



Plasterer & Cement Mason

SUMMER 2021



AMERICA'S OLDEST BUILDING & CONSTRUCTION TRADES INTERNATIONAL UNION • EST. 1864

The Future Is Now

Virtual reality (VR) is the future of training. And the future is now.

Ever since taking office as your president, I have made it a top priority to take the union's already world-class training to new heights. That requires the embrace of cutting-edge technology. Today, that means VR all the way.

That is why one year ago, the General Executive Board approved the purchase of 40 Fireproofing Virtual Reality Kits, and 40 Concrete Troweling Machine Virtual Reality Kits, and their distribution to Local Unions throughout the United States and Canada.

Just as aircraft pilots train in flight simulators that accurately and comprehensively mimic what it is like to fly an actual plane, learning in an environment that is just like real life but without the danger of crashing, plasterers

and cement masons should be able to gain many of the skills they need before setting foot on a potentially dangerous jobsite.

Fortunately, unlike would-be pilots, members wanting to utilize OPCMIA's VR training don't need to travel to a location with an expensive, elaborate mock cockpit. Instead plastering and cement masonry VR kits can come to you, because all they involve is a set of VR goggles and equipment that mimics fireproofing spray or concrete trowels.

That's the key to VR — making sure Local Unions can

access the kits so that apprentices and journeypeople alike can benefit from this remarkable technology. For this reason, the General Executive Board and I are encouraging every Local Union to participate in the VR based training program. It has already proven a success, as you will see from the photos on the following pages, which are from the first four Local Union VR Operator training sessions held at the OPCMIA Training Center in Columbia, Maryland.

Whether your craft is in fireproofing or cement masonry, you can now learn or upgrade your skills at the time and place of your choosing, receiving training every bit as reality based as traditional methodologies. It is safe, cost-efficient, and highly effective. And it guarantees that OPCMIA will continue to provide the most skilled, best-trained, safest workers in our crafts anywhere on the planet.

Virtual reality is also central to our strategy of recruiting the next generation of plasterers and cement masons. It is very helpful in attracting young people to our crafts because they're already familiar with and drawn to the technology. I have seen this with my own two eyes. It makes skilled construction work that much more appealing.

Our use of VR will be all the more urgent when the historic infrastructure bill already passed by the Senate makes its way to President Biden's desk for his signature. The massive number of new projects funded by the legislation will require OPCMIA to supply many more cement masons and plasterers for these projects. Failure to do so would cause us to lose market share and clout. That makes recruitment an absolute imperative and VR is one of the best tools we have in our (state of the art) toolbox.

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A portrait of Daniel E. Stepano, a middle-aged man with short brown hair and glasses, wearing a dark blue suit, white shirt, and a blue patterned tie. He is smiling slightly and looking towards the camera.

DANIEL E. STEPANO

El Futuro es Ahora

Realidad Virtual (VR) es el entrenamiento y capacitación del futuro, Y ese futuro es Ahora.

Desde que tome la oficina como su presidente, he hecho mi mayor prioridad el llevar, a los ya programas de entrenamiento de primera clase de nuestros sindicatos locales a nuevas alturas. Las cuales requieren acoger la ultima tecnología. Hoy, eso significa acoger el entrenamiento “VR” todo el camino.

Es por lo que desde hace un año, La Mesa Ejecutiva general aprobó la compra de 40 equipos de Realidad Virtual para atomizar aislantes contra incendios, y 40 equipos de Realidad Virtuales de maquinas para afinar cemento/mampostería, así como su distribución entre los sindicatos de Los EE. UU. y El Canadá.

Al igual que los pilotos aéreos practican en simuladores aéreos, los cuales, real y compresivamente simulan lo que significa volar un avión real, aprendiendo en un medio ambiente como en la vida real sin el peligro de accidentarse; De igual manera, los Yeseros y Mamposteros devén de ser capaces de obtener mucha de su destreza y entrenamiento antes de pararse en algún trabajo potencialmente peligroso.

Afortunadamente, al contrario de los que quieren ser pilotos, nuestros agremiados si quieren utilizar el Entrenamiento VR del OPCMIA, ya que no necesitan viajar a un lugar y gastar dinero, elaborando un simulacro de cabina. En su lugar el entrenamiento de Yasería y Mampostería Virtual puede venir a el estudiante, ya que solo necesita un conjunto de gafas y equipo de Realidad Virtual para la atomización de aislante ante fuego y las maquinas para afinar cemento y mampostería.

Esa es la llave con respecto a la educación Virtual “VR”—asegurándonos de que los sindicatos locales tengan acceso a este equipo, para que los estudiantes/aprendices tanto como los maestros se puede beneficiar de igual forma de esta remarcable tecnología. Por esta razón, La mesa Ejecutiva General y Yo estamos alentando a todos nuestros sindicatos locales el participar en la educación Virtual “VR” anexando este sistema a sus programas de entrenamiento básico. Ya a demostrado ser un éxito, como lo pueden ver en las fotos de las siguientes paginas, las cuales son de los cuatro sindicatos que utilizan entrenamiento Virtual

“VR” sesiones de entrenamiento que se llevaron a cabo en el Centro de Entrenamiento De Columbia Maryland, oficinas generales del OPCMIA.

Ya sea que su oficio sea Atomizador de Aislante Contra Incendios o Mampostería, ahora puede aprender o actualizar su destreza, en el lugar y tiempo que usted escoja, Y recibir su capacitación como en la metodología tradicional real. Este entrenamiento es seguro, eficiente de costos, y altamente efectivo. Y garantiza de que el OPCMIA continuara proveyendo las mas altas tecnicas de entrenamiento, mejor capacitados, y bajo los métodos de seguridad laboral en todos nuestros oficios que en cualquier parte del planeta.

La Realidad Virtual también es una de nuestras estrategias centrales para reclutar las próximas generaciones de yeseros y mamposteros. Es muy conveniente para atraer a los jóvenes ya que ellos ya están familiarizados y atraídos por la tecnología. Yo he mirado esto con mis propios ojos. Y hace el trabajo de la construcción mas atractivo.

Nuestro uso del “VR” será aún mas urgente después de que ya paso la ley histórica de la infraestructura ante el Senado y ahora esta en camino asía el escritorio del presidente Biden para su firma. El numero masivo de nuevos proyectos requerirán el apoyo del OPCMIA para suplementar muchos mas mamposteros y yeseros para estos proyectos. El fallar a esto, nos causara la perdida de mercado y enfoque. Esto hace, el reclutar imperativamente absoluto ante el uso del “VR” el cual es una de las mejores herramientas que tenemos en nuestra caja de herramientas “de primera clase”.

Ya sea que tu seas una de las personas escépticas/desconfiada a la nueva tecnología o no, Te urjo a que mires lo que estamos haciendo y lo que podemos lograr con el uso de la tecnología Virtual “VR” con una mente abierta. Yo creo que te encontraras con un enorme cambio el cual jugara un papel clave en el éxito del OPCMIA durante los años y décadas venideras. Muchos de nuestros Sindicatos Locales están tomando ventaja de nuestro equipo de Realidad Virtual, así que encáminate a tu Sindicato y pregunta sobre “VR”, y no solo observa esta magnifica tecnología, pero trata de usarla.



Unionized Workforce

Moving past 2020, one can hope that we are through the worst of this or is 2021 like the movie *Groundhog Day*. However, we do not need a sequel of 2020. There are so many things that have become the new normal like it or not. Most of us were busy working throughout 2020. There were some pockets that shut down as well as projects that were scrapped. The motion picture industry was shuttered as well as the theme parks that many of our members work on building attractions and sets. I believe for now; the worst is behind them. The overwhelming majority of our industry continued to work. This was reflected in the hours reported to Headquarters. The hours have held steady to a slight increase. With that said, your International Union has come through this with a solid financial foundation.

I have cautious optimism that the government will get this Infrastructure Bill passed. These infrastructures dollars turn into work for the construction industry. The injection of federal and state dollars into the infrastructure of this country will provide our economy with the needed improvements to allow us and future generations to compete in the world's economy. Given the right tools, I believe the American workforce can compete with any workforce in the world.

One of the challenges we will face is having an adequate unionized workforce. As members of the OPCMIA, we all know individuals that perform our

work jurisdictions in the nonunion sector. Invite them into our ranks. Most of the unorganized workforce know the benefits of joining the union but are uneasy about that first step. You, the OPCMIA membership, are in a position that you can show the unorganized workforce the way in the door. Increased union membership leads to increased Union market share in a geographical area. This translates into bargaining power which converts into improved conditions and wage increases. I believe we are at the crossroads that historians will write about. Let us make our story one that we will write.

