales de entrenamiento y capacitación ya que estaba al alcance de nuestros miembros con un clic o tocar su pantalla.

La popularidad de las clases en línea clarificó que el OPCMIA debía utilizar la mejor tecnología al máximo, no solo durante la Pandemia, pero hacia el futuro.

Como resultado, el OPCMIA a estado desarrollando la ejecución de sistemas de entrenamiento flexibles (LMS Learning Management Systems) y Módulos de Entrenamiento y Capacitación, estableciendo esa presencia donde nuestros aprendices y maestros y todos nuestros miembros puedan tomar cursos en línea.

El LMS le permite a el OPCMIA a ser creativo, distribuir y localizar la capacitación donde quiera, y en cualquier dispositivo por medio de un portal central.

Al mismo tiempo, preverá al OPCMIA con una gran flexibilidad y capacidad de manejar contenidos a gran velocidad, y el poder de incrementar y concientizar todas las oportunidades disponibles para nuestros miembros.

Específicamente, los Coordinadores de Entrenamiento y Capacitación, los cuales podrán usar el LMS para diseñar sus cursos que se ajusten a las necesidades locales. Los Aprendices podrán utilizar el LMS para descargar sus cursos manuales, completar asignaturas y tomar exámenes. Los instructores podrán descargar sus guías de cursos, presentaciones de clases, videos y otras herramientas. Y el LMS hace fácil el utilizar ZOOM u otras aplicaciones de videoconferencias para tener reuniones o clases en línea cuando sean apropiadas.

A medida que la pandemia del COVID va decayendo, y mientras que mas estadounidenses se están vacunando, ya se levantan las restricciones, en el OPCMIA, estamos regresando a reuniones, entrenamiento y capacitación en persona, especialmente en nuestras localidades de Job-Corps y Escuelas de Entrenamiento y Capacitación. Pero esto no sucede al costo de eliminar las plataformas en línea como el LMS. Al contrario, continuaremos desarrollando el LMS para ofrecer mas entrenamiento y capacitación que antes, y en mas formatos que antes, porque algunos de nuestros miembros prefieren la educación en línea.

En mi opinión, entrenamiento y capacitación en persona o virtualmente, las dos tienen sus beneficios y contras, y se complementan en lugar de competir. Depende mucho de tu generación y la habilidad para manejar la tecnología, y de tus preferencias personales en cuanto como te gustaría educarte, alguna de estas dos formas será la mas conveniente para ti. O utilizar las dos formas tal vez seria lo ideal.

El punto es, que, con el LMS, tendremos una plataforma educacional de primera en nuestra caja de herramientas la cual incrementa las ventajas de educación y entrenamiento del OPCMIA. Queremos empoderar a nuestros miembros a alcanzar mejores y mas altas metas dentro de sus oficios o medio de cualquier forma posible y que trabaje mejor para ellos. Y yo creo que el LMS nos lleva mas cerca a esta meta que en cualquier momento de nuestra gran historia.



## Infrastructure!!! We Need It

**D**o not kick the can down the road again, I really do not think they can because the road is too full of potholes. It was a bridge in Minnesota across the Mississippi River that collapsed a few years back. The outcry that followed for updating America's infrastructure was loud and short lived.

Now 15 years later, we are still in need of a major spending package to update our infrastructure. I wonder what would have happened if the I-40 bridge over the Mississippi River had collapsed that could have been just as or more devastating. Not to make light of the 13 lives lost or the 145 injured, but the Mississippi River is quite wide at Memphis with multiple vehicles are on the bridge at any one time due to the sheer length. Our elected representatives agree we need to do something, only problem is who will fund it.

Infrastructure moves the goods that we manufacture and buy. Without these transportation arteries from ports to runways, bridges, and roads we could not move our goods efficiently. Yes, corporations' profit and should pay a fair share. Ultimately, the American citizens pay the bill through increased cost of goods and of course fuel taxes, tolls, etc. If our elected officials do not want to make the wealthy and corporations pay their fair share, then we the producer and consumer must demand higher wages to offset the increased cost of goods.

Recently, there was a major incident at the Suez

Canal where a ship ran aground and blocked the canal to any passage. The potential disruption to the worldwide supply chain was shocking. The power that we, the manufacturer/consumer has, instills fear into the wealthy. If our elected representatives will not make them pay, we the manufacturer will have to by demanding higher wages for our labor. Henry Ford got it! Why can't they? Maybe this is what the 'trickle-down' in trickle-down economics refers to. The wealth does not trickle down only the debt. The potential the people have to effect and take charge of this debate and its outcome is tremendous.

Contact your elected representative, tell them what you think. Tell them to put this country and the needs of the people paying the bill FIRST. Then tell your friends to do the same and the ones that are not represented by a UNION to demand better pay and benefits as well as a collectively bargained agreement.

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I do not want to forget to CONGRATULATE the winners of this year's Patrick D. Finley Scholarship Fund. I hope your efforts to further your education are successful.

Also, to all the 2021 GRADUATES a big Congratulations on your achievements. Lots of proud parents out there and once again this year I am one.

*Spanish version on page 37*



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**OPCMIA**  
9700 Patuxent Woods Drive,  
Suite 200  
Columbia, MD 21046



# Plasterer & Cement Mason

**VOLUME 116 • NUMBER 2**  
**SPRING 2021**

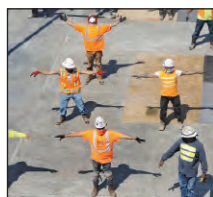
ISSN 0032-0136

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

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#### COVER PHOTO:

*OPCMIA Apprenticeship Coordinators and Instructors received computer training at the ITF Instructor Training Program conducted at Washtenaw Community College in Ann Arbor, Michigan.*

**Daniel E. Stepano, Editor**

Official publication of the Operative Plasterers'  
and Cement Masons' International Association  
of the United States and Canada  
9700 Patuxent Woods Drive, Suite 200  
Columbia, MD 21046

**Published by the**

Operative Plasterers' and Cement Masons'  
International Association of the United States and  
Canada at 9700 Patuxent Woods Drive, Suite 200  
Columbia, MD 21046  
Website: [www.opcmia.org](http://www.opcmia.org)  
Email: [opcmaintl@opcmia.org](mailto:opcmaintl@opcmia.org)



# Executive Vice President Director of Organizing

**Todd A. Lair**



## Recognize Challenges While Focusing on the Future

I hope that you all are safe and healthy. The last fourteen months have presented us with many challenges in the Organizing Department. Providing local unions, organizers and staff with organizer training has always been a priority for the OPCMIA International.

With all the restrictions that have been placed on us because of COVID, it has been difficult to provide the same training as we have done over the last five years. As an affiliate of the North America's Building Trades Unions (NABTU), we have continued to work with Michigan State University to develop an intensive weeklong training session for our affiliates and staff.

The pandemic has forced us to significantly revise our curriculum. We prefer face to face, in person training of course, and we look forward to the time we can get back to in person training. The challenges that we have faced have forced us to look for new ways to deliver training, such as hybrid/online courses via zoom.

We are holding BTA 101-104 classes monthly, one day per month for each of the three regions, West, Midwest, and Eastern regions. The courses are integrally interactive having workshops and breakout sessions where participants meet in breakout rooms. They practice different scenarios and discussions on strategies, tactics and organizational development and then report back to the group.

There are also monthly homework assignments that are reported on at the next monthly session. The classes are based on the publication from the North America's Building Trade Unions, "The Campaign Guide." If there are no more restrictions placed on us, this twelve-month class will be followed up by an in-person summary class (BTA 105) to be held next spring as part of the annual organizers training.

In conjunction with the National Building Trades and Michigan State University, we will offer The Building Trades Academy Class (BTA 106), Labor Law in the Construction Industry at our state-of-the-art classroom at International Headquarters.

As we all know, when there is a change in the Presidential Administration, there are sometimes many changes to the NLRB. I feel that this will be a very important class for our representatives, both with the International and on the Local level to attend.

The federal labor law provides special provisions applicable to the Construction Industry because of the unique nature of employment in construction. The Construction Labor Law course will be taught by experienced Building Trades legal counsel specializing in Construction Labor Law to better prepare participants to make informed decisions on organizing, collective bargaining and when to seek legal counsel.

General President Stepano will be sending a notice out to staff and all affiliated Locals in the near future.





## Jurisdiction Disputes and Errors in Assignments Never Stopped

**H**ello everyone! I believe the past year has been one of the most challenging years to date. Our industry has endured many changes partly, but not all are due to the coronavirus pandemic, which brought frustrations and risk at work and at home. We understand the frustration, however it is important we continue to work together to move forward.

Jurisdiction disputes and errors in assignments never stopped during the pandemic and the OPCMIA continues to protect our jurisdiction by continuing to meet with multiple National Agreement committees and subcommittees to discuss different issues and topics, one of the main topics has been concerns of the effect the coronavirus is still having and has had on you and our contractors. Our members representation and safety are always at the forefront of these meetings and is always our main concern.

The coronavirus pandemic affected everyone and still can. None of us wanted to get sick, miss work, or infect our families simply because we are not taking the proper precautions.

### Working Together Has Taken on A New Look

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

Going virtual created numerous questions relating to hearing processes and the traditional face to face hearings to present arguments. The concerns stemmed 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, and they have been resolved in our favor. We now have clear virtual guidelines and this department adjusted to meet those needs.

Now is the time we get excited about moving forward, focusing on 2021 and beyond with expectations and setting goals! We are looking forward to numerous new projects that will involve the OPCMIA.

We need to continue to focus on our major goals which are tracking working hours, work assignments, and all OPCMIA job locations to provide strong evidence to protect our jurisdiction. I understand we all have a lot on our plates, but when you are challenging an assignment, or you are being challenged evidence must be readily available, which will lower our risk of a negative decision and save us time when it is most needed. Let us not forget that there are still offenders out there that we must keep our eyes on. Errors in assignments may occur and others will accept any assignment even for work that is not a part of their jurisdiction. Building a strong case file or your area based on our historical past practices is critical evidence and please, we must take the time to build our evidence.

