



Plasterer & Cement Mason

WINTER 2022



Daniel E. Stepano
GENERAL PRESIDENT

It Is Time...

OPCMIA GENERAL PRESIDENT

EDITORIAL

It Is Time...

It is with a heavy heart that I would like to let you all know I will be retiring January 31, 2023.

I do so after 42 years as a proud OPCMIA member of Local Union #526 with 24 years in the field and as a Local Union Officer, 18 years on the International Staff, and the last seven years as your General President.

I have heard it said that you will know when the time comes for you to retire – well it is true, I know it is time for me to move on. It is time to turn the administration of our great union over to a new generation of leaders. I have complete faith and confidence that our current General Secretary/Treasurer, Kevin Sexton, will work with the General Executive Board to keep moving our organization forward as the next General President

of the OPCMIA. I ask all of you to support Kevin, who I recommended and was unanimously endorsed by the General Executive Board.

I cannot say how grateful I am to have served you as your General President over the past seven years. It has been the greatest honor anyone could ever receive, much less a kid from Arnold, PA, just a small town 25 miles north of Pittsburgh.

But I want you to know that my goal has always been to leave

our International Union even better than when I found it. Looking back over the past seven years, I do believe I am leaving our union in great shape both financially, and in terms of our membership and contractor base.

We have come a long way in such a short period of time with the OPCMIA. We have a new home that not only represents Plasterers, Cement Masons and Shop Hands, but diversity as well. We have changed our International Logo to better exemplify who we represent – all people, all nationalities, all genders. That is who we are today and that is the future of our great union.

We have established the Rob Mason Golf Classic, which benefits the Patrick D. Finley Golf Scholarship Fund to assist our members with their children's college tuition, because you are family, not just a number. We have doubled our \$5,000 dollar scholarships from four to eight and we have set a goal to increase those numbers to ten (10) scholarships at \$10,000 dollars each.

Importantly, we established the first ever OPCMIA Women's committee — The Steel Edge Women of the OPCMIA, who are now a powerful force in shaping our union's future. Thank you Steel Edge Women!

We are also developing a Member-to-Member Fund (M2M) consisting of a number of sub-funds under the M2M Umbrella. One of the sub-funds will be Maternity Leave, which is due to come online January 1, 2023. In addition, I am working to launch a Child Care fund which will also be under the M2M Umbrella.

The General Executive Board agrees with me in recognizing that keeping women of the OPCMIA

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

DANIEL E. STEPANO

Es Tiempo

Me parte el corazón, pero quiero notificarles a todos, que me jubilaré en Enero 31, del 2023.

Lo hago después de 42 años de orgullosamente ser un agremiado/miembro del OPCMIA Sindicato Local #526, donde he servido 24 años en el campo de trabajo y como agente de negocios, y 18 años en el personal de nuestra Internacional, y los últimos 7 años como su Presidente General.

He escuchado un dicho que dice, tu reconocerás cuando llegue el tiempo de retirarte y jubilarte- bien, es cierto, yo sé que ya es tiempo de mi jubilación y continuar. Es tiempo de entregar la administración de este gran gremio/sindicato a una nueva generación de líderes. Tengo plena confianza y fe en nuestro actual Secretario y Tesorero General, Kevin Sexton, y sé que trabajará junto a la Mesa Ejecutiva General y continuará encaminando nuestra organización hacia adelante como el próximo Presidente General del OPCMIA. Yo le pido a todos que apoyen a Kevin, a quien he recomendado y unánimemente ha sido aprobado y apoyado por la Mesa Ejecutiva General.

No puedo expresar lo agradecido que me siento por haber servido como su Presidente General durante los últimos siete años. Ha sido el mayor honor que alguien pueda haber recibido, y menos un joven de Arnold, PA, tan solo un pequeño pueblo de Pittsburgh.

Pero quiero que sepan que mi meta fue el dejar nuestra Internacional aún mejor que cuando la recibí. Mirando hacia atrás durante los últimos siete años, creo que estoy dejando nuestro gremio/sindicato en mejor estado tanto financiero como en términos de agremiados/ membresías y bases empresariales.

Hemos avanzado mucho en un corto periodo de tiempo con respecto al OPCMIA. Tenemos una casa nueva la cual solo representa Albañiles Yeseros/ Plasterers/ Albañiles Mamposteros/CM, Empleados de taller/Shop Hands, y por supuesto diversidad. Hemos cambiado nuestro logotipo Internacional para expresar mejor a quien representamos – Representamos a toda la gente, a todas las nacionalidades y géneros. Eso es lo que somos hoy y el futuro de nuestro sindicato/gremio.