As a workforce, we are extremely diversified. The OPCMIA's membership comes from many walks of life with different experiences that have molded us into the individuals we are today. We all have more in common than we imagine, obviously the love of family and country, but another is the OPCMIA. We all strive to represent this industry by professionalism on the jobsite. Doing the job right, allows you the opportunity to proudly point out to family and friends' projects you have worked on over the years and feel very fulfilled to be a member of the OPCMIA.

In closing, do not let the differences that we may have with one another be what defines us. Our membership in the OPCMIA furthers our ability to provide examples of leadership and excellence, along with a sustainable life for the ones we love the most, our families.

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OPCMIA empowers Local Unions with VR Training. Collage of photos from OPCMIA scheduled VR Training Classes that took place in the OPCMIA classroom located at International Headquarters. (See more photos on page 24)

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Executive Vice President Director of Organizing

Todd A. Lair



The Patrick D. Finley Golf Tournament A Legacy of Giving Back to Our Members

Former OPCMIA General President Patrick D. Finley had an affinity for young people and especially the children of OPCMIA members. This is what led him to start the OPCMIA Scholarship Fund in 2010. That first year there were four \$5,000 dollar scholarships awarded to the children of OPCMIA members. The original funding was provided by generous donations from Union Labor Life Insurance Company (Ullico) and American Income Life Insurance Company.

In 2016, General President Stepano changed the name of the scholarship to the Patrick D. Finley Scholarship Fund in memory of Pat. President Stepano not only wanted to ensure the scholarships would continue indefinitely, but also sought to increase the number awarded each year from four to eight.

To this end, in 2018 the Patrick D. Finley Annual Golf Tournament was born. It was off to a rocky start as the first tournament was rained out. Those who knew Pat well, laughed at the irony of it all. We were sure he was looking down and laughing too.

In October of 2019, the tournament was well

attended and proved to be a huge success. As you are all too aware, in 2020 Covid-19 descended on the world and we were forced to cancel. However, with all the generous donations from local affiliates, other International Unions, service providers and many individual donations, we were still able to award eight \$5,000 scholarships to the children of our OPCMIA Brothers and Sisters.

This year, despite the uncertainty of travel and mask restrictions, the tournament was well attended, and we were able to meet our fund-raising goals. As published in the last journal, there were again eight \$5,000 scholarships awarded.

The General President continues to set new goals for the fund, and we are striving to increase the level of scholarships that will be given as we move forward and grow the fund that Pat was so passionate about. We thank all our very generous contributors and look forward to seeing you at next year's event.

The following are pictures of this year's tournament. Stay safe.





Vice President Director of Jurisdiction

Rob R. Mason



We Can Prove It

I hope everyone is enjoying their summer and the mass amount of work in the construction industry. Challenges are not new in our industry; the good news is we still see a vast amount of construction projects coming. That said, we have an excellent opportunity to keep our job locations, work assignments, and work hours documented and updated.

There are many reasons we have different types of agreements. Since 1954 the National Heavy and Highway (H&H) Agreement has been in use. The Coalition was formed to keep our union General Contractors more competitive against the open-shop contractor. Over the years, using this agreement we have built bridges, dams, airports, runways, and highways. But there is a difference between a state or local Heavy & Highway and the National Heavy and Highway.

The OPCMIA participates in many different types of agreements; each has a different purpose. In 1956, The General Presidents Agreement (GPA) was formed and is a maintenance agreement, primarily used in the powerhouse industry with a sub-committee of International Union (IU) Representatives and Contractors.

One of the newer agreements is the National Maintenance Agreement (NMA). Since its inception in 1971, the NMA Committee is made up of Unions and Contractors with the cooperation of Owners to form a partnership. The NMA is industrial construction used in auto plants, oil refineries, steel mills, power plants, bridges, and even universities; maintenance involves repair, replacement, renovation, and modernization of facilities. For example, when the pandemic hit, the NMA was used to retool the factories to build ventilators which created hundreds of union jobs.

In the mid-80's National Construction Agreements (NCA) was formed by the National Building Trades

Agreement and is generally requested for larger new projects. We typically see national contractors use this agreement, and like the GPA, the NCA is managed by the National Building Trades and the International General Presidents of the Building Trades with sub-committees made up of IU Representatives and Contractors.

Many areas have used or will use Project Labor Agreement (PLA) or Community Workforce Agreement (CWA) that are typically written by the local affiliates of the Building Trades, which are then sent for review to the National Building Trades and International Unions for review and approval. This process ensures the language used will protect all members and affiliates of the Building Trades. When the PLA or CWA has been approved, the local Building Trades can then implement the agreement for which it was requested.

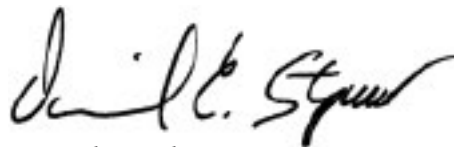
What do these agreements have in common? These agreements give us a voice to be able to sit at the table with owners and contractors, working together for a better future in construction for union members and their families. What else can we do to ensure a better future? Continue to attend pre-jobs, tracking work assignments, work hours, keeping an excellent clear record of our projects, and when needed, we have the backup.

Not all disputes end up at a hearing, but we must be ready. The more evidence and information the locals can provide of past practice and the prevailing practice for your area will increase our prevailing percentage. The OPCMIA will continue to provide quality craftspeople to contractors. Of course, others will try to sell themselves as plasterers, shop hands or cement masons, and some contractors will take the risk and hiring them. The OPCMIA minimizes risk for the contractors and the end users, and we can prove it with past practice and prevailing practices.

Continued from page 2

Whether you are someone who is skeptical of new technology or not, I urge you to look at what we are doing and what we can do with VR with an open mind. I think you will find it is an enormous breakthrough that will play a key role in the OPCMIA's success in the years and decades to come. Many of our Locals are taking advantage of

our Virtual Reality kits, so head down to your Local Union and ask to not only take a look at this cutting-edge technology but try it out!



General President

DEL TESORERO Y SECRETARIO GENERAL DE FINANZAS

Kevin D. Sexton

Sindicalizar la Fuerza Laboral

Movilizándonos después del paso del 2020, o acaso el 2021 es como la película Groundhog Day. Sin embargo, no necesitamos una secuencia del 2020. Hay tantas cosas que se han convertido en normales nos guste o no. La mayoría de nosotros nos mantuvimos ocupados trabajando durante el año 2020. Hubo algunos bolsillos que se apagaron al mismo tiempo que algunos proyectos a punto de desaparecer. La industria de la cinematografía estuvo perjudicada al mismo tiempo que algunos de nuestros parques donde nuestros miembros trabajan en esas edificaciones y foros. Creo que por ahora; lo peor quedo atrás. La mayoría de nuestra industria continúa trabajando. Esto se refleja en las horas de trabajo reportadas a nuestras oficinas generales. Las horas se han mantenido estables con un pequeño incremento. Habiendo dicho esto, su Sindicato Internacional a salido a flote con un fuerte cimiento financiero.

Tengo un capcioso optimismo de que el gobierno pasara la ley de Infraestructura. Estos dólares de Infraestructura se convierten en trabajos para la industria de la construcción. La inyección de financiamiento Federal y Estatal a la Infraestructura de este país proveerá a nuestra economía con las tan necesitadas reparaciones, las cuales permitirán a nuestras generaciones futuras el competir en la economía mundial. Al proveer las herramientas necesarias, creo que la fuerza laboral estadounidense podrá competir con cualquier fuerza laboral en el mundo.

Uno de los retos a los que nos enfrentamos es el tener una adecuada fuerza laboral sindicalizada/Agremiada/De Unión. Como agremiados/miembros del OPCMIA, conocemos individuos que trabajan de Cementeros/Albañiles en el campo no-únión/no-sindicalizado. Invítelos a que se metan a la unión/a-sindicalizarse. La mayoría de la mano de obra no organizada/no-únión, no sindicalizada, saben de nuestros beneficios al ser

unión/sindicalizados, per no se les hace fácil dar el primer paso. Ustedes, Los Miembros/Agremiados del OPCMIA están en una posición de mostrarles a las fuerzas laborales no-organizada/no-sindicalizadas el camino y la puerta a nuestro-sindicato/nuestra-únión. El incremento de miembros de unión/sindicalizados significa el incremento de oportunidades de trabajos de-unión/trabaos-sindicalizados en cualquier área geográfica. Esto se traduce en poder laboral colectivo para negociar mejores condiciones de trabajo y mejores sueldos. Creo que nos encontramos en el cruce par escribir en la historia acerca de nuestra-únión/nuestro-sindicato, Vamos a hacer de nuestra historia una de la cual podamos escribir y enorgullecernos.

