



Plasterer & Cement Mason

SUMMER 2022



PREPARING FOR OUR FUTURE!



Recruitment is Everything

Today, the OPCMIA is optimally positioned for growth and prosperity. President Biden's signing of the Infrastructure Investment and Jobs Act means that the federal investment in major construction, repair and maintenance projects employing our members is rising to record levels. As a result, work opportunities and work hours should reach new heights.

That's not all. President Biden's Executive Order requiring the use of Project Labor Agreements on all federal construction projects of \$35 million or more will further increase work for our members. The Biden Administration's proposed rule to bring the Davis-Bacon Act's regulations into the 21st Century by speeding up prevailing wage updates and making sure that rates keep up with actual wages will put more money in our members' pockets and help our contractors win more bids. The President's pro-worker appointees to the National Labor Relations Board (NLRB) will strengthen our members' rights and protections. And the Butch Lewis Emergency Pension Relief

Act, signed into law by President Biden as part of the American Rescue Plan Act,

demonstrates the President's commitment to shoring up our pension plans and restoring our members' retirement security.

All of this serves as a powerful reminder that electing a pro-worker President can make a profound, positive difference in our members' lives.

But there is one big hitch. Fulfilling the promise and potential of all of these gains depends on one key factor: Recruitment.

With record numbers of job opportunities and work hours coming online, the OPCMIA must gain more members to supply the skilled plasterers and cement masons needed by our industry. If we fail to do so, the new jobs created by the Infrastructure Act will go to non-union, less-skilled workers and we will actually lose market share even as our work hours grow. That would be an unacceptable outcome.

There is another hitch, too: While having a rock-bottom unemployment rate of just 3.6 percent (as of May 2022) is a great thing for workers overall, it makes recruitment that much harder.

That is why your union is redoubling our efforts to sign workers up for our apprenticeship programs, sign youth up for our Job Corps pre-apprenticeship programs, and organize non-union workers and contractors. The urgency of the moment demands nothing less than a full-court press.

We are especially focused on Generation Z — people born between 1995 and 2010, with the oldest members currently age 27. This is not only our target audience because they are the right age to enter our profession — they are also well-suited to serve in our crafts.

First, this is the most technologically oriented generation yet. So, we must take full advantage of the

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DANIEL E. STEPANO

El Reclutamiento Lo Es Todo

El día de hoy, el OPCMIA está optimistamente posesionado para prosperar y crecer. Al firmar El Presidente Biden para la Inversión en la Infraestructura y Acta de trabajos, quieren decir que la inversión federal en grandes construcciones, reparaciones, y proyectos de mantenimiento emplearan a nuestros agremiados/miembros levantándose a niveles récord. Como resultado, oportunidades de trabajo y horas trabajadas alcanzaran nuevos niveles de altura.

Eso no es todo. La Orden Ejecutiva del Presidente Biden requiriendo en todos los proyectos federales que alcancen los \$35 millones de dólares o más deben de hacerse bajo un Acuerdo Laboral de Proyecto incrementando trabajo para nuestros agremiados/miembros. La administración Biden ha propuesto el traer nuevamente El Acta De sueldos prevalecientes Davids Bacon Act. Y sus regulaciones durante el siglo 21 al acelerar la modernización de sueldos prevalecientes (prevailing wages updates) y asegurándose que los costos se mantengan con los sueldos reales, y esto pondrá más dinero en el bolsillo de nuestros agremiados/miembros y ayudara a nuestras empresas a ganar más licitaciones. Las asignaciones del Presidente para la Junta de Relaciones al Obrero (NLRB) solo reforzará los derechos y protección de nuestros miembros/agremiados. Y el (Butch Lewis Emergency Protection Relief Act) el Acta de protección para fideicomisos de multi-empleadores, lay firmada por el Presidente Biden como parte del Acta de Plan de rescate Americano, demuestra el compromiso del Presidente de asegurar nuestros planes de fideicomisos “Retiro/Pensiones” y reestablecer la seguridad de fondos de retiro de nuestros agremiados/miembros.

Todo esto sirve como un fuerte modo de recordar de que el elegir un Presidente pro-trabajador puede hacer una profunda, y positiva diferencia e impacto en la vida de nuestros agremiados/miembros.

Pero hay un factor mu grande. Para completar la positividad y potencial de estos logros dependemos de un factor seguro: Reclutamiento.

Con los grandes récords de oportunidades de trabajo y horas de trabajo alineándose, el OPCMIA debe de incrementar sus agremiados/miembros para poder suplementar la mano de obra calificada de yeseros y mamposteros/albañiles que requiere la industria. Si fallamos al hacerlo, los nuevos trabajos creados

por la ley de infraestructura caerán en manos de corporaciones no sindicalizadas, mano de obra no capacitada, y perderemos mercado financiero, aunque el número de horas crezca. Y esto sería, un resultado inaceptable.

Existe otro factor, mientras que tenemos un porcentaje de desempleo del 3.6% hasta Mayo del 2022 después; de todo, ha sido bueno para los obreros, pero también hace el reclutamiento más difícil.

Es por eso, que su Gremio/Unión/Sindicato esta reforzando los esfuerzos para atraer trabajadores dentro de nuestras escuelas de capacitación “Apprenticeship”, reclutando jóvenes para Job-Corps que es un programa de pre-capacitación de construcción, y organizar trabajadores no-sindicalizados y empresas. La urgencia del momento demanda nada menos que un equipo completo de presión.

Nos estamos enfocando especialmente en la Generación Z ----- gente que nació entre 1995 y 2010, dentro de los miembros mayores actual mente entre los 27 años. Esto no es solo porque esta audiencia es la adecuada para nuestra profesión, sino que también están bien posesionados para servir en nuestros oficios.

Primeramente, esta es la generación más tecnológicamente orientada hasta hoy, debemos avanzar de lleno en tecnología de realidad virtual “VR” recientemente adoptada por nuestros Sindicatos/Uniones locales participantes. Algunos de nuestros Sindicatos/Gremios/Uniones han utilizado esta tecnología en ferias laborales de escuelas secundarias y preparatorias y la responsiva ha sido extremadamente positiva, con estudiantes de secundaria y preparatoria orillándose mas a tratar el entrenamiento virtual “VR” y abriendo las puertas para conversaciones con dichos estudiantes donde esta oportunidad no existía en el pasado. Podemos hablar con ellos de como nuestras escuelas de capacitación (Apprenticeship Programs), les puede ayudar y empoderarlos para ganar un sueldo mientras que estudian y aprenden, empoderándolos a ganar sueldos y prestaciones de clase media para ellos y sus familias.

Segundo; los estudios de Generaciones Z han demostrado que este grupo a esta edad están más enfocados en lograr una estabilidad económica y en una carrera laboral que las generaciones previas, como

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Unionism Is on The Rise

After two long years of shutdowns, we just wrapped up the annual Organizer Training and Business Managers' meetings. Attendance was exceptional as was the content of the presenters.

It seems like it was yesterday we convened the 52nd International Convention. I am humbled by the faith and confidence the delegates of the 52nd International Convention of this great organization placed in me and look forward to continuing my commitment to you and those who follow. Plans are already in the works and being made for our 53rd International Convention. 2024 and the 53rd International Convention will be here before you know it. Once again, we will gather and conduct the business of this International while we celebrate our accomplishments. We as an organization have flourished since 1864 and will continue to move forward and meet the challenges of today's construction industry.

Interest in unionism is on the rise, the American workforce is opening their eyes to the benefits of collective bargaining. We see campaigns across the country to gain union recognition in the workplace, and in response to that we see corporate America opposing these efforts. Not to mention some elected officials opposing the same. Take Volkswagen for example, The Company in concert with the UAW worked to establish a bargaining unit in Tennessee and the elected officials there

were the ones against it and stopped the efforts cold. This is why we need a political plan to elect labor friendly candidates to office. We can negotiate agreements that benefit the industry and legislators can legislate it away. I do not believe it is my place to tell you who to vote for, but I will ask that you value your vote and ask the candidates what their positions are on labor issues. These issues are right to work, PLAs on public works and the right to organize.

Recently, the current Administration updated the prevailing wage rules, this will increase our chance to prevail in the wage surveys and establish our CBA rates as the prevailing rate. These rule changes only return the rules back to what was originally in place since Davis Bacon (prevailing wage) was enacted until 1987 when then President Reagan changed the rule decreasing our ability to prevail. This return of the rule will increase the odds of signatory contractors to successfully bid on the projects that are coming once the money starts churning out from the infrastructure bill recently passed in a bi-partisan vote and signed into law. I do not believe we need an unfair advantage, just a level playing field.

In closing, I would again like to thank everyone and remind you to make every effort to organize in our industry.