**Protect Our Future and Together We Will Prevail!**  
Thank you. Have a safe and happy summer.

## Canadian Vice President

**Christian Feller**



# The Blueprint to Recovery

**T**he COVID-19 pandemic has impacted all of us. Some of our members have contracted the virus and I hope and pray they have recovered without ongoing long-haul effects. Please remember to follow the recommendations of your local health authority; avoid unnecessary travel, wear a mask when you are near others, wash your hands as often as you can and use hand sanitizer to kill the virus. And when you are offered a vaccination – GET IT! Together we can beat the pandemic.

Those are the things we can do individually, but the pandemic has wreaked havoc on economies throughout the world. In Canada, the Canadian Building Trades Unions (CBTU) have worked with the federal government to develop a recovery plan for not only the 500,000 members of the Building Trades but for all of Canada. We have focused on investing significant amounts in our national infrastructure. Building infrastructure will not only put our members to work, but will deliver needed roads, bridges, light rapid transit, water treatment plants, hospitals, schools and more to all Canadians.

The federal government is very much aware that private, non-residential construction will likely decline by \$160 billion in 2021. Governments, both federal and provincial (and indeed municipal governments as well), need to step up to fill the economic vacuum which will be created by the loss of private investment. Without the investment of public funds in infrastructure it will take decades to come out of the economic stagnation caused by the pandemic. Numerous studies show that for every construction job created, an additional 7 jobs are generated. Public investment in infrastructure will help stimulate and revitalize our economic recovery.

The Liberal government in Ottawa has mandated, through Employment and Social Development



**Canadian Building Trades lobbying Prime Minister J. Trudeau via Zoom call.**

Canada, programs specific to the construction industry which will assist with the economic recovery. Qualifying employer/contractors may receive grants for employing indentured apprentices enrolled in Red Seal apprenticeship programs. Apprentices themselves may receive grants and tax incentives to assist with every completed level of their apprenticeship. Additionally, the federal government has renewed the Union Training and Innovations Program (UTIP) which helps to pay for up to 50% of the cost for state-of-the-art training equipment. Investing in new training equipment will ensure our apprentices are well trained and highly skilled members who can earn a good income throughout their career. With Canada needing to train over 300,000 new apprentices over the next 10 years, these programs are not only necessary, but they are also fundamental to keeping our industry prosperous.

The federal government has introduced Bill C-25 to assist with the economic recovery by transferring an additional \$4 billion to all provinces and territories. This additional money from Ottawa will be a welcome addition to infrastructure investment.

*Continues on page 15*





## Ten State Initiative

Under the guidance of our OPCMIA International President Dan Stepano, the OPCMIA Political Department has started the process of determining ten states to pass fire spray “Certification” laws within their respective state legislatures this coming January. This is a continuation of what we have been doing in the past few years but this year we feel like we need to go full on, as COVID-19 made dealing with multiple legislatures problematic. The Bill will mirror closely what we have already passed in Louisiana.

The legislation that will be proposed in each legislature is in part a “Jobs” Bill for our members in those states. The Bills require that all fire spray applicators will have to have a certificate of training from an appropriate training site before being able to work on the job site. With our trained applicators it will put us at a distinct advantage in our negotiations with contractors concerning work for our OPCMIA members. With our training advantage it will ensure our members a leg up with potential work for the

OPCMIA. Especially during negotiations. But this is not a “Union” bill in the classical sense. Nonunion workers can receive training also. The bill just ensures that fire spray workers are qualified and certified to use the manufacturers product correctly. Which our members should have a distinct advantage with our training programs.

First and foremost though, this is a “Fire Public Safety” Bill. This is a Bill for not only the end users to get to safety quickly, but the firefighters where even seconds become critical when they go into a structure. Properly applied fire suppressant can and does, save lives. Improperly applied materials can and do lead to wider spread fires.

For these reasons we will be working as a support to the IAFF, fire Marshals, Chiefs, and other fire officials in passing this much needed Bill.

The OPCMIA is dedicated to moving forward to provide more jobs for our members. This Bill will go a long way in securing our members jobs in the very near future.

### GENERAL PRESIDENT

**DANIEL E. STEPANO**

*Continued from page 2*

lifted, OPCMIA is returning to in-person, on-site training, especially with our Job Corps and Apprenticeship programs. But that is not happening at the expense of online educational platforms like the LMS. Rather, we will continue to develop the LMS in order to offer more training than ever in more formats than ever, because for some members, online options are preferable.

In my opinion, in-person and virtual trainings each

have their own sets of strengths and weaknesses, and are complementary, not competitive. Depending on your generation, your comfort level with technology, and your personal preferences for how you like to learn, one or the other may be better suited to you. Or a mix of both might be ideal.

The bottom line is that with LMS, we will have a new state-of-the-art education platform in our toolbox that further increases the OPCMIA Training Advantage. We want to empower our members to reach new heights in their crafts through whatever means work best for them, and I think LMS brings us closer to that goal than at any time in our great history.

## Cutting Off Access

More than forty-five years ago, the State of California adopted a regulation that allows union organizers to enter the property of agricultural producers. Organizers have this access during the lunch hour, as well as one hour before and after a shift, to speak with farmworkers in non-work areas. The regulation provides organizers with this access so that farmworkers, who are often difficult to contact outside of their workplace, can learn about their rights to organize and bargain collectively. The producers challenged the regulation at the time, filing an action in California state court. That action made its way to the California Supreme Court, which upheld the regulation. The growers then filed a petition for a writ of certiorari with the United States Supreme Court. At that time, the Supreme Court refused to hear the case.

Fast forward to today and the agricultural producers are again challenging this regulation. The only difference is that the United States Supreme Court has agreed to hear their challenge. The case is *Cedar Farms Nursery v. Hassid*. It has the potential of affecting not only an organizer's ability to reach farmworkers, but also many other activities that take place on private property, such as, by way of example, safety inspections at meat packing plants.

The producers argue that the regulation deprives them of some of their private property rights. The specific deprivation is the owner's right to exclude people from their property. The producers point to the Fifth Amendment to the United States Constitution, which provides that private property shall not be taken for public use without just compensation. California's regulation, as the producers argue, deprives them of their private property rights for a public use, namely, to provide organizers with a means of access to farmworkers, without

any compensation. When the oral argument took place before the Supreme Court earlier this year, it seemed that both liberal justices and conservative justices were sympathetic to the producers' claims of being denied their right to exclude others from their property.

The Supreme Court's willingness to entertain the producers' argument is not surprising. In *NLRB v. Babcock & Wilcox*, the Supreme Court decided in 1956 that an employer may validly preclude non-employee union representatives and organizers from distributing literature on its property if the union can make reasonable efforts through other channels of communication to reach the employees and if the employer does not discriminate against the union by allowing other people to distribute literature on its property. Thirty-six years later, the Supreme Court issued its decision in *Lechmere, Inc. v. NLRB*. The Court again held that an employer could prevent non-employee union organizers from distributing information on its property because the organizers had access to the employees off-property. Taken together, the Supreme Court's decisions in *Babcock & Wilcox* and *Lechmere* make it very easy for employers to prevent non-employee organizers from communicating with employees on the employers' property. (Different rules apply to an employer's own employees.)

The agricultural producers borrow from the Supreme Court's decisions to support their attack on California's access regulation. The producers refer to the regulation as a relic of the past. It is indeed an old regulation, but it was Cesar Chavez who fought for the regulation and for organizers' access to employees in the fields. The producers also argue that organizers can reach farmworkers

*Continues on page 15*





## Unique Times Unique Solutions

In the past year, the impact of the pandemic not only on everyday life but the construction industry has been substantial. These events present an opportunity to reassess, plan and build resilience for the future. To be successful new approaches and ideas will have to be taken moving forward.

In a sense, the challenges to the construction industry posed by COVID-19 are nothing new. Issues such as low productivity levels, low predictability, low margins, financial fragility and a shrinking labor pool all sound like they are features associated with the fall out of the pandemic, when in fact they were all listed as barriers to overcome well before the pandemic became an issue. The reality is that the unprecedented set of circumstances presented by the pandemic has exasperated pre-existing and well-known problems within the industry.

People of all walks of life in the work world and students of all ages attending school have adapted to a new virtual way of life. Many people for several reasons are not working the traditional eight hour a day five day a week schedule. Extra stimulus money, revised schedules, aiding your own children at home to complete virtual schooling assignments and other obstacles have fueled workers to stay at home.

All labor organizations including the OPCMIA are looking forward to the new infrastructure bill. This bill will give opportunities for an abundance of work in all trades, but labor shortages are a glaring significant problem that is being faced as we speak. New organizing and guerrilla marketing campaigns are being devised to ensure that young men and women are intrigued to join the workforce and learn a skilled trade. It is a necessity to recruit individuals into registered apprenticeship programs so in the very near future a significant number of jobs can be manned with skilled labor. The reality is that Labor organizations are looking for skilled crafts people who are not reluctant to work a considerable number of

hours and be fairly compensated for the hours they work to get a quality job done.

Growth of our organization is one of the most important issues moving forward. Safety, training and possessing the ability to recruit and relate to the new generation are a few important aspects to consider. Safety protocols and continuing training and education are very important during this pandemic and beyond. New safety guidelines in the workforce that have been introduced are a must to be followed to keep workers safe.

Many young men and women from the ages of 18 to 30 are learning and experiencing that the college degree route is not always the most prosperous. Significant student loans and a tremendous amount of competition in the workforce is swaying young people in the direction of the blue-collar Field. Competitive wages, opportunity for advancement, fringe benefits and simply hands-on work are some of the Factors that raise curiosity and eventually lure people into the trades.

Other obstacles in the construction industry post pandemic include contractor challenges due to supply and demand, increasing material prices due to COVID-19 and shortages of materials and supplies. Contractors and employees are working around the clock to meet deadlines that were promised to the consumer. Customer service and quality of work has suffered as of late in many areas and in some cases is nonexistent. These are all important aspects for organized labor and our organization to prosper and grow in the future.

For many years, the OPCMIA and the NPIJATF have provided excellent training, safety and quality of work to be successful. As we move into the future during these unique times the demand for young men and women for the plastering and cement mason trades will be significant. With collaboration with the OPCMIA, local unions, contractors and our pre-apprenticeship programs success and growth will be reality.