Como una fuerza laboral, somos extremadamente diversos. Los miembros/agremiados del OPCMIA vienen de diversas y diferentes formas de vivir, diferentes experiencias, las cuales nos han moldeado en los individuos que somos ahora. Todos nosotros tenemos mas en común de lo que imaginamos, óvidamente el amor por la familia y nuestro país, pero ay otra cosa y es el OPCMIA. Todos nosotros intentamos representar nuestra industria con profesionalismo en nuestros trabajos. Haciendo el trabajo correctamente, te permite orgullosamente opinar ante tu familia y amigos a cerca de los proyectos donde has trabajado al paso de los años, y te sientes satisfecho y orgulloso de ser un agremiado/miembro del OPCMIA.

Y para despedirme, no dejen las diferencias que pueda haber entre nosotros que nos definan. Nuestros Agremiados/Miembros del OPCMIA tienen la habilidad de proveer ejemplos de liderazgo y excelencia, y anexos a una forma de vida sostenible y cómoda para los que mas amamos, nuestras familias!

Canadian Vice President

Christian Feller



Elections Come and Elections Go

By the time you read this report, the Canadian Federal Election will be over.

For too many Canadians, the results of the election will be irrelevant and daily life will continue on just as it has for years. Politics is, unfortunately, not top of mind for most of us as we go about trying to make a living and providing for our families. So, while we may tire of all of the political rhetoric, we do need to be mindful of how important the democratic process truly is, even if we don't care for the politics.

The democratic process elects the politicians who then deliver on policies and laws which impact our lives; how we make our living and indeed on how we live. And because politicians have such an impactful role in our lives, unions have to be engaged in the democratic process.

Things we now take for granted such as pensions, health care, the 40-hour week, overtime, child labour laws, pay equity, were hard fought battles the unions in Canada and the United States had to lead. These battles were priorities for the labour movement and were viciously (sometimes violently) opposed by the business and corporate elite.

Less than 10 years ago the Conservative government lead by Stephen Harper passed some of the most anti-union, worker regressive legislation. When the Liberals were elected in 2015 the Trudeau government rescinded those laws allowing unions to again freely represent workers without interference from those who oppose the right of workers to organize.

My colleagues in the Canadian Building Trades

and I dedicated considerable financial and human resources to fight the Harper Conservative anti-union laws. We knew the best way to end the anti-worker agenda was to defeat the Conservatives and support those political candidates and parties that supported workers' rights. It was the best way, the only way, to ensure your right to belong to your union. Had the Conservatives been re-elected in 2015, workers' rights in Canada would be very different than what we have today.

It is important for you and your family particularly and our union generally to have discussions about policy. Having those discussions with each other will lead to political activism, which is really what democracy is about. We get to choose our government through the electoral process. We can choose who gets to represent us. We can elect those who support us and our values or we can allow others to elect politicians who might oppose unions, workers' rights, and our ability to make a living.

Try thinking of politics as buying a new vehicle. If you make \$75,000 a year, you pay \$9,800 in federal tax and \$3,900 in provincial tax (in BC) for a total of \$13,700. An election is usually every 4 years. Would you pay \$54,800 for a new vehicle and not take it for a test drive? Maybe we need to think about our political participation as a test drive. We need to know what the options are before we buy the political rhetoric from any politician.

Policy discussions matter. Politics matter. Democracy matters. Elections matter. I hope you voted!



Interesting Times

The Chinese have a curse that says, “May you live in interesting times.” Well, these are certainly interesting times we live in today.

If we have learned anything from 2019 to the present it is that anything can happen in our ever-changing world. And we need to cope and adjust to it at a faster pace than in the past.

We are still reeling from the Coronavirus pandemic and its effects. Masking mandates, or not. Opening schools or not. Taking the vaccination or not.

We have had wildfires out of control in the western United States caused by years of drought. It is certain wildfires will be back again next summer as it just keeps getting drier every year and will take many years of decent snow and rainfall to get us through this enduring drought.

A record-breaking hurricane that devastated Louisiana, Mississippi, and the many states in its path. The evacuation of Afghanistan, ending over 20 years of occupation by our troops.

A Presidential election that many people think was corrupt and not valid. An insurrection at our nation’s capital that caused many injuries and deaths. And we all now know of a company named Zoom and wondering if this is the future of interfacing with people.

With all this said we have had great success with our own OPCMIA and unions across the board. At the beginning of the pandemic, we were able to keep construction workers and our OPCMIA members deemed “essential,” meaning they could work

during the early stages of the pandemic when other occupations could not.

We helped pass a bipartisan Infrastructure Bill that will bring billions of dollars across all states to repair roads, bridges, schools, and a host of other good paying union jobs. We have secured Davis Bacon provisions pretty much across the board for the infrastructure projects. Each state has defined which construction projects they feel are a priority in their respective states and when the funds are released, they will begin construction. There should be plenty of work for the OPCMIA and most unions in the coming years with the new infrastructure package.

The OPCMIA has been actively working to pass legislation that will require certification of fire spray applicators in individual states. With our training this will be of great help in securing contracts. At this time, we are active in ten states, with the intention of building upon our wins in those state legislatures in 2022 to work on as many other states as we feel we can handle and pass for 2023. This legislation will gain our members a leg up with current work and the increased work when the infrastructure money filters to each state. We would hope to pass this in as many states as possible.

So, as our lives have become more volitive and unsettling at times, rest assured your union has and will, continue to put your needs first and take every means possible to ensure work across the nation.

So, undoubtedly, we are living in interesting times. It will be up to us individually and collectively to determine if it is truly a curse or an opportunity.

The Greatest Comeback Story, Possibly

When Congress passed the National Labor Relations Act ("NLRA") in 1935, it declared that the national labor policies of the United States are to encourage employees' rights to organize a union in their workplace and to promote collective bargaining over working conditions. Congress created the National Labor Relations Board ("NLRB") to enforce those policies. However, over the decades, the NLRB's processes became more prolonged and its enforcement less effective. One set of facts illustrates this conclusion. Less than one-half of unions reach an initial collective bargaining agreement within one year of recognition or certification. Less than a third of unions reach that agreement within two years of recognition or certification. For a quarter of unions, it takes more than three years to reach their first agreement. Many unions are unable to reach any agreement with the employer. These facts illustrate how the NLRA and the NLRB have failed countless employees over the years.

The NLRB's new General Counsel, Jennifer Abruzzo, sent a message that she intends to address these shortcomings. That message revolves around General Counsel Abruzzo's announcement that she would revisit two old decisions of the NLRB: the first is *Joy Silk Mills* and the second is *Ex-Cello Corp.*

In *Joy Silk Mills*, which the NLRB decided in 1949, a union made a demand for recognition from the employer. The union also presented evidence that a majority of the employer's workers designated the union as their collective bargaining representative. The employer refused to recognize the union. The NLRB found that the employer violated the NLRA because the employer did not have a good faith doubt about the employees' support of the union. This case enabled unions to establish the employer's duty to recognize and bargain without going through

the NLRB's lengthy election process. Unfortunately, the NLRB abandoned this legal principle twenty (20) years later in 1969. As a result, an employer does not violate the NLRA when it refuses to recognize and bargain with a union seeking voluntary recognition. The union's only recourse is to file a petition for an election with the NLRB.

In *Ex-Cello Corp.*, which the NLRB decided in 1970, a union sought a compensatory remedy (that is, monetary damages) for an employer's refusal to bargain in good faith. The NLRB refused to provide such a remedy. The union appealed that decision to the United States Court of Appeals for the District of Columbia Circuit. The appellate court reversed the NLRB, finding that the NLRB had authority to impose a compensatory remedy when the employer refuses to recognize and/or bargain with a union for frivolous reasons. Such a remedy could include, by way of example, the wage increases and other improved economic terms that the parties could have negotiated if the employer had bargained in good faith. These damages would compensate workers for the losses they suffered when the employer unlawfully denied them the benefits of collective bargaining. Unfortunately, the NLRB never adopted this remedy; and, to this date, the only remedy for a refusal to bargain bad faith is an order requiring the employer to bargain in good faith.

If General Counsel Abruzzo is successful in convincing the NLRB to revive *Joy Silk Mills* and reconsider *Ex-Cello Corp.*, then she could effectuate one of the largest, pro-worker changes in the law. There would be consequences for an employer who refuses to recognize a union that has the support of a majority of employees. The NLRB would find that the employer violated the NLRA. The violation would also come with a significant cost. The NLRB could find that, had

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IN MEMORIAM

Richard L. Trumka

1949 - 2021

President, AFL-CIO



Dear AFL-CIO Family,

I'm heartbroken to inform you that our brother and leader, Rich Trumka, passed away this week at the age of 72. He was doing what he loved: spending time with his family.