Also, I would like to wish you and your family a safe and happy summer.

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PREPARING FOR OUR FUTURE!

Prior to the East and West Coast Business Managers' Meetings, the OPCMIA conducted BTA Organizing Class 105 "Closing the Deal" for all International Officers and Local Unions. Also, photos from Local 538/Area 21 job fair for "Build My Future Career Fair" in Des Moines, Iowa.



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Daniel E. Stepano, Editor

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Executive Vice President

Todd A. Lair



Organizer Development Training

The OPCMIA is committed to providing organizing training for our Field Representatives and Organizers. My department has been responsible for providing that training since 2017. With the assistance of the NABTU Building Trades Academy (BTA) and Michigan State University we held three annual classes before we were forced to cancel in person training do to COVID-19.

In person training is always the best, but we recognized the need to adapt to the restrictions the pandemic had forced on us. We were still committed to providing organizers training and ramped up our online capabilities. Over the last year and a half, we delivered a Zoom style training and held thirteen (13) monthly sessions for sixty-five (65) participants. The classes covered Strategic Planning, Getting the Word out Using Digital Communications and Closing the Deal. We also conducted training on many other important aspects of campaign organizing and students reported monthly on their various homework assignments.

We were able to meet in person again April 25-28, 2022, in Fort Lauderdale, Florida. Where we conducted the BTA Organizing Class 105, Contract Negotiations. There were seventy-three dedicated participants in the class. We had several round table discussions about strategies and tactics and worked in small groups of “union negotiators” and “contractors” and worked through three different, sometimes complex, bargaining scenarios.

The class attendees were a mix of Business Managers, Agents and International staff who had varying degrees of negotiating experience. Some were very seasoned in bargaining and others who had little to no experience. The more experienced students were selected to play the role of management. In those roles they often brought real-world problems

and roadblocks to the table that the less experienced students had to address and solve to reach a successful conclusion to the negotiation.

Organizer training for our Field Representatives and Organizers has never been as important as it is now. Our locals around the country are having a hard time keeping up with the demand for workers. Many Locals have submitted “Workers Needed” notices to headquarters for dissemination throughout the country. We are expecting even greater demand as the national infrastructure work begins. Demand creates opportunity for union growth across all sectors, especially for the OPCMIA.

Every one of our members is a potential organizer, each of us should be reaching out to others who are doing our scopes of work and encourage them to join our ranks. The need to recruit and organize has never been greater! There is no greater organizing tool than being the most skilled, productive, and safe worker available. When we are trying to organize a nonunion contractor, we must leave no doubt that a contract with the OPCMIA will add value to that company.

We are currently working with Michigan State University through the Building Trades Academy to develop a class on Strategic Research for Campaign Organizing. This class will be designed to teach our most technologically advanced organizers how and where to gather information needed to develop a campaign from multiple angles. Once the information is gathered it will be passed on to the campaign managers to disseminate in the field.

We will continue to provide professional training to our Business Managers, Agents, and International staff in order to grow our union, protect our jurisdiction, and lead the industry.

Wishing you all a safe and prosperous summer.

La Sindicalización y Unidad Esta En Creciendo

Después de dos largos años de paros, acabamos de terminar con la reunión anual de capacitación para nuestros Organizadores/Reclutadores y reuniones de Gerentes Sindicales/Gremios/Uniones locales. La asistencia fue excepcional lo mismo que los contenidos y exposiciones de los presentadores y oradores.

Parece que fue ayer cuando pasamos por la convención Internacional #52. Me siento muy humildemente agradecido por la buena fe depositada de parte de todos los delegados de la Convención Internacional #52 respaldando esta gran organización, esa buena fe depositada en mí, y sigo adelante continuando con mi compromiso hacia ustedes y a aquellos que siguen en generaciones futuras. Hoy, los planes para la Convención Internacional #53 ya están en proceso. El 2024 y la Convención Internacional #53 estarán aquí cuando menos lo imaginemos. Una vez más, nos reuniremos y trataremos con los negocios de esta Internacional mientras que celebramos nuestras victorias. Nosotros como Organización hemos florecido desde 1864, y continuaremos moviéndonos hacia adelante enfrentando los retos actuales de la Industria de la Construcción.

El Interés en los Sindicatos/Gremios/Uniones está creciendo, La fuerza laboral americana/estadounidense están abriendo los ojos ante los beneficios de acuerdos laborales colectivos. Nosotros miramos campañas en todo el país para ganar reconocimiento sindical/gremio/unión en los campos de trabajo, y como respuesta a esto, vemos las corporaciones americanas oponiéndose a estos esfuerzos. Sin mencionar oficiales electos oponiéndose a lo mismo. Por ejemplo esta Volkswagen, la compañía ante los trabajadores del sindicato/gremio/unión UAW para establecer una unidad colectiva de empleados en Tennessee y los legisladores electos fueron los que se estaban

oponiéndose esta práctica y pararon fríamente estos esfuerzos. Es por lo que necesitamos un plan político para elegir legisladores amigables a favor del obrero. Podemos negociar acuerdos que beneficien a la industria, pero a legisladores que los pueden destruir. Yo no creo estar en lo correcto ni les diré por quién voten, pero si les pregunto que evalúen su voto y les pregunten a sus candidatos sobre su posición ante los problemas y recursos laborales. Estos problemas son; la ley del derecho al trabajo, la cual está mal implementada en un erróneo concepto ante el pueblo, PLA's Acuerdos Laborales de Proyectos en obras públicas y el derecho a sindicalizarse y organizarse.

Recientemente, la administración actual reformo las reglas de sueldos prevalecientes, esto incrementara nuestras oportunidades de prevalecer en los estudios de sueldos promedio estableciendo nuestros acuerdos colectivos como sueldos prevalecientes. Estos cambios en las reglas de sueldos prevalecientes solamente están regresando a las reglas anteriores y originales y existentes en el pasado de (Davis Bacon Prevailing Wages) sueldos prevalecientes los cuales se pusieron en práctica y atacados en 1987 cuando el Presidente Reagan cambio las reglas disminuyendo nuestra habilidad de prevalecer. Este regreso de las regulaciones incrementara las posibilidades de compañías sindicalizadas para que exitosamente puedan obtener licitaciones en los próximos proyectos una vez que el dinero de la Infraestructura se distribuya y al pasar la ley bi-partidaria y se firme como ley. Yo no creo que necesitésemos una ventaja injusta, solamente permitirnos participar en un mismo plano.

Para concluir, Me gustaría una vez mas agradecer a todos y recordarles el hacer todos los esfuerzos para reclutar y organizar en nuestra industria.

¡Quiero desearles a ustedes y sus familias, un seguro y feliz verano!

Vice
President
Director of
Jurisdiction

Rob R. Mason



A Strong Future

Spring is here and we have a lot of new projects coming. So, getting right to the point, we must keep compiling the evidence of our work history. Our members across Canada and the United States get up every day and prove they are the leaders of Plastering and Cement Finishing industry. So, why do we still have jurisdiction disputes, because there are other unions looking to gain a larger scope of jurisdiction for their union and hope to control the industry.

Our job is to protect our members, contractors and the industry from others who do not care about the industry, and only to expand their jurisdiction; therefore, we need everyone to build their past practice evidence for future disputes. We can help each other by ensuring all the evidence is the same across the board.

When we are under attack, the evidence you provide is our defense. To protect our industry, we need to present past practice such as, but not limited to accurate work hours for the scope of work, amount of product,

square footage, project dispatches, contractor support letters. We perform many different types of work such as repair, patching, pouring, street work, walkways, slab, or underground structures and the different types of plastering and fireproofing. Having everyone provide the needed evidence, gives us the ability to defend ourselves and provide a stronger argument.

Arbitrators should only base their decision on evidence provided, therefore we must provide accurate evidence. What we ask, is to please track, and document all work assignments, hours, projects, and material you use. With this evidence we will build a stronger future.

The OPCMIA has the best crafts people in the industry, and we do not take disputes lightly. As we stand together with our arms locked, and with accurate information we can fight off any attacks. The better we are prepared for disputes, the better the odds we will prevail.

The Passing of Vice President Rob Mason General Executive Board Member

March 15, 1963 – June 12, 2022

It is with heavy hearts International Headquarters sadly reports and deeply regrets the passing of International Vice President and General Executive Board member Rob Mason.

Rob Mason was appointed Director of Jurisdiction on September 8, 2009. Brother Mason began his membership in Local 741, Ventura, California, in 1984. He won the Southern California Apprenticeship Competition in 1986. Since then, he has worked in Southern California and Las Vegas, Nevada, before accepting his position as an International Field Representative on May 21, 2005. He was appointed as

an International Representative on June 1, 2009, and assigned to International Headquarters, which position he held until appointed to serve as the Director of Jurisdiction.