## A Slow Return to Normal

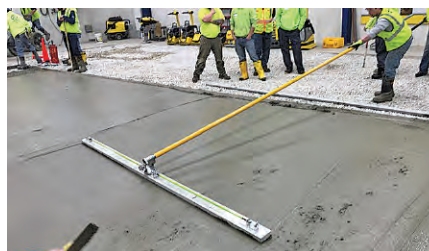
**I**t seems the nation is beginning to take a collective breath as we slowly return to normal. As of June 2, 2021, the CDC reported nearly 300 hundred million doses of Covid 19 vaccine had been administered, with 41% of the population fully vaccinated and 50.8% having received at least one dose.

Our local union officers and training center staff have done a great job protecting our members and employees. It took a combination of willingness, commitment, and creativity but, as always, the OPCMIA rose to the challenge. We must remain vigilante, but we are clearly headed in the right direction.

The ITF has been very busy throughout the pandemic creating and conducting all types of trainings. While our instructors and students were unable to travel, we became very proficient at online teaching. Meeting the needs of various types of learners made this particularly challenging. The consensus among instructors and student alike is that online training has its place, but nothing beats an in-person classroom or shop experience.

After an ITF training, we provide the students with a survey-link to rate and comment on the class. The responses have been overwhelmingly positive. We always welcome constructive criticism to continually improve our service to the members.

In addition to the OSHA 500 series of classes that address construction



health and safety issues, we have focused on two areas of craft training our JATC's have told us they need, **Concrete Polishing** and **Intumescent Fire Resistant Materials**. (IFRM)

The ITF designed both programs as Train-the-Trainer courses. This enables the Apprenticeship Coordinator or Instructor who takes the training to then teach his/her own students the material.

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



We worked with the American Society of Concrete Contractors (ASCC) to deliver their **Concrete Polishing Tradesman Certification** to our members. The ASCC is actively promoting their **Tradesman and Craftsman** certifications to architects, owners, contractors, and end users as the industry standard for polished concrete installers.

## ITF Completed Trainings 2021

TRAINING	DATES
OSHA 500 – Authorizing Instructors for OSHA 10 & 30 hr. classes	January 20-29
ASCC Concrete Polishing – Tradesman Certification	March 23-24
Intumescent Fire Resistive Materials / Train-the-Trainer	April 6-7
ASCC Concrete Polishing – Tradesman Certification	April 20-21
OSHA 502- Reauthorizing Instructors for OSHA 10 & 30 hr. classes	May 3-6
OSHA 502- Reauthorizing Instructors for OSHA 10 & 30 hr. classes	May 17-20
Intumescent Fire Resistive Materials / Train-the-Trainer	June 2-3
OSHA 510 – Prerequisite for OSHA 500 Outreach Instructors	June 21-25

## ITF Upcoming Trainings July-December 2021

TRAINING	DATES
Instructor Training Program (ITP)	July 12-16
EEO Requirements for JATC's – DOL Requirement	July 27
Anti-Harassment for JATC's – DOL Requirement	July 28
OSHA 500 – Authorizing Instructors for OSHA 10 & 30 hr. classes	August 11-20
Safety Week	Sept. 14-16
Coordinators Meeting & Training	October 5-6
Cold Weather Hazard Prevention / Train-the-Trainer	November 9
EEO Requirements for JATC's – DOL Requirement	November 17
Anti-Harassment for JATC's – DOL Requirement	November 18
Silica Hazard Prevention / Train-the-Trainer	December 1-2

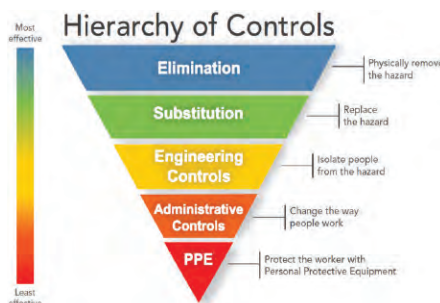
Not only are we competing with non-union contractors, but other crafts are also laying claim to polished concrete as their jurisdiction. It is critically important that our members train for and receive these certifications to be able to claim and perform this work.

As with polished concrete other crafts are also claiming Intumescent Fireproofing. To ensure their skills and knowledge, the ITF plastering staff trained with Carboline, a leading fireproofing material manufacturer. This training enabled them to develop an excellent IFRM course for our members.

I want to encourage everyone to take advantage of any classes offered by your Local, JATC, or the ITF. It is nearly impossible to claim a jurisdictional scope of work without a skilled workforce to back it up.

### EEO and Anti-Harassment Training for Apprenticeship Programs

The U.S. Department of Labor, Office of Apprenticeship requires apprenticeship program sponsors, JATC's, to conduct their programs within EEO guidelines and conduct Anti-Harassment training for anyone who has contact with apprentices. The



ITF is conducting Train-the-Trainer classes on these subjects. All apprenticeship coordinators and instructors should attend.

Also, I have included classes completed and those scheduled for the remainder of 2021. All scheduled class dates are subject to change. Please let me know if there is an area or subject you would like to see us training on.

Stay safe and take care of each other.



# OPCMIA Steel Edge Women

**Kilah Engelke**



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

## Occupational Athletes

The work of the Cement Mason, Plasterer and Shop Hand is some of the most physically demanding that there is in the industry. Faced with the challenge of always staying ahead of the perishable material, those of us that work with cementitious materials on a commercial level have chosen to live a life filled with constant pressure, expectation, and a high bar to reach for day after day. Luckily, it fills us with pride and a sense of accomplishment that I would suggest is not realized by all of the other trades. It gives us a sense of value, importance, and confidence that we wear on our sleeves like a badge of honor...and it truly is a badge of honor to say, 'I am a Cement Mason,' 'I am a Plasterer,' or a 'Shop Hand.'

While we wear this identity loudly and proudly, it is critically important for us to always respect the fact that our work is dangerous. At any given time and as a matter of fact at most times, all the risk factors that contribute to chronic injury (injuries that come from the buildup of damage by use over time) are present in the activities we perform. Repetitive motions, surface friction, awkward postures, production stress, extreme conditions, and vibration are often all present as we go about our day and as we navigate our projects...so much that we tend to get used to it or we grow complacent, opening ourselves up to potential issues.

As we charge through the season, this season, and every season, it is a good idea to consider a few things. Whether you are a male or a female, that amount of intense work that you do daily is more than even a professional athlete will do. We are often performing at a high level of intensity for 8 to 10 to even more hours in a day, and ideally that is hap-



pening 52 weeks per year. That is an enormous amount of time doing things that could be leading to chronic injury (remember all those risk factors we face!) if we are not mindful of our move-

ments and choices. Professional Athletes have the luxury of nutritionists, trainers, and life coaches. I like to call us Occupational Athletes because we perform at extremely high levels for long periods of time. Our game is better when we are stronger and healthier, we can make more money in our career the longer we last, and we can be more valuable to our team the better we are. We are the most valuable when we can avoid and prevent ourselves from suffering from the effects of chronic injury (remember Ergonomics from OSHA 30!) and protecting our most valuable asset or tool (our bodies) is key to achieving our personal best.

As a Steel Edge Woman, I am aware that the work we do is 'heavy'...but I am also aware that anyone can do anything they put their mind to. I also know that the work is not just heavy for females – it is heavy for all of us. So, to keep up and to be a valuable team member, there are a few key things we ALL can do to make sure we are top performers on our teams. We must be aware of the fuel we use to energize ourselves. The quality of what goes in greatly affects what comes out – sugars and sweets might taste good, be packaged and easily grabbable, and give us a quick burst of energy...but nothing sustainable and no value as far as energy is concerned. Lots of water, protein, veggies, fruits, and preparation for the week ahead will prevent the all-too-common daily stop at the gas station or for fast food on the way in to work to grab something cheap and easy. And we may not

have the means or the time to have personal trainers and life coaches, but we can be mindful about how we move (being careful to protect and maintain the natural curves of the spine) on and off the job. We can certainly make the most of required stretch and flex time – if we are getting paid to stretch on the job, do it like you mean it!

Stretch your parts mindfully and with purpose... maintaining flexibility is a huge part of keeping ourselves mobile and effective. Using our core muscles, the way they are designed to be used is one of the best ways to prevent over-use of some of our smaller muscle groups that our trades seem to be able to find and challenge. Participating in your own practice of yoga, even if you don't see yourself sitting in a class, has value that I can guarantee will be helpful in keeping you on top of your game and teaching you to be able to isolate muscles and use the ones that have the best energy for the task while protecting the ligaments, tendons, muscles and all of the complicated joint systems that can be destroyed by our work if

we aren't careful. Sleeping enough and well is necessary... be sure that your choices and your schedule provides for your body to spend the right amount of time allowing your muscles to grow and heal – that takes place when we are at rest, and we need it to be our best.

It is also important to make sure that our mental health is accommodated. How we handle stress (money, relationships, families, responsibilities, etc.), how we handle adversity, how we handle our thoughts and emotions is another key factor in our health and wellness, and in what we can contribute to our team. It is on all of us as team members, as journeymen to apprentices, as foremen to crew members, as leaders to whoever is watching to make sure that the values we project and impose on the next generation set them up to make intelligent choices and do their best to be their best. The Steel Edge Women understand what it takes – total commitment to yourself and your craft – to be successful and valuable to the team and these ideals see no gender lines.

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## OPCMIA LEGAL PERSPECTIVE

### O'Donoghue & O'Donoghue

*Continued from page 10*

today because most of them now have cell phones. Yet, union organizers do not have the farmworkers' cell phone numbers; and organizing campaigns are often built on personal interactions between organizers and the employees. California's regulation is based upon a recognition that, by giving organizers access to

farmworkers during non-work times and in non-work areas, employees can learn more through personal communications than through other means about their rights to organize and bargain collectively under California law. (Agricultural workers are excluded from the scope of the National Labor Relations Act.)

The parties in Cedar Farms Nursery v. Hassid have submitted their briefs and as noted above, the Supreme Court has heard oral argument in the case. A decision in the case is expected later this summer.