Rich cared deeply about working people. He wanted to create a better life for every single person going to work. He dedicated himself to that mission, and he never stopped fighting.

He is a legend in the labor movement and will be remembered.

He'll be remembered in the White House and the halls of Congress: where he fought on the national stage and walked away with historic legislative victories for workers' rights and health care.

He'll be remembered in 815 Black Lives Matter Plaza: where he led the AFL-CIO for 12 years, when times were good and when they weren't, as he liked to say.

He'll be remembered at the United Mine Workers of America: where he refused to back down against Pittston Coal Company and Peabody Coal, winning fair contracts for thousands of mine workers across the country.

He'll be remembered in Nemaquin, Pennsylvania: where he was a third-generation coal miner, who left for a law degree and came back to fight for his community.

And he'll be remembered on every picket line. In every fight to better the lives of working people.

Rich Trumka is a legend. And legends are always remembered, even if we lose them.

He gave the labor movement everything he had, and so will we. We'll keep fighting for you, Rich.

In Solidarity,

Liz Shuler

Acting President and Secretary-Treasurer



Training Students for The Future

Recently, The National Plastering Industry's JATF was awarded funds by the Department of Labor to upgrade tools and equipment for all 45 of our pre-apprenticeship programs. The Department of Labor (DOL) labeled the funds as Life Cycle Equipment. Many of our programs were in dire need of upgrades including but not limited to replacement of cement and plastering mixers, heavy equipment for demolition work and site prep for significant concrete projects, and specialized equipment for both plastering and cement mason trades to prepare students for needed skills to be successful in the always changing workforce. I am pleased to announce that all purchases are complete, and equipment is arriving on centers daily. We are very grateful that DOL recognized the need for upgrades to prepare our future tradesmen and women to enter the workforce properly trained.

The NPIJATF also recently decided that it is time to take our training to the next level. In the coming months Virtual reality equipment will be installed at several of our programs across the nation. Plastering trades will receive a VR fireproofing package and the cement mason trades will receive a VR ride trowel machine. All virtual reality equipment will mirror what the OPCMIA introduced a few years back at the OPCMIA Convention that travels with our International booth.

A persistent skills gap prevents Americans from filling millions of open positions reported by the Labor Department recently. Many of these unfilled positions involve the trades. One reason for the skilled labor shortage may be the strong emphasis high school councilors place on universities instead of trade schools, which ultimately keeps many young people out of professions to which they are uniquely suited. One of the many reasons why NPIJATF decided to go in the direction of VR

training is that this type of training can be a fun and realistic introduction to our type of vocational education.

The NPIJATF understands that hands on training and real-life work scenarios are always the most important to prepare our students for their future endeavors in the industry, but we are also trying to change the status quo by using VR training to attract new students to our trades. The pandemic played havoc on recruitment and on-board strength at Job Corps Centers across the country and by using new technology students will gravitate towards our programs. The programs 360 virtual reality equipment makes viewers feel as if they are actually present in a variety of workplace scenarios. Viewers/users can take in 360-degree views of numerous environments. They emerge with a better understanding of the unique possibilities that accompany the plastering and cement mason trades.

More practice, fewer safety hazards

VR continues to play an important role in the trades long after students have committed to vocational education. By incorporating VR into the classroom, instructors give students more opportunities to practice essential skills, without incurring the risks of working with real-world equipment. Muscle memory and repetition are critical in our industry, and students can develop it quickly by using VR technology.

VR-based learning is equally useful for educators in the vocational education space; as experts point out, instructors who utilize VR receive instantaneous feedback on their students' performance. They can then provide students with the targeted assistance they need. The result is a uniquely personalized

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No GPS. No problem.

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Respirable Crystalline Silica – Silica Dust

It Can Take Your Breath Away

What is respirable crystalline silica (RCS)? Silica is the mineral compound silicon dioxide. It occurs in two main forms: Crystalline and Amorphous (non-crystalline). Quartz is the most common form of crystalline silica. Cristobalite and Tridymite are two even more toxic forms.

Crystalline silica is a very common mineral and is found in rocks, soil, sand, cement, plaster, concrete, bricks, blocks, mortar, and abrasives used in sandblasting.

It becomes respirable, meaning it can be inhaled deep into the lungs, when it becomes pulverized by high energy operations. OSHA refers to it as a form of silica that is one hundred times smaller than sand. In the course of their jobs many OPCMIA members engage in the high energy operations that create RCS. Grinding, saw cutting, drilling, abrasive blasting, and jackhammering of concrete are all processes that create RCS. Mixing sand, cement or plaster also release RCS into the air.

Why should any of this matter to us? Each year over two million construction workers in the United States and Canada are exposed to RCS.

Breathing RCS can cause many serious illnesses, silicosis being the primary one. Silicosis causes severe scarring of the lungs. Symptoms of silicosis include shortness of breath,



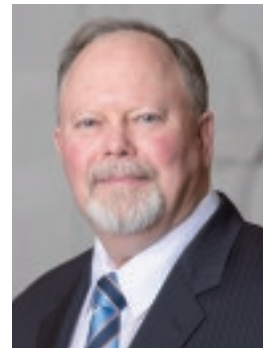
chest pains, coughing, fatigue, weakness, cyanosis, fever, loss of appetite, and weight loss. As the disease progresses, lung function decreases to the point of becoming fatal in many cases. Silicosis can continue long after the exposure has ended and there is no cure. Lung cancer, heart disease, rheumatoid arthritis, kidney disease, COPD, and tuberculosis can also result from exposure to RCS.

Types of Silicosis

There are three types of silicosis:

Chronic silicosis occurs with low levels of exposure over a period of ten or more years.

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



Accelerated silicosis occurs with high levels of exposure over a period of about five to ten years.

Acute silicosis can occur within a few weeks to five years with high levels of exposure.

There is no cure for silicosis, therefore it is critically important that we use every precaution to protect ourselves and others from RCS exposure. Any RCS generated on the jobsite is easily transferred to our vehicles and ultimately to our homes and families via our work clothes.

As with any construction site hazard, we should use the **Hierarchy of Safety Controls** as our

Table 1 Example

Equipment/Task	Engineering & Work Practice Control Methods	Required Respiratory Protection & Minimum Assigned Protection Factor (APF)
(iii) Walk-behind milling machines and floor grinders	Use machine equipped with integrated water delivery system that continuously feeds water to get grinding surface GR	at 4 hrs/shift: None at 8 hrs/shift: None Water reduces respirable dust by 80%
Covers wheeled machines equipped with cutting tool which are guided (by hand) from more than an arm's length away from grinding action.	Use machine equipped with dust collection system recommended by the manufacturer. Dust collector must provide the airflow recommended by the manufacturer, or greater, and have a filter with 99% or greater efficiency and a filter-cleaning mechanism. When used indoors in an enclosed environment, use a HEPA filtered vacuum to	None None Limit the gap



primary guide for working safely regarding this hazard.

If we can use some or all the other safety controls, it may still be necessary to wear respiratory protection (PPE), but PPE should not be the default solution to potential RCS exposure.

OSHA standard **29 CFR 1926.1153** governs occupational exposure to RCS in construction. It contains employer responsibilities, action levels, permissible exposure limits, respiratory protection requirements, and medical surveillance as well as **Table 1** (see example).

Table 1 was a collaboration between OSHA and some of the North American Building Trades Unions (NABTU). OPCMIA played an active role in its creation as well as providing testimony during the

hearings phase of development of the current Silica Standard, which took effect in 2016.

Table 1 was created as a preferred and simplified method of employer compliance with the standard and worker protection. It matches construction tasks that generate RCS with engineering control methods and respiratory protection.

The preferred engineering control methods are **Wet Methods** and **Dust Controls**.

As the name implies, wet methods use water at the source of dust generation to prevent it from becoming airborne.

Any slurry resulting from this method should be captured and properly disposed of before it dries and becomes respirable.

Dust controls are designed to capture any dust at the source of generation and safely contain it. **High-efficiency particulate air (HEPA) filter** equipped tools such as grinders, saws, and drills must pull air at a minimum of twenty-five cubic feet per minute based on their size and have a filter that is 99% efficient or greater. Care must be taken when disposing of captured dust, so it is not accidentally released.

Only equipment manufactured for dust mitigation purposes meets the requirements of the standard. It must function as designed and be properly maintained. "Job-built" equipment does not meet the standard, must not be used, and may pose a hazard to the worker.