On June 16, 2016, Brother Mason was appointed Chief of Staff of the OPCMIA. Shortly after, February 1, 2017, he was appointed Vice President of the OPCMIA. Vice President Mason was appointed as a member of the General Executive Board of the OPCMIA by General President Stepano, effective April 18, 2018.

Rob is survived by his wife, Chris, and his children Nick, and Dee, and Nick Domingos (son-in-law).



When A Plan Comes Together

Our lobbying efforts have paid off. In the last federal Budget, the Government passed a Labour Mobility Tax Deduction for Tradespeople. This is a historic win on behalf of Canada's skilled trades workers. A long lobbying campaign by the Canadian Building Trades Unions and participation by over 3,000 workers sending in letters of support has given us a victory. This tax deduction will provide tax recognition on up to \$4,000.00 per year in eligible travel and temporary relocation. This will aid our members to go and work outside of their areas keeping them employed. This measure will apply as early as 2022 and subsequent taxation years.

In addition to the Labour Mobility tax deduction the Liberal Government is also doubling the Union Training and Innovations Program (UTIP). The

budget for UTIP is now raised to \$84.2 million over the next four (4) years. This grant allows our Apprenticeship Programs to purchase the latest innovative equipment making us more productive and skilled.

In my home Local in Vancouver, we were twice successful in securing grants allowing us to purchase the latest and best equipment our Employers were also using. This allowed our Apprentices to familiarize and becoming efficient on tools we paid \$0.50 on the dollar. It is imperative our Apprenticeship Program keep up with advancements made in technology and purchase the latest and best equipment.

In closing I would like to wish my Brothers and Sisters a productive and prosperous Summer, more importantly look after each other and stay safe.



For What It's Worth

"For what it's worth" is a phrase to say one is not sure how helpful something one is about to say is. So, for what it's worth, here is one person's take on what is happening in the country regarding politics and one's life.

Opinion has taken the place of constructive open-minded discussion. This is not to say that your opinion or my opinion, or anybody's opinion is wrong. But opinions for the most part are the way you look at the world through your own perspective, your own life experience, and even your own childhood experiences. Most opinions are almost knee jerk responses, they are things you have thought about many times in your mind and formulated over years. Many times, opinions are cemented by hearing of experiences of others you respect, admire, or usually agree with. Facebook is a good example of this. By process of addition and subtraction, (Likes, dislikes, friending, unfriending) we can reinforce that our opinion is correct and validated by those we respect because their opinions align with our own. The trouble with this is it does not take into effect that our opinions are not what really make us as a person. We are missing out with some amazing people in our lives by relegating our relationships to one another's political views. It does give us the satisfaction though of knowing that other people agree with us and thus validate what we are thinking, and how we choose to interact with them.

I was told by a mentor of mine years ago that the definition of politics is "The art of compromise." While the saying goes, there are two sides to every story, the truth is there are usually many sides to any story. So, compromising in life is just a matter of civility. We compromise

most everyday with family members, and friends, coworkers that are not at all political issues. Most things in life should not be political. Yet, that is where we are at now. We are judged now on bumper stickers, lawn signs, the way we dress, where we live, what church we attend or don't, whom our friends are, and the list goes on.

Why compromise when we can just stick to our guns until we lose a friend, a relative, or a coworker, or someone we barely know? Winning an argument, (Which no one really does anymore) has become the goal of pretty much every single one of us. How many of us no longer have a relationship with a relative, or a friend because of political views? While politics is very important on a local, national, and international level, it should not come down to whom we share a beer with, break bread with, help with a flat tire, or mourn with in times of tragedy. Politics is just a piece of whom we are as human beings and Americans. And it should not define us in totality.

We are now in the throws of a midterm election. And a very important one at that. If you are reading this, I must assume you are making your living being a plasterer or cement mason or are a retiree from the OPCMIA. And whether you are a Democrat, Republican or Independent, we should at least find out whom has supported our causes such as infrastructure funding, and restoration of our beaten down pension funds over the past few years. And who is going to be our heroes in the future concerning union and workers issues. These are issues among us that should not cause the loss of family bonds, friendships, or even casual relationships. But it should at least in part determine for whom we will vote.

For what it's worth.

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virtual reality (VR) technology recently rolled out to our participating Local Unions. Some of our Locals have utilized this technology at high school career days and the response has been overwhelmingly positive, with high school students lining up to give VR a try, opening the door to conversations with these students where we did not have this opportunity in the past. We can talk to them about how apprenticeship programs enable them to earn while they learn, provide them with middle class wages and benefits.

Second, studies of Generation Z have shown that this age cohort is more focused on achieving stability in their careers than the previous generation, Millennials. They are practically minded, and very open to the idea of entering a lifelong profession that does not require them to go deeply in debt to finance a college education. The building trades in general, and plastering and cement masonry in particular, are

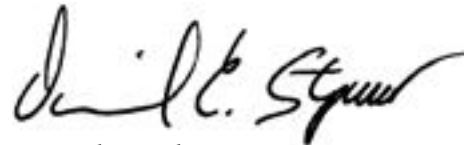
right up their alley — but we have to reach them with our powerful message first. Aggressive outreach, using the media Generation Z most frequently access, is absolutely critical.

That is exactly what we are doing at the International level, but it is equally imperative that every OPCMIA Local — and every OPCMIA member — do their part to spread the message as well. After all, you are the faces of our union and our crafts in your communities.

Simply put, to meet future manpower demands and supply our contractors with the highest skilled, best trained and most qualified plastering and cement mason craftspeople, we all need to do a better job marketing and promoting who we are and what we do to the future generations of young people.

That is the only way we can maximize the unique opportunities before us today. So, I hope you all will join me in doing our part in growing our International.

And I hope you and your family have a safe and enjoyable summer!



General President

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los Milenios. Ellos son prácticamente inteligentes y muy abiertos a la idea de entrar en una profesión duradera la cual no les requiere el endrogarse con préstamos financieros de un colegio para su educación. El Departamento de Edificación y Construcción “Building Trades” y particularmente los oficios de Yeseros/Plasteros y Mamposteros/Albañiles PL&CM están al alcance de sus manos --pero primero debemos alcanzarlos con nuestro fuerte mensaje. Una exposición agresiva utilizando

el acceso más frecuente de la generación Z, redes sociales son conceptos absolutamente críticos.

Eso es exactamente lo que estamos haciendo en el OPCMIA al nivel Internacional, pero es igualmente imperativo que todos los Sindicatos/Gremios/Uniones locales y cada uno de los agremiados/miembros del OPCMIA hagan su parte para también compartir el mensaje. Después de todo; ustedes y sus oficios son la cara y los representantes de nuestro Sindicato/Gremio/Unión en sus comunidades.

Freeing The Captive Audience

The phrase, “captive audience meeting,” refers to any meeting in which an employer requires its employees to attend for the purpose of listening to the employer’s arguments against union representation. One researcher, Dr. Kate Bronfenbrenner, published a study entitled *No Holds Barred: The Intensification of Employer Opposition to Organizing* in which she found that captive audience meetings take place in eighty-nine percent (89%) of organizing campaigns. Often times, employers hire consultants, commonly referred to as union busters, to make the presentations at captive audience meetings. The United States Department of Labor estimated at one point in time that seventy-five percent (75%) of employers hired a union buster during an organizing campaign. As one could expect, the combination of union busters and captive audience meetings commonly results in unlawful threats and promises by an employer desperate to coerce its employees as they exercise their statutory rights to decide whether to have union representation.

While captive audience meetings regularly result in unlawful conduct, the National Labor Relations Board (“NLRB” or “Board”) nevertheless permits employers to conduct such meetings and to require employees to attend those meetings. The Board reasoned that the National Labor Relations Act (“NLRA” or “Act”) provides employers with the right to free speech and, given that right, employers could require employees to attend meetings in which they are forced to listen to the employers’ speech. This has basically been the case since 1948. The only change to the law surrounding captive audience meetings came in 1953. At that time, the Board held that both employers and unions could not conduct captive audience meetings twenty-four (24) hours prior to

a representation election. Employers remained free to hold those meetings and force their employees to listen to anti-union propaganda at any other time.

However, on April 7, 2022, the NLRB’s General Counsel – Jennifer Abruzzo – issued a memorandum announcing that her office would seek a major change in the law regarding captive audience meetings. General Counsel Abruzzo explained in her memorandum that the Act provides employees with the right to unionize their workplace, as well as the right to refrain from those activities. When an employer directs its employees to attend a captive audience meeting, it also expressly or implicitly threatens to discipline the employees if they fail or refuse to do attend. This threat coerces the employee in the exercise of his or her rights not to engage in protected activities. This coercion arguably violates the Act. If the General Counsel is successful, she will have not only made one of the most significant changes in the law over the past seven decades, but also put a huge dent in the business of union busters.