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## CANADIAN VICE PRESIDENT

### Christian Feller

*Continued from page 8*

Through an international pandemic, external political decisions, a faltering economy, we have soldiered on! I am so proud of how we in the Plasterers' and Cement Masons' Union have stood up through the challenges over the last year. We have proven we are

tough and resilient. We have journeyed through a long and dark tunnel but there is light at the end. Not quite yet, but soon. Please, do all you can to stay safe. Take care of each other and remember; Together, we are stronger.

# BREAKING NEWS

## OPCMIA NEW ONLINE STORE!

Welcome to the OPCMIA new online store at the following website:

<https://www.promoplace.com/awardsandtshirts/sr/1478233>



OPCMIA  
ONLINE STORE



### OPCMIA

Welcome to OPCMIA online store!



Tiger Stripe Polo



18-140 OPCMIA



OPCMIA Watch



11-152 OPCMIA



Ladies Tiger Stripe Polo



Mugzie OPCMIA



HI-VIS Cotton Long Sleeve



## Local Union 528 – Seattle, Washington

Local 528's 3rd year Apprenticeship Students shown working on their stamped concrete projects.



Local 528's Apprenticeship Students shown social distancing and wearing face masks.

## Local Union 592 – Philadelphia, Pennsylvania

Local 592 Cement Mason Apprentices and Instructors volunteering their skills with Habitat for Humanity in South Jersey.



*Apprentices and Instructors standing left to right: Paul D'Ambrosio, Peyton Grant, Stephen Maine, Damen Hand, Frank Belusik- Instructor, Rob Petracci – Instructor/JATC Coordinator, Jonathan Turner, Matthew Hand, Wilson Belsuik, and kneeling left to right: Apprentices Matt Oplinger and Owen Dobleman.*





# CONGRATULATIONS TO PATRICK D. FINLEY

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

**OPCMIA Scholarship winner PAIGE L. DRABANT** pictured with her father, Chris Drabant, a member of Local Union 527, St. Louis, Missouri. Paige plans to attend Southern Missouri State University in the fall.

Hello, I am Paige Drabant daughter of Chris Drabant who is a member of the Cement Masons Local 527. I graduated from Columbia High School in Columbia Illinois with a GPA of 3.993. I was a member of student council, national honors society, FHA, and part of the yearbook staff.

I will be attending Southeast Missouri State this coming fall majoring in nursing. I plan to become a nurse practitioner in pediatrics.

I am extremely thankful for being selected to receive this scholarship.



## OPCMIA SCHOLARSHIP FOUNDATION

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



**OPCMIA Scholarship winner DANIEL J. KENNEDY** pictured with her father, Dan Kennedy, a member of Local Union 109, Akron, Ohio. Daniel plans to attend The University of Akron in the fall.

My name is Daniel Kennedy. I am the son of Dan Kennedy, proud member of Cement Masons' Union Local 109 out of Akron, Ohio. I recently graduated from Louisville Senior High School Summa Cum Laude with a cumulative GPA of 4.36 and was nominated for Outstanding Senior boy. I am a member of the National Honor Society and Key Club at LHS and have accumulated over 130 hours of community service hours. I am a member of the varsity football and wrestling team. I have received many accolades for both my academic and athletic successes during my years at LHS.

I will be attending The University of Akron this fall to major in Civil Engineering. In the long-term, I plan to use my leadership skills to further my education and use my work experience to become a Professional Engineer. Lastly, it is my goal to use my passion for innovation to develop more cost effective and higher performing infrastructure through innovation and design to shape and impact the world.

In conclusion, I want to express my sincere gratitude to Patrick D. Finley Scholarship Fund Committee, General President Daniel Stepano, and General Secretary-Treasurer Kevin Sexton for being selected to receive the OPCMIA Scholarship. This scholarship allows me to pursue my goal of obtaining a Degree in Civil Engineering from the University of Akron while also removing some of the financial barriers for my family and me

# 2021 WINNERS OF THE SCHOLARSHIP FUND



**OPCMIA Scholarship winner RAQUEL CORTEZ** pictured with her father, Hector Cortez, a member of Local Union 400, Sacramento, California. Raquel plans to attend The University of Hawai'i at Mānoa in the fall.

My name is Raquel Cortez and I am the daughter of Hector Cortez, a hardworking and dedicated member of OPCMIA Local 400 for 35 years. I am proud to say I am a 2021 graduate from Bella Vista High School in Fair Oaks, California. I graduated with honors and a cumulative GPA of 4.02. I was also an active member of the California Scholarship Federation Honor Society and a volunteer for the Bella Vista Jr. Broncos 8u cheer team. Along with juggling school and clubs, I was a four-year varsity cheerleader. In my sophomore year I had the great honor of being the varsity cheer captain and becoming an All American.

I am the 4th born child to attend a university as I pursue and obtain my bachelor's degree. My parents have always taught us the value of working hard towards higher education, therefore my siblings are all college graduates in their respective fields. My family has been very supportive and a huge impact in my studies. I cannot wait to continue my education at the University of Hawai'i at Mānoa to study in their nursing program.

I will forever be thankful for all the support I have from my loved ones around me. I am especially thankful for my parents, all the officers and members of the OPCMIA and the Patrick D. Finley Scholarship Fund! This scholarship will help me fulfill my dreams in hopes for a successful path in the future



**OPCMIA Scholarship winner ELENA CORAL** pictured with her father, Juan Carlos Coral, a member of Local Union 400, Sacramento, California. Elena plans to attend The University of California, Davis in the fall.

My name is Elena Coral. I have lived in Fairfield, California my whole life. I played soccer for about 14 years of my life and enjoyed every second of it. I knew right from the start I wanted to go to college and be the first generation in my family to go to college. I also love exploring and going on wild adventures with my friends and eating out with them. I have a younger brother and it is only me in my family.

Being a full-time student, part time worker and full-time sister, it brings a lot of challenges to my life, but it is okay do not ever give up! I worked at a pizza place, and I currently work at Target. In between these circumstances I would go to soccer games and practices. Then I would take care of my brother and myself. It was a lot of work, but I never underestimated my abilities when it came to my family and me.

When I applied to college back in August and September, never in my dreams would I have thought to be accepted to my number 1 school! I got into my top school, which was the University of California, Davis. I was so ecstatic, and I already knew exactly which college I wanted to attend. Throughout the years it was full of blood, sweat, tears and multiple sacrifices to get to where I am

I am so grateful for the things that I have and what my dad has provided for me. I realized I worked extremely hard to get where I am at. There was perseverance and I had no fear of getting what I wanted. One thing that I learned the past four years, is to have some fire, be unstoppable, be a force of nature





# CONGRATULATIONS TO PATRICK D. FINLEY

**OPCMIA Scholarship winner JAZMYN BALDWIN** pictured with her father, Abel Baldwin, a member of Local Union 518, Kansas City, Missouri. Jazmyn plans to attend Missouri University of Science and Technology in the fall.

My name is Jazmyn Baldwin, daughter of Abel Baldwin from the OPCMIA Local 518 in Kansas City, Missouri. My father has been serving as a plasterer for 20 years. I graduated this year from Holden High School, where I ranked third in my class with a 4.2 GPA. In high school I was involved in the marching band, cheerleading, Student Council, and National Honor Society.

In the fall I will be attending Missouri University of Science and Technology, where I will be majoring in Mechanical Engineering with a minor in Biomedical Engineering and Spanish. I want to work on the advancement and construction of prosthetic and artificial organs when I enter the workforce.

I am extremely grateful for receiving this scholarship, and I cannot thank the Patrick D. Finley Scholarship Fund enough!



**OPCMIA Scholarship winner HAILEY SENDERAK** pictured with her father, Gregory Senderak, a member of Local Union 109, Akron, Ohio. Hailey plans to attend Kent State University at Stark in the fall.

Hailey graduated from Norton High School this spring. While in high school, she dedicated her time to the drama club, acting in eight productions and directing one. She also competed in speech and debate and was a state qualifier. Additionally, Hailey participated in cross country, basketball, academic challenge, and student government. She graduated with honors along with earning her Seal of Biliteracy for Spanish. In the fall, Hailey will attend Kent State University at Stark and major in Psychology.

Thank you again for choosing me to receive a scholarship. I cannot tell you how big of a difference it will make. I appreciate all you have done for me and my family.



# 2021 WINNERS OF THE SCHOLARSHIP FUND



**OPCMIA Scholarship winner HAILEY SHAW** pictured with her father, Rustin Shaw, a member of Local Union 11, Northern Illinois. Hailey plans to attend The University of Wisconsin-Milwaukee in the fall.

Hello, my name is Hailey Shaw. First, I would like to thank the OPCMIA for this amazing scholarship opportunity that I have received. I would not have been able to do this without my father or the OPCMIA, and I am so grateful to have been awarded this opportunity.

Throughout my high school years, I was a part of various clubs such as ambassadors, which I lead; I was part of National Honor Society, and I also participated in softball and tennis all four years of high school. I was the president of my choir, which I was a part of all four years as well. I have volunteered over 70 hours throughout my high school years. After finishing high school with a 3.975 GPA and 19th in my class, I will be attending The University of Wisconsin-Milwaukee with a major in social work.

None of this would have been possible if it weren't for my dad. He has taught me hard work and determination does pay off. My Dad, Rustin Shaw is a member of Local 11, based in Lake County, Illinois. He has also been part of the OPCMIA for 32 years, which my family and I will be forever grateful for, as this Union has provided many opportunities for all of us. I would again like to thank the OPCMIA so much for this scholarship that will help me as I further my education.



**OPCMIA Scholarship winner KRISTINA POLISERI** pictured with her father, Peter Poliseri, a member of Local Union 300, Oakland, California. Kristina attends California Polytechnic State University in San Luis Obispo, California.

Kristina Poliseri is the daughter of Peter Poliseri, a member of Local 300 out of Oakland, California. She is from San Rafael, California, and has just completed her freshman year at California Polytechnic State University, San Luis Obispo where she is majoring in Construction Management. This summer, she is a Project Engineer intern for Ghilotti Bros., Inc.

Throughout her first year in San Luis Obispo, she was an active member of the Women in Construction Club. She plans to pick up a minor in Heavy Civil Engineering in her sophomore year.