I encourage you to familiarize

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Respirable Crystalline Silica - Silica Dust

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yourself with all the hazards associated with respirable crystalline silica, ask questions, seek out information and protect yourself and those around you.

The ITF has created and delivered *Silica Hazard Awareness* trainings over the last several years. These classes are very detailed and are conducted as a Train-the-Trainer, so the information can be taught to apprentices and journeymen alike at the local union level by your own instructors and coordinators. Ask your Local or JATC to request this training and the ITF will be happy to arrange it.

Don't allow yourself to become a victim of preventable illnesses.

ITF Covid-19 Update

Covid-19 and its variants are continuing to spread. Medical facilities and staff are strained in their efforts to save lives as many hospitals are at or near capacity.

There remains a significant part of the population who refuse to get vaccinated. Most public health officials agree, until enough people receive the vaccines we will be stuck in this cycle.

The ITF will continue to provide online instruction with the hope we can soon return to in person training.

ITF 2022 Schedule

In addition to Covid-19, one of the challenges of creating the ITF annual training schedule is the numerous conflicting schedules we try to work around: state and regional conferences, OPCMIA events and meetings, various JATC training schedules, trade shows, holidays and the list goes on. Below is our current schedule for 2022. Please keep in mind that some classes and dates may need to be adjusted.

Stay safe and take care of each other.

TRAINING	DATES
OSHA 502 – Reauthorizing Instructors for OSHA 10 & 30	February 22-25
Foreman – Train-the-Trainer	May 16-20
Heat Related Hazards – Train-the-Trainer	May 26
OSHA 502 – Reauthorizing Instructors for OSHA 10 & 30	June 13-17
Instructor Training Program – WCC, Ann Arbor MI	July 11-15
Safety Week	September 12-16
Coordinators Meeting & Training	October 4-6
OSHA 510 – Prerequisite for OSHA 500 Instructors	October 24-28
OSHA 500 – Authorizing Instructors for OSHA 10 & 30	November 14-18
ASCC Concrete Polishing – Tradesman Certification Zoom	TBD
ASCC Concrete Polishing – Tradesman Certification Hands-On	TBD
Intumescent Fire Resistive Materials – Train-the-Trainer	TBD
Exterior Insulation Finishing Systems – Train-the-Trainer	TBD
Epoxy Injection – Concrete Repair	TBD
Silica Hazard Prevention – Train-the-Trainer	TBD
EEO Requirements for JATC's – DOL Requirement	TBD
Anti-Harassment for JATC's – DOL Requirement	TBD

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



10-140 OPCMIA



OPCMIA Watch



11-132 OPCMIA



Ladies Tiger Stripe Polo



Mugzie OPCMIA



HI-VIS Cotton Long Sleeve



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

Childcare for the Trades

One of the responsibilities we all share as members of this organization is to build a better future. If that means we get people connected to opportunities to do our work and into apprenticeships, if it means we speak well of our careers and lifestyles in public to attract those looking for the same things, if it means we make progressive changes to help make it a better choice for people we do it. As an organization, now more than ever, we recognize and value the changes that we need to make to be competitive and strong in the future. I know that how we organized in the past isn't solely how we can organize in and for the future.

While things continue to change and grow there are a few things that are always going to remain – for example, we are humans and humans have children. Whether we are physically giving birth to children or not does not matter when we talk about the responsibility that we all have to our children as parents. As a newer parent it hits incredibly close to home that the way I lived when I worked in the field (and before I had a baby) would never work for me as a parent today. I am a road builder – I never once knew during the day what time I was going to get done while I worked in the field. We worked when it was light out and typically it wasn't much less than for ten hours per day and often, six days per week. It wasn't even reasonable to ever ask when we were going to be done because the answer was always the same – whenever we get done. And I understand it...I understand why...I appreciate that for what it is. Before I was a parent, it was totally cool. I let go of planning out weekends, making appointments, being on teams, and committing to things outside of work. As a parent, I know that isn't possible anymore



(for me) ...it's not an option to live like that. What's incredibly powerful to me is knowing that while I am a good parent, I am 100% committed to my child and making sure she is taken

care of, happy, and healthy and unfortunately that I wouldn't be as valuable to my crew if I had to choose my responsibilities to my child over my ability to navigate the crazy variables that are a part of our work. I know that I share my understanding for committing to the work with you all as crafts persons, and I know that I also share my perspective as a parent with you. I feel like we can all agree that a barrier to some of the people that we really want and need to choose our trades in the future is access to quality childcare that can flow with the ever-changing logistics that come along with being in our trades. Since the responsibilities we have as parents are consistent whether you are the mom or the dad, I know that the time is right to put some effort and thought into breaking down that barrier to not only help diversify our workforce, but also (and of equal importance) is to eliminate childcare as a barrier for our current workforce.

As a member of the NABTU Tradeswomen Committee, I'm happy to report that the assignment to figure this out and to provide solutions is in the works. Whether the individual's issue is location based, time/scheduling based, availability based, or financially based there will be viable options to address all these potential roadblocks to choosing the trades, and especially ours, soon. And it couldn't come at a better time as we learn how to live in this new world that has been shaken to its core by the pandemic...where workforces like ours thankfully remained essential at the same time as the childcare

industry took a damaging blow creating some tough challenges for those with small kids. It's time for us to act, it's time for us to do what we can do. It is time to try something new and tweak it as we learn how to do better. I believe that if we as an industry can figure

out how to provide solutions for childcare and add that benefit to the list of already solid benefits that we provide, it will make it hard for the right people to NOT choose our industry and I can't wait to see the impact that it will make.

OPCMIA LEGAL PERSPECTIVE

O'Donoghue & O'Donoghue

Continued from page 12

the employer bargained in good faith, it would have reached an agreement that contained wage increases, new premiums, and other compensatory terms. The NLRB could then issue an order requiring the employer to pay the difference between those terms and the employees' current wage rates and benefits. These consequences

and costs would serve as deterrents, making employers think twice before they decide to oppose their employees' exercise of the NLRA's protected rights.

Unfortunately, as with anything involving the NLRB, it takes time to make these changes a reality. The General Counsel needs to issue complaints in cases that present these matters to the Board; and she needs to convince the Board to adopt these needed changes. Nevertheless, there is reason to be optimistic as Jennifer Abruzzo is the first NLRB General Counsel to announce that she is willing to pursue these changes.

NPIJATF EXECUTIVE DIRECTOR

Gerald Kriskovich

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approach to learning, which better prepares students to enter challenging vocational industries.

Improved classroom engagement in vocational education

Virtual reality can add to the dynamic of hands-on learning environments already established in our training venues. The technology brings the best of both worlds to introductory courses. VR lets students get a taste of the techniques they will later demonstrate, while still learning underlying theories. Improved engagement increases the likelihood of students retaining essential information. Later the students are drawing on it when they enter the hands-on portion of the training exercise.

As industry professionals asserts, virtual reality is poised to revolutionize vocational education. The immersive experiences VR provides can help show potential students possibilities of a plastering or cement mason career. Trade education could become safer and more effective as more instructors incorporate it into their curriculum. The profession could, in turn, benefit from better trained students who are thoroughly prepared to take on the challenges and rewards of the vocational sector. NPIJATF is looking forward to enhancing our programs by including

technology-based training to accompany our already successful real life hands-on work training.

Nearly two years ago COVID-19 unexpectedly hit us all and paused our normal way of life. The construction industry and vocational training were also limited to in person interaction. NPIJATF developed a virtual learning platform for all students and instructors through google classroom to keep students engaged until in person training could resume. Recently, NPIJATF worked with the OPCMIA and the K-Learning group to develop a new Learning Management System (LMS). As we speak, the new LMS system is being worked on and we are optimistic that in the very near future that the system will be operational. Students and instructors will be able to access the new system and complete various assignments from our curriculum, pre-requisites that need to be completed before enrollment and just about any other training that we want to add to the system. The new platform will be beneficial to graduates and local unions who will eventually hire students to track certifications and other important training information as they transition into the workforce. As always, the National Plastering Industry's JATF is always exploring new options in vocational training to keep up with industry standards and ensure that quality training is performed at all our locations in order to do our part to ensure growth of our organization as a whole.

Illinois State Conference

The 2021 Illinois State Conference was held on September 18-19, 2021, at the The Isle Casino and Hotel located in Bettendorf, Iowa. The conference was well attended, informative and a success. Special guests in attendance included General Secretary-Treasurer Kevin Sexton, along with International Officers and Delegates.



Midwest Multi-State Conference

The 2021 Midwest Multi-State Conference was held on June 16-17, 2021, at the Isle Casino & Hotel in Bettendorf, Iowa. The conference was well attended.