To this end, General Counsel Abruzzo is focused on captive audience meetings in two specific circumstances. The first situation arises when an employer forces employees to attend such meetings on paid time. The second situation is when management corners employees to discuss union topics while the employees are performing their work. In both cases, according to the General Counsel, “employees constitute a captive audience deprived of their statutory right to refrain, and instead are compelled to listen by threat of discipline, discharge or other reprisal – a threat that employees will reasonably perceive even if it is not stated explicitly.” The General Counsel would allow

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OPCMIA ONLINE STORE!

Welcome to the OPCMIA online store at the following website:

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



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Welcome to OPCMIA online store!



Tiger Stripe Polo



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OPCMIA Watch



11-152 OPCMIA



Ladies Tiger Stripe Polo



Mugzie OPCMIA



HI-VIS Cotton Long Sleeve



NPIJATF Instructor Spotlight

Xavier Murray is happier than he has been in quite some time. After almost two years of enduring the pandemic, the NPIJATF Cement Mason Instructor at the Oneonta Job Corps Center finally has enough students to start planning community projects and real-life hands-on training once again. Xavier Murray is a tradesman who needs to be working outside in the elements and doing something worthwhile to benefit his students in preparation for the work world. Not many instructors reap the benefits of training students through community projects and thoroughly enjoy helping the community at the same time.



Xavier Murray

Xavier was a graduate of the NPIJATF Oneonta Job Corps cement mason pre-apprentice program in September of 2003 and never looked back. The hard-working concrete finisher gained experience in the concrete industry for a significant number of years after graduating from the program in the upper-state New York

area and now is grateful to give back his expertise by training students and completing all variations of concrete work in the area.

To Xavier, projects such as pouring the foundation of a Habitat for Humanity house or finishing sidewalk in the nearby cities always brings a positive impact for the students who gain real world experience and aid the community. Xavier follows by example of previous NPIJATF instructors who have went as far as pouring a concrete skate park near the center.

The OPCMIA member and his class do not only work on community projects in the city limits of Oneonta but also set forms, pour, and finish concrete

in the greater community, which has included Cooperstown, Gilbertsville, Laurens, Milford, and Davenport.

Recently, mayors and city leaders from the surrounding areas made an appearance at the Oneonta Job Corps Center's annual community breakfast to show appreciation to Mr. Murray and his class. The married father of three daughters is extremely popular with his students, who see him not only as a teacher, but as a mentor who they want to become. NPIJATF is proud to shine a spotlight on Xavier Murray for his dedication and hard work to be a valuable resource not only for the Job Corps center he represents but also the OPCMIA/ NPIJATF where he is helping our organization grow.



Eddie Saiz

At this time, I would like to recognize Eddie Saiz for his long-time commitment to the OPCMIA and NPIJATF. Eddie officially retired on April 1, 2022. Mr. Saiz started his career with the OPCMIA as a concrete finisher apprentice in Albuquerque, New Mexico Local #254 in 1973. Eddie worked on many significant projects in

his long career including the center of nuclear arms control, the robotic laboratory for sandia national laboratories and intel, the Albuquerque international airport and countless schools and parking structures. Eddie did not stop there, he held many leadership roles included but not limited to General Foreman and Superintendent for Jaynes Corporation, Executive Board member/Sergeant-At-Arms, Vice President, and a trustee of the JATC of the local union he represented.

Later in his career Eddie was hired by the NPIJATF as a cement mason instructor in 1995 at the Wolf Creek

Job Corps center in Oregon where he served for five successful years. He then transferred local unions and became a member of Local #577 in Denver, Colorado and was hired as the cement mason instructor at the Collbran Job Corps Center near Grand Junction, Colorado, where he changed lives of uncountable students for 22 years and made a huge impact with our organization and the Job Corps community.

Eddie currently resides in the nearby area and is a legend not only in our organization but also in the surrounding community. I am sure that Eddie will enjoy his retirement while riding his Harley Davidson motorcycle or by tinkering in his garage and working on

his 1969 Chevrolet Camaro. I would like to congratulate Eddie Saiz on his retirement and wish him luck with his future endeavors. Eddie will be missed.

At the current time NPIJATF has three open cement mason instructor positions. Gary, Texas, Collbran, Colorado and Harpers Ferry, West Virginia. If you are interested or know anyone who is interested, please contact the NPIJATF national office at OPCMIA Headquarters at 301-572-2600. The job descriptions for all open positions are located on the NPIJATF website. Join the Team!

In Solidarity,
Jerry

OPCMIA LEGAL PERSPECTIVE

O'Donoghue & O'Donoghue

Continued from page 12

an employer to conduct meetings provided that it gives certain assurances to employees to enable them to decide freely whether to attend the meeting.

Since the General Counsel announced this effort, unions have filed unfair labor practice charges alleging that an employer's mandatory meetings or captive audience meetings have violated the Act. The most notable cases involve organizing campaigns at

Starbucks and Amazon. In the case of Amazon, the General Counsel has issued an unfair labor practice complaint alleging that the employer's captive audience meetings violated the Act. The Board's unfair labor practice is notoriously slow. This slow pace means that a decision by the NLRB as to whether those meeting are unlawful will not come for months, perhaps even a couple of years.

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OSHA Launches National Emphasis Program on Heat Illnesses and Injuries



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

On April 12, 2022, U.S. Secretary of Labor Marty Walsh joined Vice President Kamala Harris to announce a first ever, OSHA National Emphasis Program (NEP) to protect millions of workers from heat related illnesses and injuries.

The emphasis program will focus

on preventing heat-related illnesses and injuries in general industry, maritime, construction, and agriculture through increased inspections and enforcement. This NEP will remain in effect for three years unless it is canceled or continued by OSHA.

are a range of heat illnesses, and they can affect anyone, regardless of age or physical condition.

It is very important to take proper steps to prevent any of these illnesses and injuries from occurring. It takes a combination of sound company policy and planning as well as individual responsibility to ensure you don't fall victim to these conditions.

Summer is in full swing, and it is important to remember to take

Dangers of Working in the Heat

Every year, dozens of workers die and thousands more become ill while working in extreme heat or humid conditions. There

HAZARD ALERT CPWR WORKING IN HOT WEATHER

Am I in danger?

OSHA says that each year, thousands of workers get sick from heat exhaustion or heat stroke. **Some even die.**

You are at risk if you:

- ▶ Work in hot and humid conditions;
- ▶ Do heavy physical labor; and
- ▶ Don't drink enough water.

This risk is greater for workers who are not used to the heat.

But you can protect yourself and feel better as you work by dressing for hot conditions and taking frequent breaks for water and shade.



What to look for...

Signs of Heat Exhaustion:

- ▶ Weakness and wet skin
- ▶ Headache, dizziness or fainting
- ▶ Nausea or vomiting

Signs of Heat Stroke:

- ▶ Confusion or fainting
- ▶ May stop sweating – dry, hot skin
- ▶ Convulsions or seizures

Get help if you or a co-worker has these signs. HEAT STROKE IS A MEDICAL EMERGENCY. IT CAN BE DEADLY. If a co-worker shows signs of heat stroke, call 911.



If you think you are in danger:
Get help immediately.
Contact your union.
Call OSHA
1-800-321-OSHA

Protect yourself ...

1 Dress for hot conditions

- Wear clothes that are:
 - ▶ Light-colored (white, etc.)
 - ▶ Loose-fitting
 - ▶ Lightweight

Wearing heavy protective clothing or personal protective equipment may increase your risk — you may need more frequent breaks for rest and water.

2 Drink Water

Drink water every 15 minutes when working in hot conditions.

DO NOT wait until you are thirsty to drink water. **DO NOT** drink alcohol and **AVOID** caffeine.

3 Take Breaks

Take frequent rest breaks in shaded, cooled or air-conditioned areas.

If you see a co-worker with symptoms of **Heat Exhaustion**, speak up.

If you see a co-worker with symptoms of **Heat Stroke**, seek medical attention immediately!

Your employer should:

- ▶ Have a heat illness prevention program and emergency plan.
- ▶ Provide training on heat hazards and steps to prevent heat-related illnesses.
- ▶ Provide clean, cool water — about 4 cups (that's two 16-ounce bottles) each hour.
- ▶ Schedule frequent breaks in shaded or cooled areas.
- ▶ Gradually increase workloads for workers new to the heat.

Learn more about heat-related illnesses and how to prevent them at <http://bit.ly/CPWRHotWeather>

Find out more about construction hazards. To receive copies of this Hazard Alert and cards on other topics:

call 301-578-8500 or email CPWR-2p@cpwr.com

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Protect Yourself Against Heat Exposure.