Hemos creado el Rob Mason Clásico de golf, a beneficio de Patrick D. Finley organismo de becas escolares para asistir a nuestros agremiados/miembros con los gastos de colegio de sus hijos, porque ustedes

son nuestra familia, y no solo un número. Hemos duplicado el número de becas de \$5,000.00 dólares de cuatro a ocho y nos hemos propuesto una meta de aumentar este número a (10) becas de \$10,000.00 dólares cada una.

Importantemente, hemos creado el primer comité en la historia del OPCMIA de mujeres. – Mujeres con Carácter de Acero! (The Steel Edge Woman) del OPCMIA, las cuales son hoy una fuerza labrando el futuro de nuestro Gremio/Sindicato.

¡Gracias, Steel Edge Woman! ¡Mujeres con Carácter de Acero!

Estamos también desarrollando un fondo de Miembro a Miembro/Agremiado a Agremiado (M2) consiste en un número de sub-fondos bajo el acogimiento de M2M. Uno de los sub-fondos será tiempo de maternidad-Maternity Leave, el cual está programado para ser lanzado en enero del 2023. Adicionalmente, estoy trabajando para lanzar un fondo de cuidado infantil el cual también estará bajo el acogimiento del M2M.

La Mesa Ejecutiva General está de acuerdo conmigo de reconocer el mantener a las mujeres del OPCMIA seguras y saludables durante su embarazo, es un importantísimo asunto el mantener a nuestras mujeres seguras y saludables durante su etapa de embarazos, y haremos lo que sea necesario para lograrlo.

Similarmente, haremos lo que sea necesario para asegurar de que nuestros miembros/agremiados, tanto hombres como mujeres por igual, tengan el balance en una vida de trabajo, mientras que se enfocan en sus carreras laborales en nuestros oficios. Otros tipos de sub-fondos bajo el acogimiento de M2M incluyen:

- Seguros Médicos de Asistencia en Situaciones Catastróficas.
- Asistencia en pagos de viáticos
- Asistencia de Desastres Naturales
- Y un fondo de asistencia para la participación en huelgas

Todos estos fondos están destinados para ayuda de nuestros Agremiados/Miembros y sus familias, porque si no podemos ayudar a nuestras familias, si no nos ayudamos entre sí, quien lo hará?

Nos hemos asociado con la Alianza de Deportes Sindicalizados (Union Sportsman Alliance) para

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General Secretary- Treasurer

Kevin D. Sexton



A New Beginning

Recently, General President Daniel Stepano announced his retirement at the end of January 2023. When the General President made this announcement, he also recommended to our General Executive Board that I become the next General President of the Operative Plasterers' & Cement Masons' International Association of the United States and Canada, AFL-CIO. Not only am I humbled by Brother Stepano's recommendation, but I am also truly honored that the General Executive Board voted unanimously to accept that recommendation.

I want to thank both General President Stepano and the General Executive Board for their confidence in me. I look forward to serving this amazing organization, as well as every Plasterer, Cement Mason and Shop Hand member who calls the OPCMIA their Union.

We have a great foundation for our future. It has been built with the growth in the OPCMIA's income and assets over the past six years. This growth has provided our great Union with the financial resources necessary to increase organizing efforts across the United States and Canada. It has also provided us with the resources to promote the OPCMIA and members better to owners, general contractors, and subcontractors, leading to increased work opportunities. It has further enabled our organization to strengthen safety and training programs throughout the OPCMIA.

Our established training programs set us apart from every one else, whether it is our competition or just other opportunities that are out there. The OPCMIA offers a well-traveled career path – not just to kids who are graduating high school, but also members of our military who are transitioning back to civilian life – that leads to

a career with strong wages, good benefits, and a safer work environment. Our apprentices graduate the program with experience, skills, and training. The one thing they do not have is student debt. Thus, each and every new journey person Plasterer, Cement Mason, and Shop Hand to immediately build a life for himself or herself. They can start saving for a house, providing for their family, and planning for their future. They do not have to worry about how they will repay their student loans. They also have the “union advantage” of being able to switch companies and not start at the bottom of the pay scale. Once a journey person, that is what you will be wherever you go!

I know all of this because that career path is my lived experience. I started in an OPCMIA apprenticeship program back in 1985. After graduating, I worked hard as a journeyman Cement Mason and later as a union officer. I want to thank the membership of my home, Local 518, for their continued support and the many lessons I learned there while representing my brothers and sisters. More importantly, I want to thank my wife, Angela, and our children. They have endured so much and supported me so much, that I am in their debt and forever grateful.