This picture was taken near the new Interstate-74 bridge being built over the Mississippi River. Not all pictured in the photo were OPCMIA members but includes other trades as well.

Northeast District Council

The Northeast District Council recently attended a Job Fair held at Torrington High School in Torrington, Connecticut. The Northeast District Council (NEDC) of the OPCMIA Local Unions 40, 262 and 780 went to recruit new members for Cement Masons and Plasterers.

(Left to right) Kenneth Delanty, NEDC Organizer/Local 262's Instructor, Michael Holzknicht, NEDC Apprenticeship Coordinator/Executive Assistant to the NEDC Business Manager, and David Gentile, NEDC Vice President/Local 40's Business Manager.



Local Union 90 – East St. Louis, Illinois

On July 24, 2021, Local 90's Cement Mason Apprentices volunteered their time and donated their skills on a job for the American Legion Stookey Post 1255, Villa Hills located in Belleville, Illinois.



At right, Local Union 90's Cement Masons group photo (left to right) Apprentice James Adams, Brother Dennis Foley, Brother Sean Foley, Apprentice Jennifer Tull, Apprentice Trevor Tull, Apprentice Breanna Hunter-Lukowsky, Apprentice Tyler Foley, Business Manager/Financial Secretary Shannon Foley, Belleville laborer "Archie" and Brother James "Mack" Allison.

OPCMIA Empowers Local

At the direction of General President Daniel E. Stepano and the General Executive Board, the OPCMIA has been moving boldly in recent years to take the union's already world-class training to new heights. Moving as much training as possible to a VR platform is at the core of this strategy.

Members interested in utilizing VR training should contact their Local Unions to find out if they will be receiving VR kits and when opportunities to utilize them will be available.



Unions with VR Training



OPCMIA Empowers Local Unions with VR Training





Event In Recognition of Labor Day

PCMIA General President Daniel E. Stepano received an invite from President Joe Biden to attend an event in recognition of Labor Day honoring Labor Unions at the White House.



ACT Ohio/State Building Trades

On Thursday July 15, 2021, Affiliated Construction Trades (ACT) of Ohio and the Ohio State Building & Construction Trades Council hosted the 7th Annual Republican Senate Caucus Lunch in Columbus, Ohio.

This fund raiser is an event that brings Ohio Senators and Union Labor Leaders together to share

conversations and ideas of the industry in keeping with a bright future for Ohio. It was a grand afternoon for all at the meet and greet. Ohio Senate President Matt Huffman addressed the crowd and was very complementary about the relationships with the Building Trades.



Ohio Building & Construction Trades Council President Mark Douglas addressing the crowd and introducing the ACT Ohio/ State Building & Construction Trades Executive Board.



(Left to right) ACT Ohio Executive Director Matt Szollosi, Local 109's Business Manager William Taggart and Senator Bill Reineke sharing discussions.



Senator President Matt Huffman addressing the crowd and introducing his colleague Senators in attendance.



Group photo of the OPCMIA Representatives in attendance for the event. Front row (left to right) Local 132's Recording Secretary/ Business Agent Greg West and Local 109's President/Business Agent Mark Anderson. Back row (left to right) Local 132's Business Manager Charles Dolan, Jr., Local 886's Business Manager and Ohio State Conference President Kenneth Vierling, Local 109's Business Manager William Taggart, International Field Representative Ryan Stepano and Field Representative Joseph Ciacchi.

Local Union 11 – Northern Illinois

Local Local Union 11 members were presented with awards for 40 and 50 years of service. Also, photos of Local 11/Area 362's members who volunteered their time and skills at the Lake County Veterans Memorial Plaza. Congratulations and thank you too all.



(Left to right) Brother Michael R. Pavesich is presented with his 40-Year Gold Card, Lapel Pin and Certificate by Business Agent Jamie Stanley.



Brother Robert F. Cox being awarded his 50-Year Gold Card, Lapel Pin, and Certificate by his two sons and two grandsons, all belonging to Local 11/Area 362. (Left to right) Brothers Keegan T. Cox, Business Agent Troy L. Cox, 50-Year Gold Card recipient Robert F. Cox, Trent R. Cox, and Robert T. Cox.



Several Brothers and Sisters from Local 11/Area 362, along with various Business Agents and the Apprenticeship Coordinator all volunteered their time for a two (2) day pour at the Lake County Veterans Memorial Plaza located at the Waukegan Airport, Waukegan, Illinois.



Local Union 18 – Central Illinois

Local 18/Area 026, Business Agent Curtis Harn was appointed to the office of Village Board Trustee in the Village of Bryant in the County of Fulton, Illinois. Congratulations Brother Harn!



Local Union 18, Business Agent Curtis Harn

Local Union 21 – Des Moines, Iowa

Congratulations to Local Union 21, Des Moines, Iowa, members presented with 25, 50 and 70-year awards acknowledging their years of service.



Brother Dan Miller proudly displays his 25-Year Gold Card, Lapel Pin and Certificate.



(Left to right) Brother Richard Nelson recipient of 25-Year Gold Card, Lapel Pin and Certificate with Business Manager Earl R. Agan, Jr.



Local 21 Plasterer Brother Aaron Benton pictured with Business Manager Earl R. Agan, Jr. working at Polk County Court House. This project is unique to this area being it is a large ornamental restoration job.



Brother Steven Hohn received his 50-Year Gold Card and Lapel Pin as well as a Distinguished Membership Card on October 7, 2019. Sad to report Brother Hohn has since passed away.



Amazing achievement: (Left to right) Brother Jerome Haeg recipient of 50-Year Gold Card, Lapel Pin and Certificate, Brother Dean Moel recipient of 70-Year Plaque and Brother Gary Knoop recipient of 50-Year Gold Card, Lapel Pin and Certificate. Members of Cedar Rapids Iowa Local.



Proud members: Brother Dean Moel just received his 70-Year Plaque with his son Brother Jack Moel a 40-year member.

ALSO, Dean Moel is the Military Hero of the Game! Moel joined the U.S. Navy in 1943 during WWII. As a crewman on the USS Gambier Bay, Moel and the ship's crew fought off attacks before the Gambier Bay began to burn and sink. Dean made the 60-foot jump into the sea and floated for over 48-hours and drifted more than 60 miles in shark infested waters before being rescued.

Dean, the USS Gambier Bay, and its crew are immortalized on the Johnson County Freedom Rock located in the Veterans Memorial Park in Solon, Iowa.

Local Union 109 – Akron and Canton, Ohio

On July 14, 2021, at the union meeting, OPCMIA Local Union 109 swore in their new union officers. This group of officers are excited to lead Local 109 for the next 3 years. There is plenty of work in the area and employment is good for Local 109. Congratulations to all!



(Left to right) Field Representative Joseph Ciacchi and Local 109's Officers: Business Manager/Financial Secretary William Taggart, Executive Board member Brandon Pettitt, Executive Board member Daniel Weimer, Executive Board member Jacob Kovach, Recording Secretary Rob Boarman, Vice President Mike Dudsak and President Mark Anderson.



Swearing in of Local 109 Officers by Field Representative Joseph Ciacchi. (Left to right) Business Manager/Financial Secretary William Taggart, Executive Board member Brandon Pettitt, Executive Board member Daniel Weimer, Executive Board member Jacob Kovach, Recording Secretary Rob Boarman, Vice President Mike Dudsak and President Mark Anderson.



(Left to right) Business Manager/Financial Secretary William Taggart, President Mark Anderson, Vice President Mike Dudsak, Field Representative Joseph Ciacchi. These four (4) individuals represent 121 Years OPCMIA Experience.

Local Union 132 – Ohio & Kentucky

The Plasterers & Cement Masons members of Local 132 were a big part of building the new soccer stadium for the Columbus Crew professional soccer team. Local 132 had 3 concrete contractors (*Kokosing Construction Co.*, *George Igel Construction Co.*, *Complete General Construction*) and one plasterer contractor (*The Superior Company*) performing the work on this new stadium.

Local 132's members worked many hours on this job. The workers did a fantastic job building this stadium as it was a fast-paced job to meet the schedule. This stadium is a beautiful venue with the latest technology.

Thank you to Local 132's members and Business Representatives for all their hard work and dedication to making this job complete, beautiful and on schedule.



Columbus Area Business Representative Rory Haines overlooking the new stadium.



Plasterer Apprentice Julius McGill, Jr. putting up insulation in a bathroom area.



(Left to right) Business Representative Rory Haines and 25-year Cement Mason member Brother Charles Rob Leach. Brother Leach along with his crew worked on this job from start to finish and was a big part in bringing it all together.

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

Local Union 143 presented 30, 40 and 50-year awards at the Southern Union Meeting to their membership acknowledging their years of service. Congratulations!