## Local Union 11 – Northern Illinois

**L**ocal Union 11's members were presented with awards for 40 and 70 years of service. Congratulations and thank you too all.



(Left to right) Brother John E. Neuwirth III being presented with his 40-Year Gold Card, Lapel Pin and Certificate by Business Agent Roy Cox.

Local Union 11/Area 362 Plasterer member was achieving his 70 years of service, and his son (another Plasterer member of Local 11) wanted to present him with the awesome 70-year plaque next week when he goes to visit his father (son lives in Illinois and his father lives in Florida). Timing is everything – Local 11 was able to make this happen. (See photo)



(Left to right) Retired Brother Richard L. Baldwin is congratulated and proudly presented with his 70-year OPCMIA plaque by his son, Brother Randy L. Baldwin. Local 11/Area 362 congratulates Brother Richard L. Baldwin on his achievement of 70 years of service.

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

**L**ocal Union 143 presented 30, 40 and 60-year awards to their membership acknowledging their years of service. Congratulations!



(Right) Brother John Cooper received his 30-Year Gold Card, Lapel Pin and Certificate from Business Agent Keith Hancock.



(Right) Brother David Arthur proudly displays his 40-Year Gold Card, Lapel Pin and Certificate



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



(Left to right) Brother Jerry Kalk received his 60-Year Gold Card and Certificate from Business Manager Chris Butle .



Business Manager Chris Butler and President Tom Shubert present (center) Brother George Tincher with his 60-Year Gold Card and Certificate

## Local Union 518 – Kansas City, Missouri



Member of Local 518 presented 70-Year Award.

Brother Jack Gard, or as most people knew him "Uncle Jack," received his 70-year plaque from Local 518. Jack was a proud member of Plasterers Local 17 from 1951 until his retirement, working for different companies along the way.

Standing behind him are his relatives (left to right) Mike Gard, Sam Gard, Bob Gard, and Kevin Gard (Business Manager of Local 518), all of whom have worked in or around the plastering industry. Local 518 is proud of Jack for his years of service and for being a hard-working union member.

Congratulations to Brother Gard on this outstanding achievement and thank you!



## Local Union 577 – Denver, Colorado

**L**ocal Union 577, Denver, Colorado, has a large Rock Carving – Theme Plastering Project taking place in the Downtown Denver area. The Contractor KHS&S, which is based in California, is the contractor performing the work at the new Meow Wolf Arts and Entertainment Venue. The other two (2) locations are in Las Vegas, Nevada and Santa Fe, New Mexico.

The “Meow Wolf” project located in Denver, Colorado which rises in a triangular shape at Intersection of I-25 and West Colfax Avenue. This is the largest Meow Wolf Rock Carving Project built thus far. The project boasts an impressive 90,000 square

foot building that is a multimedia experience that transports audiences of all ages into fantastic realms of storytelling, jungle gym, haunted house, children’s museum and immersive art exhibit. The project is scheduled to open later in 2021. Among the skilled Union workers on the project were members of the OPCMIA, Skilled Rock Carvers from Locals (577 Colorado and Wyoming) (797 Las Vegas) and (200 Southern California) banded together as Brothers do and showed us what a well-trained and skilled workforce can archive. Congratulations on an outstanding job!



The Plasterer on the ladder is Brother Mike Morales, a member of Local 200, Southern California.



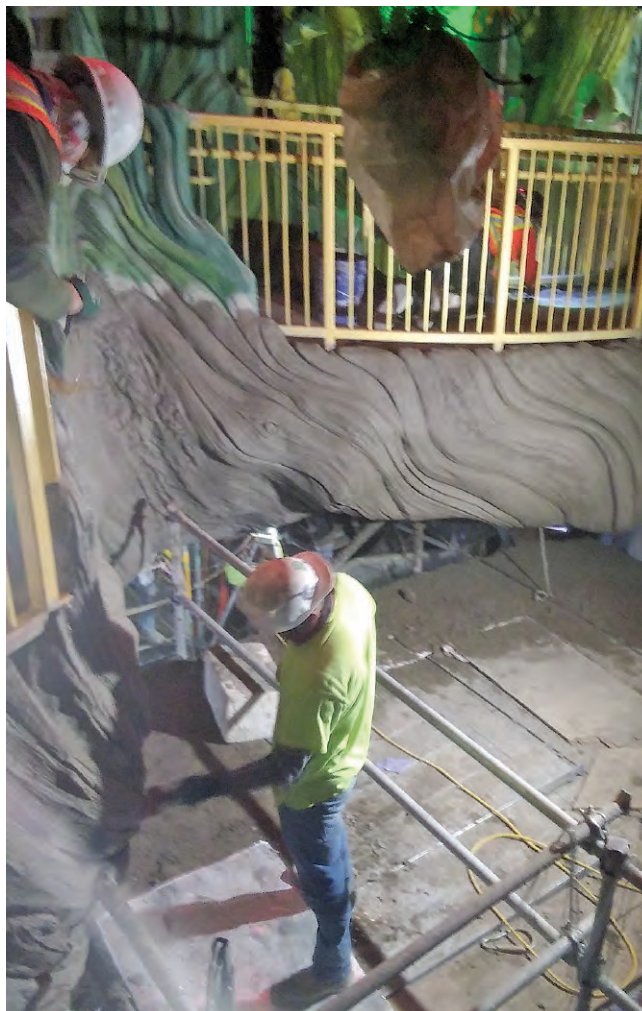
Two (2) KHS&S Plasterers at work on the new Meow Wolf Project in Denver, left to right, Brother Hector Lopez, Jr. and Brother Hector Lopez, Sr. Both are members of Local 797, Las Vegas, Nevada.



## Local Union 577 – Denver, Colorado



KHS&S Plasterers, left to right on scaffold, Brother Francisco Esquivel, a member of Local 797 and Brother Jolge Gallegos, a member of Local 577.



KHS&S and Local 797-member Plasterer Brother Hector Lopez, on rock carving project in Denver, Colorado.



Local 577, Comanche Power Plant Project in Pueblo, Colorado. ICM is the Civil Contractor on site.



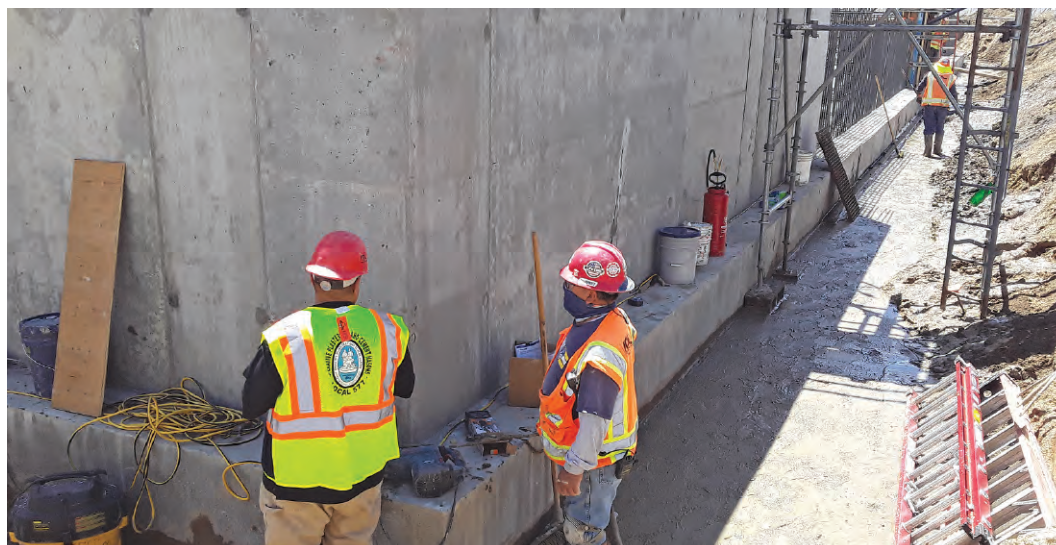
## Local Union 577 – Denver, Colorado



**Meow Wolf Rock Carving Project in Denver, Colorado.**



**(Left to right) Local 577, Colorado/Wyoming Jolge Gallegos; Local 797, Las Vegas, Nevada Francisco Esquivel and Hector Lopez; Local 200, Southern California Mike Morales and Local 797, Las Vegas, Nevada Hector Lopez. All working together for KHS&S.**



**Local 577's Cement Masons patching fly ash retention chamber at Comanche Power Plant Project in Pueblo, Colorado. (Left to right) Brothers Fred Smith and Finisher Foreman Eddie Maese.**



# Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599 on their amazing achievement of receiving their service awards for 60 and 70 years.



Local 599/Area 845 Cement Mason Eugene Vesnefsky (right) receives his 60-Year Gold Card from Business Agent Felix Ramirez (left)



Thomas Nelson and Robert Blanchar with their 70-year plaques. (Left to right) Local 599/Area 204 Plasterer Thomas Nelson, Vice President Steve Clement, Local 599 Area 204 Plasterer Robert Blanchar and Statewide Organizer Trae James.



Local 599/Area 204 Plasterer Thomas Nelson (right) receives his 70-year plaque from Statewide Organizer Trae James.



Local 599/Area 204 Plasterer Robert Blanchar (right) receives his 70-year plaque from Statewide Organizer Trae James.

Local 599/Area 204 has two (2) 70-Year Plasterer members that were honored with plaques at our annual Statewide meeting held on April 17, 2021. Their family members were also in attendance. Thomas Nelson (sitting) is pictured with his family member, and Robert Blanchar (holding plaque) is pictured with his family members.





## 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.

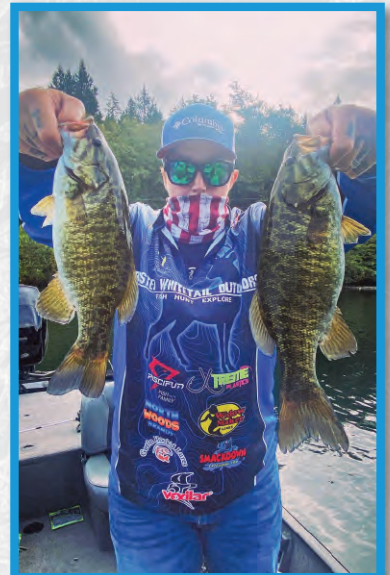
Second, join the Union Sportsmen's Alliance (USA), the only labor-based organization where brothers and sisters of all trades can join together through a shared love of the outdoors and advocate for the conservation issues that affect all of us — outdoor recreation, public access, wildlife habitats and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

## Local Union 528 – Seattle, Washington

Here are a few photos of members from Local 528, Seattle, Washington, enjoying the great outdoors hunting and fishing.