You are at risk if you:

- Are new to the job
- Work in hot and humid conditions
- Do heavy physical labor
- Don't drink enough water

Dress Appropriately

- Wear clothes that are:
 - ▶ Light-colored (white, etc.)
 - ▶ Loose-fitting
 - ▶ Lightweight

If you need to wear protective clothing or personal protective equipment, like impermeable clothing, you may need more frequent breaks for water, rest, and shade.

Drink Water & Take Breaks

- ▶ Take frequent breaks out of the sun
- ▶ Drink 1 cup (8 ounces) of water every 15-20 minutes.
- ▶ **DO NOT** wait until you are thirsty to drink water.
- ▶ **DO NOT** drink alcohol and **AVOID** caffeine.

Know the Warning Signs

Heat Exhaustion:

- Weakness & Wet Skin
- Headache, Dizziness or Fainting
- Nausea or Vomiting

Heat Stroke:

- Excessive sweating or red, hot, dry skin
- Confusion or Fainting
- Convulsions or Seizures

Seek Medical Assistance

Heat Stroke is a medical emergency

Look out for your co-workers—if you see the warning signs take action!

Call 911

Getting help can be the difference between **life** and **death**.

Learn more about heat-related illnesses and how to prevent them at <http://bit.ly/CPWRHotWeather>

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Protect Yourself Against Heat Exposure.

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Tip 1: Know the Warning Signs

Heat Exhaustion:

- Weakness & Wet Skin
- Headache, Dizziness or Fainting
- Nausea or Vomiting

Heat Stroke:

- Excessive sweating or red, hot, dry skin
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Protect Yourself Against Heat Exposure.

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- Are new to the job
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- Don't drink enough water

Tip 2: Drink Water & Take Breaks

- Take frequent breaks out of the sun.
- Drink 1 cup (8 ounces) of water every 15-20 minutes.
- DO NOT** wait until you are thirsty to drink water.
- DO NOT** drink alcohol and **AVOID** caffeine.

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precautions as temperatures rise on jobsites. OSHA and the construction industry have known for a long time that providing workers with adequate water, rest, shade, and training in heat-related issues helps prevent injuries and deaths due to high temperatures.

Over thirty-five hundred workers sustain heat related illnesses and injuries annually, and many dozens more die. These are all completely preventable when the Hierarchy of Safety Controls is used in job planning and execution. **Elimination,**

Substitution, Engineering Controls, Administrative Controls and PPE all play an important roll in creating a safe working environment, even when heat and humidity are working against us.

There are several types of heat related illnesses and injuries, three of the most common are:

Heat Cramp: Characterized by spastic contractions of the voluntary muscles (mainly arms, hands, legs, and feet), usually associated with restricted salt intake and profuse

sweating without significant body dehydration.

Heat Exhaustion: Characterized by elevation of core body temperature above 100.4°F and abnormal performance of one or more organ systems, **Heat exhaustion may signal impending heat stroke.**

Heat Stroke: Is an acute medical emergency - **Call 911 and cool the victim immediately.** It is caused by exposure to heat from an excessive rise in body temperature above

Continues on page 19

Protect Yourself Against Heat Exposure.

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- Do heavy physical labor
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Tip 3: Seek Medical Assistance

Heat Stroke is a medical emergency

Look out for your co-workers—if you see the warning signs take action!

Call 911

Getting help can be the difference between **life** and **death**.

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Protect Yourself Against Heat Exposure.

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Tip 4: Dress Appropriately

Wear clothes that are:

- Light-colored (white, etc.)
- Loose-fitting
- Lightweight

If you need to wear protective clothing or personal protective equipment, like impermeable clothing, you may need more frequent breaks for water, rest, and shade.

Learn more about heat-related illnesses and how to prevent them at <http://bit.ly/CPWRHotWeather>

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

Part of Our History...The Early Pioneers

We have a lot to celebrate as the Operative Plasterers and Cement Masons International Association when we consider our history. It has always been important to us to respectfully recognize where we came from and what got us here. A value that is projected in the decisions we make and in the work that we are doing to solidify our future is now and has always been respecting, learning from, appreciating, and celebrating the past. After all, being the first building trade in North America is not something to forget about as we consider our victories or where we want to go. It is also not something we will fail to continue to live up to. We have always been leaders in working hard and growth and as we continue to innovate with technologies like our new virtual reality outreach equipment that keeps us on pace with some of the trades that may have bigger numbers with more resources and an easier path to creating a virtual experience. We continue to invest in and grow how we train and how we teach the next generation the craft and the values that are required to be among the best of the OPCMIA. We recognize the need for, and we proudly roll with change as we are continually putting effort toward making being an OPCMIA member a better choice for as many different types of people as possible to be competitive with the rest of the industry for membership – no matter what language you speak, no matter your background, and regardless of your gender.

A unique and incredibly noteworthy part of our history lies within the non-traditional membership...our women. Today we have women around the country stepping into and taking on leadership roles in all parts of our organization, and while we purposefully and directly include women at the table by asking their perspectives and by encouraging them to chase some of these unique



roles within this non-traditional industry it hasn't always been so outwardly inclusive. Although we still have a long way to go as far as gender equity in our numbers, our growth in that area continues

to remain strong. Every time I attend a training or an event that we hold, I am always fortunate to meet the next woman who has taken on the leadership challenge and who is venturing to do her part in living by the adage, 'if you can see it, you can be it.' Believe it or not, one of – if not the hardest thing about becoming a leader in our trades is stepping away from the tools that you've spent years, and likely decades working with and NOT doing the physical work that you've grown to love and that has given you the same pride and confidence that lead you to want to represent this work from a different perspective. It's starting over trying to prove yourself from a point that you once again become one of the only after you've already become comfortable as one of the team. Forty plus years ago, some things were very different, however...and it was very unlikely, I presume, to bump into another female craft worker turned Organizer, Agent, or Instructor at the BM/FS meeting or at a training. It was probably just as unlikely to bump into another woman in the field – no matter what craft. That is just one reason why the women from our archives are not only worth mentioning, but also recognizing and celebrating like we celebrate all the other outstanding accomplishments or parts of who we are. They are true trailblazers in every sense of the word and as a woman who absolutely has it better because of what they did before me, I believe they are worth my and our appreciation and celebration. These brave early women pioneers have become a part of our trades as females and likely faced head-on, some intense situations and made their way through the adversity and

made successful careers for themselves. While others have come and gone, these sisters hung on for the long haul. Some are still working, (Alise Martiny is the Vice President of her Local and the BM/FS for the Greater Kansas City Building and Construction Trades Council and continues to fight for women and to be THE BEST example of a tradesperson), some work in the field part time, (Mindy Meeker is a substitute teacher in the winter months,) and some have only recently retired out of the field, (Rebecca Sarte retired in 2018.) Others are retired, but remain active within their Locals, (Elvia Silva is a Union Trustee and Eunice Bias participates in Union Volunteer Activities.) Debra Riley is enjoying retirement in Florida and recently received her 40-year Gold Card. These early women pioneers to embark on OPCMIA membership are as follows: Rebecca (Becky) Sarte is a Plasterer and joined on 12/15/1977 and is out of Local 300, Oakland CA. Melinda (Mindy) Meeker is a Cement Mason and joined on 12/18/1978 and is out of Local 143, Champagne, IL. Lillie Mae Bolding, Cement Mason, joined on 2/22/79 and is out of Local 148, representing the Charlotte, Atlanta, and Florida Areas. Elvia Silva, Cement Mason, joined on 6/11/79 and is out of Local 400, Sacramento, CA. Francine Mion is a Cement Mason and joined on 7/26/1979 and is out of Local 526, Pittsburgh, PA. Debra Riley, Cement Mason, joined on 2/7/1980 and is out of Local 886, Toledo, OH. Mary Steinbach, Cement Mason, joined on 2/20/1980 and is also out of Local 526, Pittsburgh, PA.

Gloria Snipe is a Cement Mason and joined the OPCMIA on 5/5/1980 and is out of Local 592, Philadelphia, PA. Alise Martiny, Cement Mason extraordinaire, joined on 6/23/1980 and is out of Local 518, Kansas City, MO. And finally, Eunice Bias, a Cement Mason, joined on 6/23/1981 and is out of Local 528, Seattle, WA.

Spread around the country, and obviously coming from a wide variety of backgrounds and experience, these women no doubt had incredibly unique experiences and I've had the honor to connect with a few of them through events like OPCMIA Conventions, Tradeswomen Building the Nation Conferences, and other OPCMIA functions...those that I have had the pleasure to become friends with have made my life so much better by relating and always offering support and encouragement as they continue to lead the way even if they have retired. For those that I haven't had the chance to interact with on a more personal level, and for those that I have developed relationships with I am now and will forever be grateful for what you did to literally pave the way for my generation – and I know I speak on behalf of all of the Steel Edge Women when I say that your boldness, your effort, and your profound dedication to this way of life has impacted all of us in such a way that words can't express our gratitude.