In closing, on behalf of our International Association, all of its affiliated conferences, district councils and local unions, as well as all of our members, I want to wish a long and happy retirement to our General President and our Brother, Daniel Stepano. It is my hope that he can enjoy that retirement with his wife, Jeanne, and his family.

I wish you and your families all the best during this Holiday Season.

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Daniel E. Stepano
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OPCMIA
9700 Patuxent Woods Drive,
Suite 200
Columbia, MD 21046



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IT IS TIME

OPCMIA's General President Daniel E. Stepano announces with a heavy heart that he will be retiring on January 31, 2023.



Daniel E. Stepano, Editor

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Columbia, MD 21046
Website: www.opcmia.org
Email: opcmaintl@opcmia.org



Executive Vice President

Todd A. Lair



Busy With Trade Shows in 2023

This has been a good year for promotions across our industry. We have made a huge impact in getting in front of industry professionals, school counselors and contractors and the public in general.

Virtual reality has made a great impact on attracting people to our booth at the shows and initiating meaningful conversations with them about the plastering, cement mason and shop hands trades.

Our booth has received new graphics recently due to normal wear and tear from traveling around North America. The new graphics will be debuted at the World of Concrete in January 2023.

We have a busy year planned, with thirteen (13) trade shows in 2023 along with various job fairs and conferences. The schedule will start again at the World of Concrete in January at Las Vegas. We look forward to a busy year promoting the OPCMIA.



I would like to wish everyone a happy holiday season and a healthy and prosperous New Year. Looking forward to seeing everyone in 2023!



AIA Conference on Architecture/Chicago, Illinois – (Left to right) International Field Representative Nicholas Domingos, International Field Representative Darren Enns, International Representative Angel Valadez, Executive Vice President Todd Lair, NPIJATF Executive Director Jerry Kriskovich, International Field Representative Gabriel Madrid, ITF Coordinator Tim Nelson, International Field Representative Benny Lanni, and International Representative Joseph Ciacchi.



Canadian Concrete Expo – (Left to right) Local 598's President Jason Langley, International Field Representative Gabriel Madrid, International Representative Joseph Ciacchi, International Representative Angel Valadez, Local 598's Trainer Brad Bolten, Executive Vice President Todd Lair, International Field Representative Nicolas Domingos, International Field Representative Benny Lanni, and Local 222's Organizer Vukas Pekez



Vice
President
Director of
Jurisdiction

Chester Murphy



Opportunities Bring Challenges

There has been a lot of buzz about the work that is coming up over the next several years. The electrification of the automobile industry with multiple new car assembly plants and battery plants is already underway. The one trillion-dollar infrastructure bill, the 54-billion-dollar chips bill, and many other privately owned projects across the United States. This is going to create great opportunities for our members. So, you may ask with all these opportunities what challenges could we possibly face?

One challenge for all of us is going to be protecting our jurisdiction. When work is as plentiful as it looks like it is going to be for the next few years, a lot of us tend to put our guard down and not pay as much attention to what is going on around the jobsite. It is at these busiest of times that we must remain diligent about who is performing our work. If other trades are allowed to perform our work during busy times, there is not much that will stop them from performing our work when work slows down, creating for them, prevailing practices. Remain observant and report any jurisdictional issues to your local business agent. By remaining diligent during busy times,

we ensure that we will be the trade performing our work during the lean times.

Our plasterers', cement masons', and shophands can do their part by making sure they are continuing to be the best at their skill, so that we can provide the skilled workforce that will be required for all upcoming projects. If we are not prepared to fill these jobs, in most cases the employers can obtain workers from any other source. This scenario has the potential of other trades being able to establish a practice of performing our traditional work and could potentially be challenging to any future jurisdictional disputes.

A large influx of work can bring technological advances and new materials that will be introduced within our industries. We must embrace and be open-minded to these changes. If we are applying ourselves and embracing these advancements, we will continue to prove we are the best at our scope of work.

By doing our part and being the best productive tradespeople, we will ensure future generations of plasterers', cement masons', and shophands' performing the work we have mastered for decades.

Continue to stay safe.