Brother Ray Dumas two-year-old daughter, Alexa kissing the smallmouth bass. She enjoys going out fishing with her dad. And kissing the fish.



Sister Julie Jensen with two (2) of the eight (8) smallmouth bass she caught that day at Lake Whatcom in Washington.



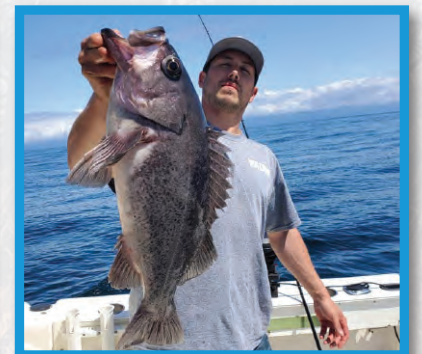
Brother Ray Dumas caught this impressive smallmouth bass at an undisclosed lake in Pierce County, Washington. (He would not reveal the location...)



Brother Brett Dunnington, Sr. caught this big Sturgeon in the Skagit River in Washington State.



Brother Dan Hoffman caught these Pink Salmon in the Green River.



Brother Cody Keitzman with a Sea Bass caught in Neah Bay, Washington.





**Brother Tracy Smith caught this Silver Salmon in Aleknagik, Alaska.**



**Brother Kyle Keitzman with two (2) Coho Salmon caught on the Satsop River, Washington.**



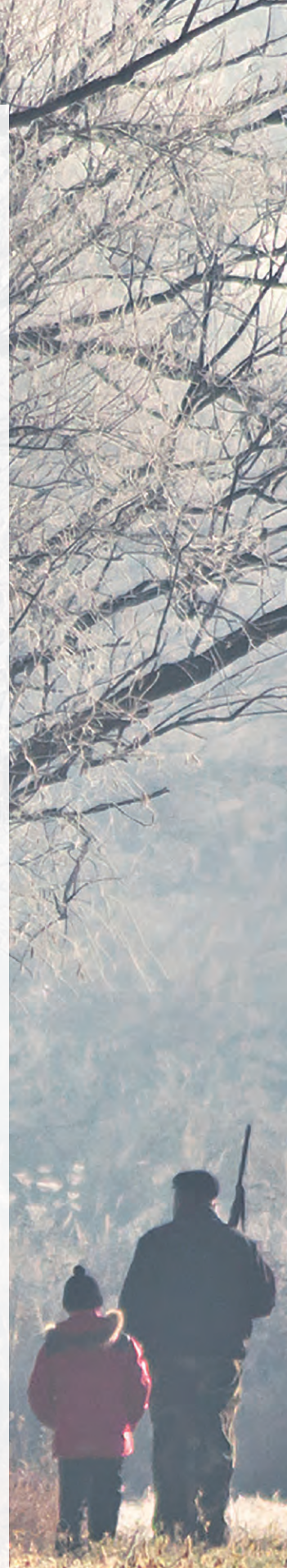
**Brother Keith Dunn and his sons, Kenny and Harald with a King Salmon caught in Puget Sound in Washington State.**



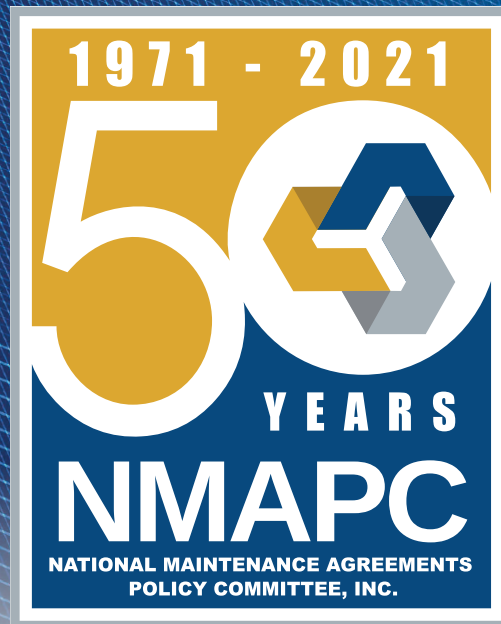
**Brother Ben Hinthorn shot this Blacktail in Wynoochee, Washington.**



**In the center is Alaska Local 528-member, Brother Alan Gertz, with his two buddies in Kodiak, Alaska and a 70 lb. Ling Cod.**







## *Celebrating 50 Years of Excellence*

**2021** marks the 50th anniversary of the **National Maintenance Agreements (NMA)** and the **National Maintenance Agreements Policy Committee, Inc. (NMAPC)**. We are excited to celebrate this milestone with signatory contractors, building trades partners, owner-clients and the entire union construction and maintenance industry!

The NMAPC is a labor-management organization that impartially negotiates and administers the National Maintenance Agreements, a series of collective bargaining agreements widely used by union contractors in the U.S. industrial construction and maintenance sector. These contractors employ members of 14 international building trades unions.

Since its inception in 1971, the NMAPC Program has provided standardized terms and conditions for work performed

throughout the United States. Contractors and their building trades partners have relied on it to ensure that even the largest and most complex projects are completed for their clients in a safe, timely, efficient and cost-effective manner. One of the primary goals of the program is to provide predictability and stability on behalf of all participating parties.

To date, the NMAPC Program has been used to complete projects totaling hundreds of billions of dollars and has generated well over 2.7 billion work hours (and counting) for the building trades and contractors.

In this special section, you'll learn how the NMA came to be the most influential project labor agreement in the industrial construction and maintenance sector — and how it continues to shape the industry today.

To learn more about the anniversary — and the legacy of both the NMA and the NMAPC — go to [www.nmapc.org/50](http://www.nmapc.org/50). You can download special 50th anniversary logos, a comprehensive history of the NMAPC and more! Bookmark the site and check back often — we'll be updating it throughout the year with new features as the half-century celebration continues!



## How It All Started: The Origins of the NMA



The half-century history of the National Maintenance Agreements (NMA) is too complex to summarize in one page — but we can explain how the NMA came about and why it was created in the first place.

In the early 1970s, the Iron Workers and their partner union contractors were facing stiff competition from Steelworkers for the maintenance work in steel facilities across the U.S. They needed to become more competitive. The Iron Workers teamed up with the National Erectors Association (NEA), the predecessor to today's The Association of Union Constructors (TAUC). At the time, NEA mainly represented contractors who employed Iron Workers.

Together, they came up with a simple but powerful idea: create a new project labor agreement, or PLA, focused on industrial maintenance. It would offer their clients — the steel producers — a predictable, streamlined process with preset rules for everything from overtime pay and holiday leave to potential job disruptions. Most important, it would eliminate the need for long, acrimonious negotiating sessions with the local unions. If done right, a new PLA would give Iron Workers and their contractors a strategic advantage — and provide steel producers an incentive to choose them over the Steelworkers.

By the spring of 1971, the very first National Maintenance Agreement had been created. The Iron Workers were the first to sign, followed by the Boilermakers later that year. Although created by the NEA, the NMA could be adopted by any building trades union and any contractor who used union labor. After all, Iron Workers weren't

the only ones performing industrial maintenance and repair at facilities across the country. Other unions were quick to realize the significance of the NMA. By the mid-1970s, 10 more would join, and by the mid-1980s, all 14 international building trades unions had signed the NMA.

What made the NMA so special? Well, it differed from other maintenance agreements in several significant ways. First and foremost, the NMA was controlled jointly by management and labor, whereas others were unilaterally controlled by unions. This innovative partnership was soon formalized with the creation of the NMAPC, an impartial body set up to administer the NMA, resolve conflicts and settle questions related to its use. Its motto was "Building a Partnership of Safety, Productivity, Quality and Strength." Joseph La Rocca, the executive director of the NEA, became the first Impartial Secretary of the NMAPC as well, and continued in both positions until his retirement in 1986.



*Early version of the logo*

The creators of the NMA also followed through on their pledge to make the new Agreement less cumbersome and restrictive for owners. Gone were the long-term contractual requirements that other agreements mandated. The NMA was designed to be a portable, open-ended tool for using skilled union labor on crucial maintenance and industrial construction projects. Flexibility is also important; each participating union is allowed to modify certain parts of the NMA to better fit their specific craft requirements, though they are still 99% similar in content. ■

### LEARN MORE: FREE ONLINE RESOURCES

Want to read more about the history of the NMA? In 2011, as part of its 40th anniversary, the NMAPC published an in-depth history of the Agreements from their creation in the early 1970s to the present day. It explains in great detail how and why the Agreements were developed and chronicles the effect they have had on the construction industry. Although it doesn't cover more recent events, it's still a valuable resource for those wishing to learn more about the NMA and the NMAPC. Download it for free at [www.nmapc.org/history](http://www.nmapc.org/history).

In 2018, we published a new promotional booklet that contains updated information on the NMA as well as a shorter and slightly revised version of the original 2011 history. You can download it at [www.nmapc.org/booklet](http://www.nmapc.org/booklet).



## Milestones: 10 Events That Shaped the NMA

1971

The Ironworkers and the Boilermakers become the first two building trades unions to sign the newly created NMA. Ten more unions would follow suit over the next several years, and by the mid-1980s, all 14 international building trades unions would be official participants in the NMA.

1988

With the U.S. steel industry on the brink of collapse, the NMAPC implements the revolutionary Steel Mill Modification, reducing labor costs and providing other benefits for steel companies that commit to using the NMA for their modernization and upgrade projects. It marks a turning point both for the steel industry as well as the NMAPC Program. (See full story on Page 11.)

2000

NMAPC establishes the Zero Injury Safety Awards® (ZISA®) program to recognize tripartite teams that achieve zero injuries on their projects in a calendar year. (See full story on Page 12.)