Congratulations on what you did and continue to do to change the industry and the OPCMIA for the better with much love and in solidarity.

THE OPCMIA TRAINER

Deven Johnson

Continued from page 17

106°F and failure of the body's temperature-regulating mechanism. Injury occurs to the central nervous system, characterized by a sudden and sustained loss of consciousness preceded by vertigo, nausea, headache, cerebral dysfunction, bizarre behavior, and excessive body temperature.

Given the right environmental and physiological conditions, heat related illness and injury can develop into a cascading effect, ultimately resulting in severe neurological damage or even death.

A worker maybe in the process of becoming overheated to the point of **heat exhaustion** and not realize that they are slipping into a state of **heat stroke**, at this point the ability to self-rescue or exercise sound judgement is lost.

During times of excessive heat or humidity crew members should be vigilant in observing each other for signs of being compromised, and should encourage each other to stay hydrated, take opportunities to rest when possible, and to seek shade when available.

ITF Hot Weather Safety Training Materials

The ITF has developed a safety training program for working

in hot weather conditions. It contains a lesson plan, PowerPoint presentation, student group activities, handouts, and other resources. It can be delivered as part of an apprenticeship curriculum, journeyman upgrade program, foreman's training, or general safety training. At the time of this writing, it will have been delivered to all OPCMIA Apprenticeship Coordinators and Instructors.

I encourage everyone to continue to develop your skills and knowledge across the broad spectrum of our industry. Being prepared is the key to getting the next opportunity.

Be safe and take care of each other. Deven

East and West Coast Business Managers' Meetings

Working together, the East and West Coast Business Managers' Meetings were held on May 3-5, 2022, in Ft. Lauderdale, Florida. The scheduled meetings, along with guest speakers, were very informative and useful to the Locals.

Due to the success of former organizing classes offered prior to the East and West Coast Business Managers' Meetings, April 25-28, 2022, the OPCMIA

conducted BTA Organizing Class 105 "Closing the Deal" for all International Officers and our Local Unions.

The class was taught by instructors from the Building Trades Academy (BTA) in conjunction with Michigan State University. Participants reviewed basic concepts of research analysis and strategic planning for construction organizing.





A VERY SPECIAL "THANKYOU"

The Operative Plasterers' and Cement Masons' International Association extends a special "thank you" to The Union Labor Life Insurance Company (ULLICO Inc) for their very generous contribution and support of the OPCMIA "PATRICK D. FINLEY SCHOLARSHIP FUND."

On Wednesday, May 4, 2022, during the East and West Coast Business Managers' Meetings, Edward Smith, President & CEO of Ullico was honored to present General President Daniel E. Stepano with a \$15,000.00 donation for the "PATRICK D. FINLEY SCHOLARSHIP FUND."



ULLICO SUPPORTS OPCMIA – (Left to right) General President Daniel E. Stepano, Edward Smith, President & CEO of Ullico, General Secretary-Treasurer Kevin D. Sexton, and Executive Vice President Todd Lair.



THANK YOU! At the East & West Coast Business Managers' Meetings, General President Stepano proudly presented 30-Year Gold Card to Vice President Chester Murphy.

Local Union 262 – NYC & 5 Boroughs, New York

Congratulations to the graduating Apprentices of Local Union 262.



NEDC Organizer/Local 262 Instructor Kenneth Delanty and Apprentice Director/Safety Coordinator/Executive Assistant to NEDC Business Manager Michael Holzknacht presenting (center) graduating Apprentice Anthony Barretta with Certificate from NYS DOL Certified Local 262 Plasterer.



NEDC Organizer/Local 262 Instructor Kenneth Delanty and Apprentice Director/Safety Coordinator/Executive Assistant to NEDC Business Manager Michael Holzknacht presenting (center) graduating Apprentice Aureliana Rosario with Certificate from NYS DOL Certified Local 262 Plasterer.



NEDC Organizer/Local 262 Instructor Kenneth Delanty and Apprentice Director/Safety Coordinator/Executive Assistant to NEDC Business Manager Michael Holzknacht presenting (center) graduating Apprentice Jonathan Munoz with Certificate from NYS DOL Certified Local 262 Plasterer.

Local Union 599 – State of Wisconsin

Congratulations to the following proud apprentices of Local Union 599.



Local Union 599/Area 204 Third Year Apprentices: (left to right) Apprentice Coordinator Jerred Simonson, Austin Trevino, Chris Hensgen, Damion Davis, Cory Schroeder, Tyler Gray and Apprentice Instructor Doug Hanson.



Congrats to Local 599/Area 204's 2022 Apprentice Class.

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- ✓ heart-wrenching misses & incredible harvests
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Northeast District Council

NEDC Officers pictured with Elizabeth Crowley (Democratic Party) who is running for election to the New York State Senate to represent District 17. She is backed by NYC Building Trades and is also a card-carrying union member for DC1 NYC Painters Union.



Local 262's Executive Board, NEDC Political Organizer/ Political Representative Joseph Ferri, NEDC President / Local 262 Business Manager Dale Alleyne, and Democrat Elizabeth Crowley.



NEDC Apprentice Director, Safety Coordinator, Executive Assistant to the NEDC Business Manager Michael Holznecht, Democratic Nominee Elizabeth Crowley, and NEDC Political Organizer/Political Representative Joseph Ferri.

Local Union 11 – Northern Illinois

Several Christmas parties were held by Local 11/Areas and the following proud members were presented with awards for 25, 30, 40, 50 and 60 years of service. Congratulations and thank you too all.



(Left to right) Local 11/Area 161, Business Agent Anthony Frescura receives 30 -Year Gold Card from Business Manager Art Sturms.



On the right, Local 11/Area 161, Brother John Costenaro receives 40-Year Gold Card from Business Agent Anthony Frescura.



On the right, Local 11/Area 638 Brother Dale Lukanich receives 50-Year Gold Card from Business Agent Anthony Frescura.



On the right, Brother Dave Wollert receives 30-Year Gold Card from Business Agent Troy Cox of Local 11/Area 362.



On the right, Local 11/Area 362 Brother Tim Saarnio receives 30-Year Gold Card from Business Agent Troy Cox.



On the right, Brother Philip Falcone receives 50-Year Gold Card from Business Agent Troy Cox of Local 11/Area 362.



On the right, Local 11/Area 362, Brother William Russell receives 60-Year Gold Card from Business Agent Troy Cox of Local 11/Area 362.



(Left to right) Local 11/Area 382 Brother Mike Spillare receives 30-Year Gold Card from Business Manager Art Sturms.



(Left to right) Local 11/Area 382, Brother Doug Negus receives 50-Year Gold Card from Business Manager Art Sturms.



(Left to right) Local 11/Area 587, Business Agent Jamie Stanley presents and congratulates Brother Nathan Schumann on receiving his 25-Year Gold Card.



Local 11/Area 638 Christmas Party enjoyed by all.

Local Union 262 – NYC & 5 Boroughs, New York



On the right, Local 262's Business Manager Dale Alleyne presenting NEDC Organizer and Local 262's Instructor Kenneth Delanty with his 25-Year Gold Card, Certificate and Lapel Pin.



(Left to right) Local 262's Business Manager Dale Alleyne presenting Brother Pablo Savinon with his 25-Year Gold Card, Certificate and Lapel Pin.



(Left to right) Local 262's Business Manager Dale Alleyne presenting Brother Luis Goncalves with his 25-Year Gold Card, Certificate and Lapel Pin.

Local Union 528 – Seattle, Washington

Local Union 528 had three tables set up at the Washington Women in Trades Fair on May 6, 2022, at the Seattle Center. We had a hands-on for both trades and won 3rd place for best indoor exhibit, (out of about 70 indoor exhibits). This is an annual fair geared toward

women and girls. They are invited from surrounding high schools to come down to see all the different 'non-traditional' careers that are out there. Tough As Nails, Season 2 contestant, Liz Nichols from Local 555 was a featured guest at the event.



(Left to right) Nancy Nickles (CM), Rosie Bernard (PL), Mike Harrell (PL), Liz Nichols (CM, Local 555), Alejandro Aguilera (PL), Marilyn Kennedy (CM) and Ray Dumas (PL).



(Left to right) Plasterer Instructor Rosie Bernard, Business Agent Marilyn Kennedy and Washington Women in Trades Project Manager, Cindy Payne.