Canadian Vice President

Christian Feller



Opportunities Arise

In Canada we have been hearing considerable amount of chatter about the skilled trades shortage. A problem compounded with the booming construction industry and the baby boomers exiting for retirement. Fortunately, through the efforts of the Canadian Building Trades lobbying the Federal Government a new program was launched this Summer. The Apprenticeship Services Program will allow Unionized Contractors to receive \$5,000 for new 1st year Apprentices and \$10,000 for equity deserving ones. The 1st year Apprentices must be registered and enrolled in a

Red Seal Program. The program will be a help in onboarding and retaining the highly sought-after new talent entering construction industry.

Our locals have been proactive in taking full advantage of this great recruitment opportunity. Local 222 in Edmonton, Alberta through the Prairie Trowel Trades Institute (PTTI) was awarded accreditation by the Alberta Apprenticeship and Industry Training. This will allow the PTTI to deliver the "Concrete Finisher" program and have the apprentices access numerous government programs to compensate them while attending classes.



Labour Minister Monti McNaughton (5th from left) recently was impressed visiting the Restoration and Cement Masons' Training Center. Local 598 in Toronto has made application for accreditation to the Ministry of Training and Colleges. Once granted the contractors hiring 1st year Apprentices in the Concrete Finisher and Brick and Stone Red Seal Programs will be eligible to receive grants from the Apprenticeship Services Program. This will be a tremendous help in getting young new members into our trades. While the Restoration Mechanics are not yet one of the 39 recognized Red Seal Trades Local 598 is proactive in getting them to the Red Seal status.



Ottawa is no stranger to skilled trades shortages. A two-day Youth Engagement event at the EY Center was held by Plasterers' Local 124. The event was a great success with over 4,000 high school students, teachers and counsellors attending. Promoting the trade and allowing youth to have a hands-on experience is a win. Letting everyone know they can "Earn While You Learn" and not have any student debt or loans after they finish their apprenticeship is a great option available to all!



The Proof Is in the Pudding

So basically, nothing much changed on Election Day this year. The proof is in the pudding. Sure, there will be a few new faces and some older faces are gone, but for the most part the legislative branch stayed much the same. The house will be controlled by the republicans, but not with the number that everyone thought. With that said, Nov. 8th's midterm election was historic. Yes, nothing much happened as predicted, but that is what made it historic. It just was not supposed to play out this way. The results did not reflect our past history of midterm elections. Did it surprise you as much as the rest of the nation?

Not one politician that I spoke to or heard on the various news outlets predicted essentially a wash. It was going to be a blood bath for the democrats. We all heard that over and over again for a year. I am sure you heard and thought the same. Pundits were thinking the democrats would lose anywhere from 25 to 60 members. Remember the party of the President almost always loses many seats in midterm elections. President Obama lost 63 democrat members in 2010's midterm election. And yet, in the end, this year we were all wrong. It is starting to be a pattern in American politics that started in 2016. Polling and tracking elections has ceased being a "Science" and is more a waste of everyone's time. And here is the rub, no one can give a concise answer to what happened on Nov. 8th. Or why, when for decades of polling data and

research that went into demographics, past races, and likely voters worked, and then in a moment all that went for naught. If I was a pollster I would be worried about the future and whether people will still pay for a service that has become nothing short of a crap shoot. But here are some thoughts about the future.

President Biden's one trillion infrastructure money has not really kicked in yet. It will bring jobs for our union members as most of the work is under a PLA or Davis Bacon. It will bring needed infrastructure projects for every state in the nation. The money for that is already baked in the budget. The money for infrastructure projects will for the most part go to our union brothers and sisters who work in our construction crafts.

Social security is protected for the next 2 years at the least as President Biden will veto any cuts for our nations retiree's. Many Republican Senators have already said if they take control, they are looking at moving the full retirement age to 70 years old instead of 66. They have a number of changes to Social Security that will seriously financially hurt those that can least afford it. Maybe they spoke too soon before an election?

This election was supposed to be a referendum on President Biden and his policy's. In reality it turned into a referendum for pretty much staying the course. As much as it shocked most all of the nation, and did not fit tradition, the proof is in the pudding.

Int'l Field Representative Director of Political Affairs

Ryan Stepano



Advancing the Political Affairs Department

The Political Affairs Department has been rapidly growing over the last several months to incorporate more locals into the centralized communication line also known as the Political Officer Program, advocating for more political education, and creating relationships with State and Federal Legislators. We strive to build a pipeline of information flowing back and forth from the International to every local currently in the Political Officer Program. It is impossible for the International to have eyes in every location without relying on support from the Locals. Transparency and communication are the key to building a grassroots base for our membership to trust and become involved in. I always like to say we are not a one-party organization, but we support those that will do their utmost to defend our members and especially their families at all costs.