2004

The NMAPC creates a comprehensive online business platform for users – the first industry PLA to do so. No more faxes and snail mail: contractors and labor unions can file SERs and complete other important tasks online. What used to take days or weeks can now be accomplished in mere minutes, dramatically easing the administrative burden for all parties and ushering the NMA into the digital era.

2016

Embracing the power and promise of modern technology, NMAPC launches the NMA I.Q. E-learning Resource Center at [www.nmaiq.org](http://www.nmaiq.org). NMA I.Q. is the web-based home for “all things NMA.” It offers free, easy-to-follow online tutorials and short videos on virtually every aspect of the NMA, from a “How does it work?” general overview to detailed instructions and explanations on more technical aspects of the Agreements.

1981

The NMAPC is legally incorporated as a stand-alone entity. Previously it had been operating under the umbrella of TAUC's predecessor organization, the National Erectors Association; this move gives the NMAPC total independence and impartiality. It is also the first group within the construction industry to be formed under the Labor-Management Cooperation Act of 1978, a federal law designed to improve cooperation between unions and employers.

1996

The NMA turns 25 and undergoes its first major set of revisions, resulting in a more flexible and competitive Agreement. Among the changes: new language forbidding work stoppages; the creation of a new set of procedures to adjudicate jurisdictional (or “work assignment” in NMA-speak) disputes; and a new formal addendum process that, for the first time, allowed the committee to create modifications to the agreement for specific projects or sites based on the particular needs of a contractor or owner.

2008

The largest project ever performed under the NMA begins – a full-scale modernization of the massive BP Whiting Refinery in Whiting, Indiana. Also in 2008, more than 77 million NMA work hours are reported by contractors – the most ever for a single year – and the NMAPC crosses a threshold few had thought possible: more than two billion work hours performed under the Program.

2020

The Zero Injury Safety Awards® program celebrates its 20th anniversary, having recognized more than 310 million injury-free work hours.

2021

Stephen Lindauer — only the third Impartial Secretary/CEO of the NMAPC in its history — retires and is succeeded by Daniel Hogan. NMAPC also celebrates its 50th anniversary.



NMAPC: 50 Years of Excellence

## How the NMAPC Helped Save the Steel Industry

**In the 1980s, steel producers were on the brink of disaster. Something needed to change — fast.**



The 1980s were a particularly rough decade for the U.S. steel industry. Once-dominant American companies were facing fierce competition from overseas markets, and to make matters worse, much of their equipment was outdated, run-down and unable to keep up with the production levels of the Japanese and other countries. Ironically, by 1984, steel companies that had once provided millions of hours of work under the NMA now ranked last among work-hour producers.

In order to stay competitive, a massive upgrade and modernization program for the U.S. steel industry was needed. The NMAPC sprang into action in the mid-1980s by embarking on a major project that came to be known simply as the Steel Mill Modification. The goal was simple: help U.S. steel companies modernize their facilities and regain their competitiveness in the world steel markets.

“U.S. steel companies were being challenged on the quality of their products,” recalled Steve Lindauer, NMAPC Impartial Secretary and CEO from 2006 to 2021. “They were individually embarking on major capital investments in their plants and equipment to try and gain the market share they had lost. The NMAPC took a look at what was going on and said, ‘Why don’t we as an organization come up with a program that would not only help the steel industry achieve its goals and thrive in the future but also provide work opportunities for our building trades crafts and contractors?’”

The result was the Steel Mill Modification, which worked this way: in return for agreeing to use the NMA on all their modernization and upgrade programs, participating U.S. steel companies would receive



a number of added benefits, not the least of which was a 10% across-the-board reduction in labor wages and the ability to implement flexible scheduling of work hours. The result was that NMA contractors and the building trades were guaranteed an enormous amount of new work, while steel producers, in addition to receiving the benefits of the “regular” NMA, also got a much-needed cost break and work schedule flexibility in order to help them retool for the future. Four large producers — U.S. Steel, LTV Steel, Bethlehem Steel and Sharon Steel — were the first to agree to the Modification, which remained in place from 1988 until 1991.

“It was unprecedented,” Lindauer said. “For the first time, the union construction industry essentially entered into an arrangement with an entire sector of private industry that resulted in the employment of union contractors and unions. Work

skyrocketed, and hours increased significantly during the period the Modification was in effect. And another upside is that as a result of that partnership more than 30 years ago, the NMA still maintains a relationship with many of those steel companies, even though the names and players have changed. Many of them still perform their day-to-day maintenance work and modernization programs under the NMA.

“I believe the NMAPC turned a corner with the Modification,” Lindauer added. “It really got people’s attention, and it was a great way for our contractors and the building trades to showcase who they were and what they had to offer. The NMA was already quite successful, but after the Modification — after we had stepped up to help rescue the steel industry — it put us on a different level. We became more of a known commodity.” ■



## Aiming for the “Impossible”: NMAPC and the Zero Injury Ideal

Workplace safety has always been a top priority for the NMAPC. Since its creation in 1971, the Committee's motto has been “Building a Partnership of Safety, Productivity, Quality and Strength.” The fact that safety is listed first is no mistake. If you crack open a copy of the National Maintenance Agreement, on the very first page appears a list of common priorities for contractors, unions and owner-clients. “Safety in all phases of work” is at the very top of that list — again, not a coincidence. In 2014, NMAPC created the Tripartite Codes of Conduct, three separate sets of principles for each link in the tripartite chain. The first item in each code addresses the same topic: the importance of creating and maintaining zero-injury jobsites.

You get the picture. Still, as much as the NMAPC has emphasized safety awareness, it would be incorrect to assume that the larger construction industry always puts safety first. In fact, today's intense focus on worker safety in general and zero injuries in particular is relatively new. Young people who entered the industry in the early 2000s or later have always been immersed in a safety-first culture, but veteran workers remember what it was like before that time.

So how did the industry complete such a dramatic transformation so quickly, and what role did NMAPC play? How did safety go from being a midlevel priority (at best) on more jobsites than we'd like to admit to an absolutely nonnegotiable element of every project, large or small?

### Turning the Ship Around

The evolution toward a zero-injury safety culture began in the 1980s. It was a slow and difficult process. It's hard to explain just how, well, *crazy* the concept of injury-free jobsites seemed to so many construction professionals. Injuries — even

fatalities — were considered a natural and unavoidable part of the job, especially on large, complex projects involving multiple trades and thousands of workers. The idea that you could go for weeks and months without a single recordable injury sounded preposterous, nothing but a pipe dream. Oftentimes if a worker became injured, it was viewed as their own fault.

In the late 1970s, Emmitt Nelson, a respected construction safety professional, served on a committee with the Business Roundtable that wanted to recognize safety excellence within the construction industry. They sent out applications to 400 major companies but received only seven responses from contractors and owners — a telling sign of how safety was viewed at the time. However, there was some “amazing information” in the handful of responses, Nelson recalled in 2016; two companies had worked a total of 6.5 million hours without a lost-time injury.

“The question was, how did they do that?” Nelson said. “I became involved with the research itself, done by the Construction Industry Institute...what we found is that safety feels good to the employee. They feel like they are part of the team and that the contractor leadership is really caring for them. When they buy in, it's like a lightning bolt and the observer can see the communications are more smoothly conducted, people are more receptive to one another, people are being treated with dignity and respect and their views are being honored. All of that means you have a more productive workplace and at the same time, injury rates go down.”

Throughout the 1980s and 1990s, Nelson continued to refine his research and created the basis for what would become the zero-injury philosophy. In a nutshell, it states that while no contractor can work forever without an injury, the most



successful ones have learned that “the fact that injuries occur does not mean that they *must* occur.” In other words, the expectation, from management down to the craftworker, is that there will be no injuries. When one does occur, contractors commit to doing whatever it takes to prevent another.

Things began to change when owner companies — many of which used the NMA on a regular basis — began to realize the true cost of contractor safety nonperformance, which often ran into the tens of millions of dollars annually. Owners who in the past had taken a hands-off approach to the safety standards of their contractors began to get more involved. Leaders in the industrial construction and maintenance fields began studying the methods of those companies that managed, seemingly against all odds, to consistently complete large projects without a single employee injury.

### ZISA® and the Road to Zero

Nelson's research on zero injury dovetailed perfectly with the NMAPC's long-time focus on worker safety. In 1999, the Committee decided to start recognizing industrial projects that were completed with zero injuries as a way to emphasize the quality of union construction and “boost the signal” of the zero-injury philosophy. Nelson, in conjunction with the



NMAPC: 50 Years of Excellence

## 2021: Right Back Where We Started



NMAPC Safety and Health Subcommittee, drew up the guidelines for safety recognition. In 2000, the Zero Injury Safety Awards® (ZISA®) were born.

From the outset, ZISA® emphasized the tripartite nature of safety. Instead of giving out awards to individual contractors, each Zero Injury Safety Award is presented to a team, consisting of the contractor, local building trades union and owner-client. It's a way of acknowledging that safety is everyone's responsibility, and when a project is completed without injury, everyone should be celebrated.

The reaction from the industry was overwhelmingly positive, and ZISA® quickly began to grow, as did awareness of what the zero-injury mindset was all about. The backing of a respected organization like NMAPC helped put zero injury "over the top." It was seen not just as an interesting theory or a fringe idea, but a solid, mainstream way of preventing serious accidents on the jobsite. And once the data started rolling in — millions of hours worked with no recordable injuries — it was simply impossible to ignore. Thanks to Emmitt Nelson's hard work, the union construction and maintenance industry had undergone a "complete one-eighty" and shifted its attitude toward safety in less than two decades.

Today, ZISA® is the most prestigious safety recognition program in the industry, having honored more than 310 million injury-free work hours over the last 20 years (see this year's winners beginning on Page 16). ■

When an organization reaches its 50th anniversary, there is a tendency to not just look back on past accomplishments but to begin planning for the next 50 years. What new challenges will come our way? How will we respond?

It's true that a lot has changed since the NMAPC was created in 1971. The world is vastly different, and our signatory contractors, together with their labor partners and owner-clients, face a formidable set of challenges, from the persistent threat of COVID-19 to new technologies that will transform our industry.