Liz Nichols, Season 2 Contestant. Local 555 Cement Masons

Tough As Nails Season 2 Contestant Liz “Knuckles” Nichols

Liz Nichols says she got cast on “Tough As Nails” Season 2, (2021) after seeing a social media notice seeking recruits for the show. Nichols applied, made it through different stages of the process, and wound up filming the show in the fall of 2020, in the Los Angeles area. For Nichols, a key motivation for going on “Tough As Nails” was to increase “visibility of the trades,” a goal that she says is “hugely important to me.” The Waltham, Massachusetts native recalls attending Hampshire College, and earning a liberal arts degree. It was during college when people gave her the nickname, “Knuckles,” she says. “I played Ultimate Frisbee in college,” and getting nicknames was part of that world. “Knuckles” was a play on her last name, Nichols. Nichols says her liberal arts degree didn’t give her what she needed. “I just was never able to translate that into a living wage career, with benefits, where I could live comfortably.” Getting into the trades made all the difference, Nichols says. “I was 29 when I joined my union, and I wish I had known about these jobs when I was 18. Going to college wasn’t the right path for me, but it’s pushed so hard these days.” In Portland, Nichols got into the trades through the Oregon Tradeswomen organization. “I did an apprenticeship program with them. I can’t sing their praises high enough.” In Portland, Nichols has been busy working as a cement mason. Her job includes pouring and finishing concrete, and projects include working on high-rise buildings, sidewalks, and more. She has recently taken a Business Agent job with her union. “It’s very satisfying work, because at the end of the day, there’s a finished product,” Nichols says.

oregontradeswomen.org – washingtonwomenintrades.com –
cementmasons555.org – opcmia528.org



Local Union 538 – Omaha, Nebraska

Local Union 538/Area 21 recently attended a job fair for the Build My Future Career Fair in Des Moines, Iowa.



International Representative Angel Valadez working with the Cement Mason VR



International Field Representative Benny Lanni working with the Fireproofing VR



Local 538 Omaha Organizer/Business Agent Francisco Alcantara handing out Apprenticeship information.



Local Union 555 – Portland, Oregon

After two long years Local 555 was able to have their combination Christmas Party/ Service Awards/Apprenticeship Graduation, which was held on March 5, 2022, at the Holiday Inn, Portland Airport. Congratulations and thank you to the following proud members of Local Union 555 on receiving their service awards.



25-Year Gold Card Recipient Brother Boyd Mitchell



25-Year Gold Card Recipient Brother Dean Kipo Nakooka



25-Year Gold Card Recipient Brother James Alexander, Jr.



25-Year Gold Card Recipient Brother Jason Thom



25-Year Gold Card Recipient Brother Mike Angerhofer



25-Year Gold Card Recipient Brother Jeff Lacava



25-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Allen McCullum and Business Manager Geoff Kossak



25-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Craig Smith and Business Manager Geoff Kossak

Local Union 555 – Portland, Oregon



25-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Darin Finck and Business Manager Geoff Kossak



25-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Gregory Meisner and Business Manager Geoff Kossak



25-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Noah Jones and Business Manager Geoff Kossak



30-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Howard Waldo and Business Manager Geoff Kossak



30-Year Gold Card Recipient Brother Mike French



30-Year Gold Card Recipient Brother Lewis Ochs



30-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Victor Casey and Business Manager Geoff Kossak



40-Year Gold Card Recipient (left to right) President Jeremy Kendall, Brother Dave Springer and Business Manager Geoff Kossak



50-Year Gold Card Recipient (left to right) President Jeremy Kendall, Int'l. Vice President Emeritus Del French and Business Manager Geoff Kossak

Local Union 577 – Denver, Colorado

Members of Local Union 577 shown working on a job site in Superior, Colorado.



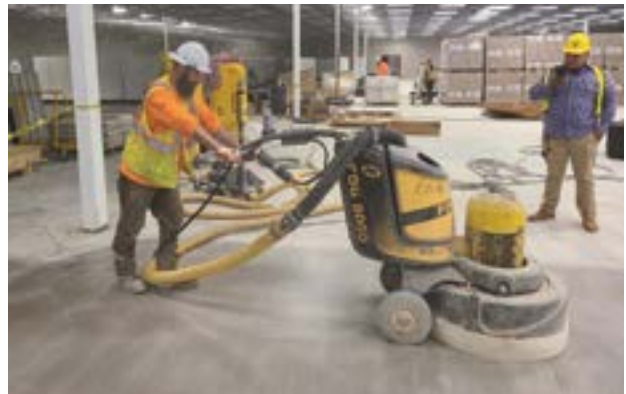
Local 577, Denver, Colorado member Brother Jimmy Childress on right side of picture and Local 633, Minnesota member Brother Cody Juarez operating a concrete joint filling machine in Superior, Colorado. They are employed by Concrete Arts, a Hudson Minnesota company contracted to do the Floor Polishing at a Target Store Renovation Project in Superior, Colorado.



Local 577, Cement Mason Brother Eric Olson operating floor polishing machine in Superior, Colorado. Brother Olson is employed by Concrete Arts.



Local 633 member Brother Renzo Portillo operating floor polishing machine.



Local 633 member Brother Cody Krumenauer polishing floor at Target Store in Superior, Colorado. Observing Brother Krumenauer is Local 577's Business Agent/Organizer Oscar Rangel.



Also, Local Union 577's members shown working on another job site located in Buena Vista, Colorado.

Local # 577 Cement Masons Brother Fliberto Montano on left side of picture and Brother Miguel Gonzalez Ibarra setting foundation forms for ABCO Construction in Buena Vista, Colorado.

Local Union 600 – Los Angeles, California

On Saturday, May 14, 2022, Cement Masons Local 600 celebrated their members' achievements at the annual Awards Luncheon. Gold cards and Lapel

Pins were presented to proud recipients of 25, 30, 40, 50 and 60 years of continuous membership while enjoying a wonderful luncheon.



Local 600's Business Manager Fitzgerald Jacobs welcomes their members to the annual awards Luncheon.



25 YEAR RECIPIENTS: *Back row:* (left to right) Business Agent Jaime Briceno, Business Manager Fitzgerald Jacobs, and Business Agents Michael Cammarano, Ricardo Gonzalez and David Martinez. *Front row:* (left to right) Felix Suarez, Eduardo Perez, Conrado Garay, Raymond Dudley, Silverio Orozco, Felipe Chacon, Gilberto Casas, Raul A. Canales, Ernest Godinez and Jose Alvarez.



30 YEAR RECIPIENTS: (Left to right) Business Agents Michael Cammarano and Jaime Briceno, Don Lombard, Business Manager Fitzgerald Jacobs, Arturo Cervantes and Business Agents Ricardo Gonzalez and David Martinez.



40 YEAR RECIPIENTS: (Left to right) Business Agents Michael Cammarano and Jaime Briceno, Willie Hooker, Business Manager Fitzgerald Jacobs, Michael Reyes and Business Agents Ricardo Gonzalez and David Martinez



50 YEAR RECIPIENTS:
 (Left to right) Business Agents Jaime Briceno and Michael Cammarano, Robert Guerrero, Business Manager Fitzgerald Jacobs, Felipe Vallejo and Business Agents Ricardo Gonzalez and David Martinez



60 YEAR RECIPIENT: (Left to right) Business Manager Fitzgerald Jacobs and Tony Vega.



Members enjoy luncheon.



Congratulations to all the recipients.

Local Union 630 – Honolulu, Hawaii

Shown below are various jobsites from Local Union 630, Honolulu, Hawaii, of brothers and sisters working together. Union members who dedicate their skills and expertise to the building and construction industry.





Local Union 780 – New York, New York

Congratulations to Local Union 780 member on receiving his 50-Year award!

(Left to right) Local 780's Business Manager/Financial Secretary Gino Castignoli proudly presenting Brother Juan R. Morales with his 50-Year Gold Card, Certificate and Lapel Pin.



Local Union 783 – State of Texas

Local 783 member receives his 70-Year plaque proudly presented by Vice President Mauricio Robles. Also, Plasterers and Cement Masons Local 783 pictures from the Houston City Job Fair.

(Left to right) Vice President Mauricio Robles congratulates Brother Ernest Gary Richter on receiving his 70-Year plaque. Congratulations Brother Richter!



(Left to right) Vice President Mauricio Robles, Custom Construction Maintenance (CCM) Oscar Vargas, J & Sons Concrete Julio Salguero, and Local 783's Organizer Michael Pena.



(Left to Right) Local 783's Organizer Michael Pena, Workers Defense Andrea Nicholls, AFI-CIO Hany Khalil, and Vice President Mauricio Robles

Local Union 797 – Las Vegas, Nevada

Congratulations and thank you to the members of Local Union 797 on receiving their 25-Year Gold Cards, Certificates and Lapel Pins for years of service.