(Center) Brother Damian Havens received his 30-Year Gold Card, Lapel Pin and Certificate from (left to right) Business Manager Chris Butler, Business Agent Keith Hancock and President Tom Shubert at the Southern Union Meeting.



(Center) Brother Larry D. Brookman received his 40-Year Gold Card, Lapel Pin and Certificate from (left to right) Business Manager Chris Butler, Business Agent Keith Hancock and President Tom Shubert at the Southern Union Meeting.



(Center) Brother Howard D. Grant received his 50-Year Gold Card, Lapel Pin and Certificate from (left to right) Business Manager Chris Butler, Business Agent Keith Hancock and President Tom Shubert at the southern union meeting.



(Left) Newly retired Business Manager Chris Butler swears in the elected officers of Local Union 143. A big CONGRATULATIONS to Brother Butler on his retirement and thank you for his many years of dedicated service.

Local Union 502 – Chicago, Illinois

Local Union 502 is proud to recognize our 30 through 70-Year Gold Card members. Due to the COVID-19 virus we were unable to have Union meetings to present our members with Gold Cards. Therefore, at this time we would like to congratulate them all on their great achievement.



Local Union 502 called "A Special Meeting" on September 11, 2021, to personally present the members of Local 502 with their Gold Cards. The following Sisters and Brothers showed up for this "Special Meeting" at the Local. Congratulations to all! **BACK ROW:** (Left to right) Donald Caputo recipient of 50-Year Gold Card, Robert Polk recipient of 50-Year Gold Card, Richard Rocco recipient of 30-Year Gold Card and Michael Farley recipient of 30-Year Gold Card. **FRONT ROW:** (Left to right) Sandra Hunt recipient of 30-Year Gold Card, Carl Coppola recipient of 50-Year Gold Card, Vincenzo Daddosio recipient of 50-Year Gold Card, Secretary-Treasurer Lawrence J. Picardi Sr., recipient of 40-Year Gold Card, Vincent Atchison recipient of 40-Year Gold Card, Dennis Tillman recipient of 40-Year Gold Card, Donald Carlson recipient of 40-Year Gold Card, Lawrence Oswald recipient of 40-Year Gold Card and President/Business Manager Kevin Farley.

30 through 70-Year Gold Card Members

30 YEARS

Cristobal Ferrer
Steven Frey
Francesco Laterza
Glenn Mortensen
Antonio Ramirez
Michael Brown
Peter Cangialosi
Giovanni Giannelli
Jose J. Maldonado
Guillermo Marroquin
Gil Oliveira
Ignacio Salgado
Frank Carbonara
Robert Dvorak
Douglas Homeyer
Franco Laera
Martin Messere
Richard Rocco
Robert Biondo
Alfredo Lechuga
Frank Maiello
James Maitzen
Santos Montoya

40 YEARS

Michael Svedman
Scott Thorpe
Ronald Gruber
Salvador Gutierrez
Phillip Ryan
James Shilney
Sandra Hunt
Philip Kosinski
Curtis Swearingen
Martin Ayala
Daniel Hook
Stanley Lesnicki
Donald Moss Jr.
Richard Callahan
John R. Dove
Patrick Mannion Jr.
Michael R. Gunderson
Mark A. Kamstra
Bruce L. Brown
Michael Farley
Manuel Silva
John Busano
Jason Posmer

50 YEARS

Michael Gallapo
Alfonso Orozco
David LaSota
Stanley Marek
Vincent Atchison
Kevin Leoni
Mike Ettore
David Horner
Kenneth Mackey
Lawrence Picardi Sr
Jamie R. Gunderson
Stan Rosinski
Michael Schneider
Andrew Goals
Javier Alonso
Nicola Desario
John P. Robinson
Donald Connelly
Norman K. Dykstra

60 YEARS

Gaetano Desario
Michael Derrico
William Duszynski
Curt Erickson
Dan Gandolfo
Patrick L. Rizio
Euall Morgan
Vito Recchia
Thomas White
Edward E. Neuman
Kenneth T. Posmer
Carl Coppola
Vincenzo Daddosio
Robert Polk
Oriente Ricci
Glen Follett
Michael Warzecha
Patrick Rizio
Angelo Savona

70 YEARS

Norman Larson
Joseph Rybak
John Oury
Dennis Posmer
John Kooi
John E Dykstra
Valdis Kalnins
Walter Pavel

70 YEAR PLAQUE

Richard Schmalzer
Richard Van Swol
Raymond Zuhr
Robert Lanenga
Ezio DiBartolo
Donald Wilson
Dennis Ross
John Turcich Jr.



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Local Union 528 – Seattle, Washington

Congratulations to the following proud members of Local Union 528 who were presented with their 25 and 40-Year Gold Cards, Lapel Pins and Certificates.



(Left to right) Local 528's Business Manager/Financial Secretary Eric Coffelt receives his 25-Year Gold Card, Lapel Pin and Certificate from Retired Local 528's Business Manager / Retired General Secretary-Treasurer of the OPCMIA Roger Bettermann.



(Left to right) Local 528's Cement Mason Eunice Bias receives her 40-Year Gold Card, Lapel Pin and Certificate from Business Manager Eric Coffelt.



WOMEN OF LOCAL 528

Some of the women from Local 528 attending the General Membership Meeting held on August 3, 2021. Local 528 had 34 women join the Local in the past 12 months (with just three (3) being dropped). **FRONT ROW:** (Left to right) Sisters Alisha Crespo, Lindsey Masterson, Larisa Lobchinskaya, Malgorzata (Gosia) Wanzewicz, Robin Odegard, Florans Torres, Danika Aldana-Cortez, Hadassah (Rena) Plotke, Caitlyn (CeCe) Edson and Giday Adhanom. **BACK ROW:** (Left to right) Sisters Amanda Henry Mendoza, Rosie Bernard, Teresa Ort, Marilyn Kennedy, Tonya Warren and Stephanie Vessey. (Ms. Vessey is slated to enter into Local 528's Pre-Job).

Local Union 592 – Philadelphia, Pennsylvania

Local Union 592's President/Business Manager Mark Wildsmith congratulates members on receiving their 25, 30 and 50-Year Gold Cards and Lapel Pins for years of service. Congratulations and thank you.



(Left to right) Local 592's Vice President Dennis Fife being presented with his 25-Year Gold Card by President/Business Manager Mark Wildsmith.



Father and son, on the left 50-Year Gold Card recipient Brother Neal A. Kline and on the right 30-Year Gold Card recipient Field Representative Brother Neal J. Kline being presented with their Gold Cards by (center) President/Business Manager Mark Wildsmith.

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Local Union 797 – Las Vegas, Nevada

Local Union 797's members attained their Gold Card for 25 and 40-years of continuous service. Also, twelve (12) Apprentices of Local 797 have graduated and are now Journeymen.



(Left to right) President Paul Benigno, 25-Year Gold Card member Brother Art Probert and Business Manager Marc Leavitt.



(Left to right) Business Agent Jesse Barajas congratulates 25-Year Gold Card member Brother Manuel Ramirez.



(Left to right) President Paul Benigno, 25-Year Gold Card member Brother Henry Acuna and Business Manager Marc Leavitt.



(Left to right) President Paul Benigno, 25-Year Gold Card member Brother Jose Cepeda and Business Manager Marc Leavitt.



(Left to right) President Paul Benigno, 25-Year Gold Card member Brother Epifanio Hernandez and Business Manager Marc Leavitt.



(Left to right) President Paul Benigno, 40-Year Gold Card member Brother Antonio Oliveira and Business Manager Marc Leavitt.



(Left to right) President Paul Benigno, 40-Year Gold Card member Brother Robert Nicholson and Business Manager Marc Leavitt.

This is a picture taken at the Nevada State AFL-CIO 65th Annual Constitutional Convention and delegates that served at the Convention from Local 797. (Left to right) President Paul Benigno, Business Agent Jesse Barajas, Business Manager Marc Leavitt, and Business Agent Jose Marquez.



Local Union 797 – Las Vegas, Nevada

Congratulations to Local Union 797's twelve (12) Apprentices that have graduated and are now Journeymen. In each picture below from left to right is President Paul Benigno, the member, and Business Manager Marc Leavitt.



Brother Arturo Soto



Brother Carlos Lopez



Brother Chad Reading



Brother Chris Angulo



Brother Edgar Hernandez-Reyes



Brother Jason Pimentel



Brother Jorge Hernandez



Brother Jose Marquez



Brother Ken Boatman



Brother Omar Villalpando



Brother Rafael Rodriguez-Nevaras



Brother Westley Weaver



Join OPCMIA's Great Outdoors

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

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

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

Local Union 633 – Minnesota, North Dakota, NW Wisconsin

Here is a photo of a member from Local 633, Minnesota, enjoying his retirement in the great outdoors hunting.