But in another (and arguably more important) sense, nothing has changed since 1971. As it enters a new era, the NMAPC Program is still built on the same foundation as before: a philosophy rooted in tripartite cooperation between owner-clients, contractors and the international building trades unions. It is the foundational principle that guides everything we do, which explains why we're so confident and optimistic. Circumstances change, jobs come and go, but the benefits of wisdom and reason remain constant. As the old saying goes, you "dance with the one who brought you," and the NMAPC has no intention of switching partners.

The tripartite philosophy is based on the belief that mutual respect and open dialogue are the keys to a safe and successful jobsite — and a thriving industry. We must break down old barriers of fear and mistrust if we have any chance of succeeding. All three parties must talk to one another honestly and frankly — but they must listen as well.

This philosophy is embedded in the very DNA of the NMAPC Program. The Agreements mandate three-way cooperation — it's not a suggestion. For instance, every NMA project must begin with a pre-job conference where the owner-client,

contractor and union craftworkers meet in the same room to plan their activities, assign tasks and ensure proper safety procedures are in place before the first bolt is turned.

Through tripartite dialogue, the NMAPC has enshrined a set of priorities that reflect the common concerns of owner-clients, contractors and unions. These priorities inform every action we take:

- Safety in all phases of work
- No disruptions of the owner's work
- On-schedule performance
- Cost-effective and quality craftsmanship
- Productivity and flexibility
- A trained, available workforce
- Attainable work opportunities
- Resolution process for jobsite issues
- Consistent terms and conditions

By recognizing, addressing and delivering on these priorities, the NMAPC embodies a sense of true partnership. Everyone involved in the Program is committed to executing at the highest possible level. We're ready for another 50 years of excellence — and we hope you'll join us on the journey. ■



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# Infraestructura, La Necesitamos

A un no debemos patear la lata hacia el camino de nuevo, Realmente pienso que no es posible, ya que las carreteras están llenas de hoyos. Fue un puente en Minnesota cruzando el Misisipi el cual colapso hace algunos años. La atrocidad que le siguió para rehabilitar las carreteras Estadunidenses tuvo una vida muy corta.

Ahora, 15 años después, aun tenemos la necesidad de un buen paquete financiero para actualizar nuestra infraestructura. Me pregunto que abría pasado si el Puente de la carretera I-40 sobre el Rio Misisipi se hubiese desplomado por completo, pudo haber sido tan o peor devastación. Sin menospreciar las 13 vidas perdidas y los 145 heridos, pero el Rio Misisipi es algo ancho hasta Memphis con grandes cantidades de vehículos que se encuentran sobre el puente en algún punto, debido a la longitud del puente pudo haber sido aun peor. Nuestros representantes electos están de acuerdo de que necesitamos hacer algo al respecto, el único problema es quien lo financia.

Por medio de la Infraestructura se mueven los vivires y lo que fabricamos y compramos. Sin estas arterias de transportación desde los puertos, a las pistas, carreteras, puentes, no podríamos mover nuestros vivires efectivamente. Así es, las ganancias de las corporaciones deberían de pagar su parte. Finalmente, los ciudadanos estadounidenses son los que vienen pagando por medio del incremento de impuestos, el incremento de materia prima de primera necesidad, y claro, los impuestos del combustible y carreteras de paga, etc. Si nuestros representantes electos no quieren hacer que los ricos y las corporaciones paguen sus impuestos justamente, entonces nosotros, los que producimos y consumidores debemos exigir el ganar mejores sueldos para equilibrar el costo de vivires y materias primas de primera necesidad.

Recientemente, paso un incidente en el Suez Canal donde un barco se atasco y bloqueo el paso a todo el trafico. La interrupción potencial de los suplementos básicos en todo el mundo fue impresionante. El poder que nosotros, los obreros/consumidores tenemos, produce miedo para los ricos. Si nuestros representantes electos no hacen que estos paguen, entonces nosotros los obreros demandamos exigir sueldos mas altos por nuestro trabajo. Hanry Ford lo izo! ¿Porque los demás no? Puede que aquí este el truco al que se refiere esta economía tan complicada. La riqueza no es lo único que nos engañan sino también las deudas. El potencial que la gente tiene para afectar y tomar cargo sobre este debate y su resultado es grandísima.

Contacten a sus representantes electos, díganles lo que ustedes piensan. Díganles que pongan en primer lugar, a la gente y sus necesidades, y los que responsablemente pagamos las cuentas. Después, díganles a sus amigos que hagan lo mismo, y a aquellos que no están representados por un sindicato que exijan mejores sueldos y prestaciones al mismo tiempo que reclamen su derecho de negociar colectivamente un acuerdo laboral.

---

Yo no me quiero olvidar de FELICITAR a los ganadores de la beca Patrick D. Finley de este año. Espero que sus esfuerzos para continuar su educación sean fructíferos y finalicen su educación.

También, muchas felicidades a todos los graduados del 2021 por sus logros. Ay muchos padres orgullosos por ahí, y una vez mas, yo soy uno de ellos.

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

March 1, 2021 THROUGH May 31, 2021

JAMES T. ELLIOTT

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 James T. Elliott who passed away December 02, 2020. Brother Elliott was 68 years old and a member of the International since May 15, 1985 – 35 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.

ALBERTO CARDOSO

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 Alberto Cardoso who passed away December 31, 2020. Brother Cardoso was 44 years old and a member of the International since August 4, 2015 - 5 years.

*Continues on page 38*



# I N M E M O R I A M

*Continued from page 37*

The offi ers 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.

## ANGEL R. BELTRAN

*Local #400, Sacramento, CA*

It is with deep sorrow and regret that the offi ers and members of Local Union 400 report the death of Brother Angel R. Beltran who passed away February 9, 2021. Brother Beltran was 88 years old and a member of the International since July 12, 1960 - 61 years.

The offi ers 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.

## JOE A. FONTES

*Local #400, Sacramento, CA*

It is with deep sorrow and regret that the offi ers and members of Local Union 400 report the death of Brother Joe A. Fontes who passed away January 20, 2021. Brother Fontes was 73 years old and a member of the International since May 15, 1998 - 22 years.

The offi ers 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.

## BRANNON M. PICKETT SR.,

*Local #400, Sacramento, CA*

It is with deep sorrow and regret that the offi ers and members of Local Union 400 report the death of Brother Brannon M. Pickett Sr., who passed away March 28, 2021. Brother Pickett Sr. was 39 years old and a member of the International since October 14, 2020 - 5 Months.

The offi ers 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.

## JOHN E. MACHEN

*Local #400, Sacramento, CA*

It is with deep sorrow and regret that the offi ers and members of Local Union 400 report the death of Brother John E. Machen who passed away January 14, 2021. Brother Machen was 94 years old and a member of the International since November 09, 1964 - 56 years.

The offi ers 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 MARCH 2021

011	Northern, IL	Abell, Leroy T
300	Oakland, CA	Alfaro, Trinidad
132	Ohio & Kentucky	Artz, Daniel
132	Ohio & Kentucky	Carver, David L
592	Philadelphia PA	Ciurlino, Franco
502	Chicago IL	Contaldi, Richard M
111	Erie & Niag Co NY	D'Auria, Dennis
300	Oakland, CA	Dellafosse, Howard
011	Northern, IL	Farr, David A
592	Philadelphia PA	Gallo, Nicholas P
500	Santa Ana CA	Gomez, Joseph B
200	Los Angeles, CA	Jenness, Leslie A
528	Seattle WA	Lees, Randy
090	East St Louis, IL	Levington, Harry L
132	Ohio & Kentucky	Listerman, William J
400	Sacramento, CA	McNeal Sr, John Perry
600	Los Angeles CA	Montano, Andrew J
600	Los Angeles CA	Morales, Fidel
066	San Francisco, CA	Moylan, John J
600	Los Angeles CA	Ortega, Felipe

### LOC CITY, STATE NAME

500	Santa Ana CA	Paredes, Antonio
502	Chicago IL	Positano, Amatore
886	Toledo, OH	Smith Sr, Ronald A
500	Santa Ana CA	Ventura, Jesus
600	Los Angeles CA	Zuniga, Arnold

#### DEATH BENEFITS PAID IN APRIL 2021

500	Santa Ana, CA	Archuleta, Johnny F
111	Erie & Niag Co, NY	Bellia, Angelo S
262	NYC & 5 Boroughs, NY	Conte, Victor D
066	San Francisco, CA	Dagnino, Michael J
500	Santa Ana, CA	Escobedo, Jose L
528	Seattle, WA	Fahrnkopf, John
600	Los Angeles, CA	Flores, Frank R
633	Minneapolis, MN	Freeman, Donald L
300	Oakland, CA	Gilbert, Albert L
518	Kansas City, MO	Gooldy, Joey B
633	Minneapolis, MN	Jorgenson, Kenneth R
630	Honolulu, HI	Kiesel, Edward K
592	Philadelphia, PA	Mancini, Raimondo
300	Oakland, CA	Mesa Jr, Ray
926	Charleston, WV	Metz, Charles E
082	Portland, OR	Miller, Robert C
111	Erie & Niag Co, NY	Niedda, John J
066	San Francisco, CA	Savage, Thomas F
502	Chicago, IL	Selander, Rick
592	Philadelphia, PA	Sparacio, Jack I
526	Pittsburgh, PA	Stedila, Robert

### LOC CITY, STATE NAME

011	Northern, IL	Thiel Jr, Francis W
600	Los Angeles, CA	Tiberi, Umberto

#### DEATH BENEFITS PAID IN MAY 2021

502	Chicago, IL	Bacon, Jason P
400	Sacramento, CA	Beltran, Angel R
404	Cleveland, OH	DiFilippo, Pietro
400	Sacramento, CA	Elliott, James T
400	Sacramento, CA	Fontes, Joe A
526	Pittsburgh, PA	Gallippi, Antonio
600	Los Angeles, CA	Ismerio, Jose L
502	Chicago, IL	Kanelos, William T
633	Minneapolis, MN	Kassa, Donald
300	Oakland, CA	Lemos, Israel
518	Kansas City, MO	Martin, Paul M
502	Chicago, IL	Rosinski Jr, Stanley
780	New York, NY	Rupolo, William M
300	Oakland, CA	Villagomez, Antonio

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