(Left to right) President Paul Benigno, 25-Year member Brother Francesco Dibona and Business Manager Marc Leavitt.



(Left to right) President Paul Benigno, 25-Year member Brother Humberto Juarez-Magana and Business Manager Marc Leavitt.



(Left to right) Vice President Marvin Gebers, 25-Year Gold Card member Brother Felix Apodaca and Business Manager Marc Leavitt.



(Left to right) Vice President Marvin Gebers, 25-Year Gold Card member Brother Jose Acuna and Business Manager Marc Leavitt.



Southern Nevada Building Trades Trap Shoot – The Southern Nevada Building & Construction Trades Council held its 11th Annual Trap Shoot on May 14, 2022. Proceeds from the Trap Shoot go to support Safe Nest and the Shade Tree Women's Shelter. There was good representation from Local 797 at the Trap Shoot.



Pictured in these photos are the following members that attended: Pablo Leos, Samuel Borunda, Kyle Fuller, Kenny Merida-Villatoro, Jorge Garcia, Alejandro Arroyo, Chris Angulo, Christian Zazueta, Jose Zazueta and Rafael Mendoza.



Local Union 891 – Washington, D.C.

Local Local Union 891, Washington D.C. recently recognized Gold Card recipients. There was a Local 891 Informational Meeting held on June 7, 2022, where these Gold Card recipients were recognized in front of the Membership, including many Retirees and past Officers.

NOT PICTURED: The following Gold Card members were unable to be present for the June 7, 2022, Informational Meeting. Therefore, at this time we would like to congratulate them all on their great achievements. 40-Year Gold Card – Daniel Wolf; Levi Gross. 50-Year Gold Card – William Holland; George Parker; Samuel Rice; Frankie Robinson; Edward Robinson; Lamartine R. Smith, Jr.; Roy Washington; Clayton Washington. 60-Year Gold Card – Joseph Bisciglia



The following recipients are 50-Year Gold Card Members: Front Row: (left to right) Robert Wells and Retired International Vice President and former Business Manager David Robinson; Back Row: (left to right) Business Manager Jamie Buck, Lawrence Martin, Claude Gant, Lawrence Savoy, Retired Business Agent and Apprentice Director Rosella Scott, James Baker, John Campbell, Danny Baker, Albert Young, 40-Year Gold Card Retired Apprentice Director Jim Miller and Business Agent Michael Campos.

MORTUARY CLAIMS

LOC	CITY, STATE	NAME
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DEATH BENEFITS PAID IN MARCH 2022

500	Santa Ana CA	Arellano, Rudy R
600	Los Angeles CA	Bennett, Eugene G
200	Los Angeles, CA	Clayton, Paul Huey
780	New York, NY	DeMarco, Victor J
555	Portland OR	Denniston, Danny
592	Philadelphia PA	DiSabato, Anthony R
132	Ohio & Kentucky	Ellis, Frazier
148	Atlanta, GA	Holbert, Elbert M
082	Portland, OR	Johnson, Earnest
527	St. Louis, MO	Karius Sr, Eugene
300	Oakland, CA	Kimball, Patrick
500	Santa Ana CA	Lopez Jr, Modesto
500	Santa Ana CA	Mendez, Loreto
780	New York, NY	Mosconi, Antonio
514	Detroit MI	Nicholson, Terrence
518	Kansas City, MO	Robinett, Bud

LOC	CITY, STATE	NAME
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502	Chicago IL	Rybak, Joseph A
599	ST of Wisconsin	Satka, Stanley
527	St. Louis, MO	Schwenck, Kardell
599	ST of Wisconsin	Scott, James
538	Omaha, NE	Walter, William

DEATH BENEFITS PAID IN APRIL 2022

400	Sacramento, CA	Bates, Leon J
018	Central, IL	Cook, Carroll L
592	Philadelphia PA	Diliberto, Rosario F
633	Minneapolis, MN	Edwards Sr, Gregory
527	St. Louis, MO	Forsee, John Darren
400	Sacramento, CA	Gandy, Clarence L
265	Twin Cities, MN	Garvey, Kevin T
400	Sacramento, CA	Gonzalez, Ignacio
600	Los Angeles CA	Guillen, Robert G
300	Oakland, CA	Hammonds, Chester E
400	Sacramento, CA	Ledesma, Peter J
528	Seattle WA	McKinzie, Daniel L
599	ST of Wisconsin	Miles Jr, William I
599	ST of Wisconsin	Moore, Donald
502	Chicago IL	Moss Sr, Donald W
003	St Louis MO	Nash, David L
500	Santa Ana CA	Orozco, Louie P
538	Omaha, NE	Penenger Jr, Forest
502	Chicago IL	Rader, Gerald M
886	Toledo, OH	Rahe, Randy L
555	Portland OR	Rickard, Danny
502	Chicago IL	Rundblade, Ronald
600	Los Angeles CA	Santos, Luis G
132	Ohio & Kentucky	Smith, Virgil G

LOC	CITY, STATE	NAME
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502	Chicago IL	Theodore, Andy
555	Portland OR	Wolff, Kurt

DEATH BENEFITS PAID IN MAY 2022

502	Chicago IL	Bakker, Bernard J
526	Pittsburgh PA	Balotta, Francesco
400	Sacramento, CA	Blanco, Ramiro C
500	Santa Ana CA	Caver, Matthew
526	Pittsburgh PA	Cichinelli, William F
132	Ohio & Kentucky	Daley, Cary J
200	Los Angeles, CA	Decker, Eugene Thomas
502	Chicago IL	Geraci, Dominick M
500	Santa Ana CA	Gomez, Juan C
072	Spokane, WA	Hintz, John
143	Southern, IL	Ingles, Lloyd
528	Seattle WA	Knudsen, Harvey R
599	ST of Wisconsin	Lemke, Jerome
072	Spokane, WA	Lewis, Thomas R
200	Los Angeles, CA	Lozano, Richard E
592	Philadelphia PA	Maressa, Guy J
200	Los Angeles, CA	Masterfield Sr, Ronald James
528	Seattle WA	McCarthy, Patrick W
528	Seattle WA	Meyers, Jack
018	Central, IL	Morton, William
200	Los Angeles, CA	Nicholson, Patrick Mark
599	ST of Wisconsin	Otto, Daniel
780	New York, NY	Stapleton, Russell J
500	Santa Ana CA	Urena, Robert
500	Santa Ana CA	Vasquez, Leon
780	New York, NY	Yannotta, Angelo

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I N M E M O R I A M

Retired Deputy International Representative

DONALD W. MOSS, SR.

Local 502, Chicago, Illinois

International Headquarters sadly reports and deeply regrets the passing of retired Deputy International Representative Donald W. Moss, Sr.

Donald W. Moss, Sr. was a member of the Cement Masons' and Plasterers' Union, Local 502, Chicago, Illinois, for 53 years. Over the years, Brother Moss served as Local 502's President, Business Manager and Secretary Treasurer. On May 3, 2007, Brother Moss was appointed Deputy International Representative and served in this position, as well as President and Business Manager of Local 502, until retirement. Brother Moss will be remembered for his solidarity and dedication to his fellow members.

Donald is survived by his wife, Kathleen, and his children Donald Moss, Jr., Stacey Moss, and grandchildren.



Donald W. Moss, Sr.

March 1, 2022 THROUGH May 31, 2022

IGNACIO GONZALEZ

Local #400, Sacramento, CA

It is with deep sorrow and regret that the officers and members of Local Union 400 report the death of Brother Ignacio Gonzalez who passed away January 09, 2022. Brother Gonzales was 59 years old and a member of the International since October 4, 2002 – 19 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.

PETER J. LEDESMA

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 Peter J. Ledesma who passed away January 25, 2022. Brother Ledesma was 91 years old and a member of the International since March 24, 1964 – 57 years.

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

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

CLARENCE L. GANDY

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 Clarence L. Gandy who passed away March 14, 2022. Brother Gandy was 91 years old and a member of the International since June 13, 1966 – 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.

LEON J. BATES

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 Leon J. Bates who passed away December 18, 2021. Brother Bates was 81 years old and a member of the International since October 13, 1986 – 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.

RAMIRO C. BLANCO

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 Ramiro C. Blanco who passed away March 13, 2021. Brother Blanco was 67 years old and a member of the International since October 1977 – 44 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.

EDUARDO L. RAMOS

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 Eduardo L. Ramos who passed away September 03, 2021. Brother Ramos was 60 years old and a member of the International since August 08, 2013 – 8 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.



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Scholarship Donations

The Patrick D. Finley Scholarship Fund accepts donations. If you would like to help the youth of our International continue their education, please mail donations to the Patrick D. Finley Scholarship Fund c/o International Headquarters.

THANK YOU FOR YOUR CONTINUED SUPPORT.

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