Retired Vice President Gordon McCleary started the hunting season off in grand fashion with a large Bull Elk taken in Canada in September.



Photo of General President Dan Stepano testing his 6mm BRA rounds at 1,000 yards.



Union Volunteers Help Kansas City Area Youths Catch Their First Fish

More than 200 young anglers lined the banks of Spring Valley Lake alongside local union volunteers—including members of OPCMIA Local 518—members of the NFL Players Associations, and Kansas City Chiefs ambassadors on August 28 for the Union Sportsmen's Alliance (USA) Greater Kansas City BCTC Take Kids Fishing Day.

Hosted by the USA and the Greater Kansas City BCTC, the free event in Kansas City was supported by Big Brothers Big Sisters Kansas City, Pass It On—Outdoor Mentors, the KCMO Police Department, Marriott Hotel, Bank of Labor, Kansas City Parks, the Priest Holmes Foundation, Humana, and the Missouri Department of Conservation.

"This was the first year the Greater KC Building Trades participated in an event like this," said Alise Martiny, secretary-business manager of the Greater Kansas City BCTC and member of OPCMIA Local 518. "It was exciting to see the youth—some of our future members—learn to fish. Many were surprised it was free and that they got to keep the rod and reel. Our volunteers are really looking forward to doing the event again next year."

The event was the latest in series of free, community-based youth outreach activities held as part of the USA's Work Boots on the Ground conservation program. The goal of the events is to introduce the next generation of anglers and conservationists to the joys of fishing.

"We knew this event was successful when lunch was ready, but the kids kept fishing," said Mike Christensen, president of Pass It On – Outdoor Mentors. "Having mentors and USA volunteers share their love for fishing gave youths the opportunity to see themselves as future anglers and opened their eyes to future career options."

The young anglers received a free fishing rod and reel, courtesy of Humana, to ensure everyone had the chance to participate and hopefully continue fishing for years to come.

Union volunteers from the Operative Plasterers' and Cement Masons' Local 518, NFL Players Association, Iron Workers Local 10, Roofers Local 20, Sheet Metal Workers Local 2, Bricklayers Local 15, Electrical Workers Local 124, Insulators Local 27, and Teamsters Local 41 along with staff from supporting organizations provided youth with instruction and assistance, including rigging the participants' new fishing poles and offering advice on how to hook the big one.

"It was fun to witness so many kids catch their first fish and all the smiles and happy faces," said Steven Coleman, community partnerships coordinator with Big Brothers Big Sisters Kansas City. "So many kids didn't know how to cast a line at the beginning of the event but were practically pros by the end, thanks to the volunteers and mentors from the USA and its partners."



"While we often share the number of participants, volunteer hours, and fishing rods given away at our outreach events, the immeasurable part is how many lives are enhanced by the experiences and opportunities provided thanks to our dedicated union volunteers," said USA Executive Director and CEO Scott Vance.



I N M E M O R I A M

June 1, 2021 THROUGH August 31, 2021

FERNANDO D. ROBLES

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 Fernando D. Robles who passed away November 29, 2020. Brother Robles was 89 years old and a member of the International since September 7, 1965 – 55 years.

The officers and members of Local Union 400 extend their sincere sympathies to his family members and friends.

Resolved that the Charter be draped for thirty days in memory of our deceased brother.

The officers and members of Local Union 400 extend their sincere sympathies to his family members and friends.

Resolved that the Charter be draped for thirty days in memory of our deceased

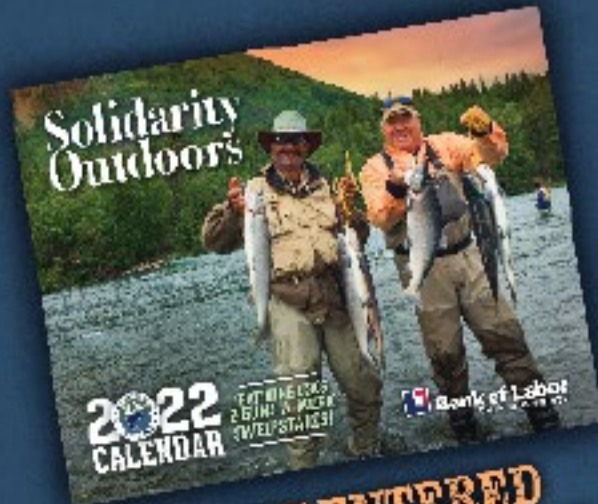
MORTUARY CLAIMS

LOC	CITY, STATE	NAME	LOC	CITY, STATE	NAME	LOC	CITY, STATE	NAME
DEATH BENEFITS PAID IN JUNE 2021			DEATH BENEFITS PAID IN JULY 2021			DEATH BENEFITS PAID IN AUGUST 2021		
599	ST of Wisconsin	Anderson, Richard B	500	Santa Ana, CA	Albilar, Joe	633	Minneapolis, MN	Arrigoni, Gerald
148	Atlanta, GA	Battise, Walter	502	Chicago, IL	Benson, Robert A	514	Detroit, MI	Binschus, Larry Emery
143	Southern, IL	Harvel, Michael L	502	Chicago, IL	Cipin, Joseph N	528	Seattle, WA	Casey, Kevin L
630	Honolulu, HI	Kapua, Joseph	797	Las Vegas, NV	Ewell, Elmer L	500	Santa Ana, CA	Cervantes, Ismael
502	Chicago IL	Kreml, Abraham	599	ST of Wisconsin	Fehrman, Gerald O	926	Charleston, WV	Crabtree Sr, Charlie
780	New York, NY	Labati, Guisepppe	500	Santa Ana, CA	Grant, Ivory	111	Erie & Niag Co NY	DiCenzio, Ralph
072	Spokane, WA	Labell, Edward	599	ST of Wisconsin	Haas, Glenn	600	Los Angeles, CA	Frink, Samuel J
555	Portland OR	Lewis, Randy	692	Indianapolis, IN	Harris, Guthrie	514	Detroit, MI	Helmle, Josef
592	Philadelphia PA	Lombardi, Victor R	265	Twin Cities, MN	Hawkinson, Edmund E	526	Pittsburgh, PA	Ionadi, Niclolas
400	Sacramento, CA	Machen, John E	528	Seattle, WA	Haynes, Sjohn P	143	Southern, IL	King, Richard
300	Oakland, CA	Malagon, Manuel	577	Denver, CO	Hudson, Roger Leon	500	Santa Ana, CA	Leon, Mark
111	Erie & Niag Co NY	McGuire, Robert J	404	Cleveland, OH	Kaczmarek, Martin	926	Charleston, WV	Lett, Shirley
502	Chicago IL	Nolan Jr, Hyland A	527	St. Louis, MO	Matejcic, Edward	018	Central, IL	Lyons, Floyd
592	Philadelphia PA	Riley, Joseph M	502	Chicago, IL	Mishler, Kirk R	502	Chicago, IL	Raimondi, Luca A
502	Chicago IL	Russell, Mark T	886	Toledo, OH	Oehlhof, Benjamin C	780	New York, NY	Sabatano, Dave
018	Central, IL	Sielschott, Donald J	502	Chicago, IL	Parise, Sam N	404	Cleveland, OH	Scott, Moorman
526	Pittsburgh PA	Terdle, Richard	886	Toledo, OH	Reinbolt Jr, Walter J	528	Seattle, WA	Thorvilson, Ronald E
502	Chicago IL	Thomas, Daniel W	599	ST of Wisconsin	Rhodes, Kevin	502	Chicago, IL	Weidinger Jr, Charles E
200	Los Angeles, CA	Uribe Valencia, Rafael	400	Sacramento, CA	Robles, Fernando D			
502	Chicago IL	Veljkovich, Mike	109	Akron, OH	Ropchock, Francis			
			500	Santa Ana, CA	Sambrano, Albert			
			66	San Francisco, CA	Satterfield, Rudolph			
			132	Ohio & Kentucky	Sterwerf, Norbert H			
			011	Northern, IL	Strle, Richard R			
			011	Northern, IL	Wesson II, Silas Dexter			

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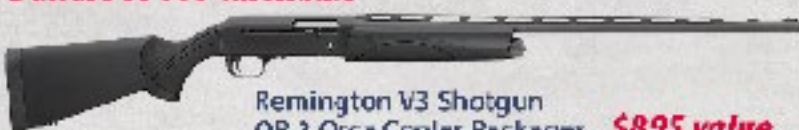


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