The main and most important part of what we now know as the Political Officer Program is to have a transparent stream of intelligence flowing from locals to the International and back. The reason for this is to have a rapid response to any political situation or relationship to expand in order to benefit this organization. Whether they be republican or democrat, if they want to support us, we will support them but there is a caveat to that. If those that we support are elected and do not fulfill their campaign promises they made to us or even go on the offensive against us, we will hold them accountable through lobbying efforts and aggressive campaigning.

Political education is another wing of the Political Affairs Department that is paramount to the success of building a grassroots base for

the OPCMIA. I feel like a broken record by saying COVID-19 has caused many disruptions but we were unable to put classes on at the start of the program in 2021. Thankfully with covid restrictions decreased we have been able to begin the educational program. September marked the beginning of the program with the Political Officer Summit in Salt Lake City, Utah. Now we have visited several locals and plan to visit many more in the new year to put on similar classes taught to the Political Officer but now to the membership. It is one thing to teach a class but there are many avenues to education. In the new year we plan to create several video series that will be aimed towards new members joining the organization. These videos will explain the importance of union membership getting involved in the political arena and understanding the political victories and defeats over the last century to help motivate and educate why we need to be involved and what is exactly at stake every day.

Communication is the key to all political situations. We must continue to have the hard conversations that tend to divide us and do our best to not fall into cognitive dissonance. There will always be social issues that will come up and try to derail us, but we cannot lose faith in the overarching plan. That plan is to advocate and put forth our claim that we must be heard, and we will fight like hell to protect this organization and especially the values we hold. We will support those legislators who understand our battle and will take it upon themselves to be our guiding light through the fog of the political arena.

Watching The Watchers

An ongoing trend involves employers' use of emerging technologies to monitor more closely their employees' activities. The rapid emergence of digital technology has only increased this trend. Many employers utilize applications on company-provided phones, Ipads, or laptops to monitor when, where and what employees are doing during the workday and, in some cases, during when they are not at work. Some employers also use global positioning system ("GPS") devices and surveillance cameras in company vehicles to not only track where employees go, but how they drive to get there. This technology provides employers with a lot of data about their employees' activities, including when they engage in activities protected by the National Labor Relations Act. These protected activities include organizing a union in the workplace.

Recently, on October 31, 2022, the National Labor Relations Board's General Counsel, Jennifer Abruzzo, issued a memorandum announcing that she would take action to curb employers' intrusive or abusive electronic monitoring of employees. This action has two components: (1) enforcing current laws more vigorously; and (2) arguing for greater protections.

As the law currently stands, an employer can use technology to unlawfully surveil its employees in a number of ways. For example, an employer commits an unfair labor practice (that is, it violates the National Labor Relations Act) when it uses cameras or other equipment to record employees engaged in protected activity, such as distributing handbills, walking a picket line, or attending a union meeting. An employer may also violate the law if it purchases new technologies, such as computer software or GPS devices, in response to employees' efforts to organize their workplace. Other violations of law can arise when an employer uses technology to screen

applicants (including but not limited to searching individuals' social media profiles) or adopts work rules that would rid the employer of union supporters already in the workplace.

Indeed, not only does the law prohibit certain surveillance activities by employers, but it also forbids an employer from creating an impression of surveillance. In other words, an employer cannot act in a certain manner that would reasonably lead its employees to believe that the employer is watching their protected activities. The violation exists even if the employer has not actually monitored the employees.

General Counsel Abruzzo wants to add to these established protections. She announced in her recent memo that her office will urge the Board to find that an employer presumptively violates the National Labor Relations Act where its surveillance and management practices, viewed as a whole, would tend to interfere with or prevent a reasonable employee from engaging in activity protected by the Act (that is, to organize or engage in activity to seek better working conditions). The employer could rebut this presumption if it could show that it narrowly focused its activities to address a legitimate need that cannot be met in other ways. In such a situation, the General Counsel will argue that the National Labor Relations Board should balance the employees' right to organize with the employer's supposed need for the surveillance.

The General Counsel will also argue that the National Labor Relations Board should impose new requirements upon employers. These requirements include informing employees of the technologies used to manage and monitor them, the reasons for using such technologies and how the employer

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OPCMIA ONLINE STORE!

Welcome to the OPCMIA online store at the following website:

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



OPCMIA
ONLINE STORE



OPCMIA

Welcome to OPCMIA online store!



Tiger Stripe Polo



18-140 OPCMIA



OPCMIA Watch



11-152 OPCMIA



Ladies Tiger Stripe Polo



Mugzie OPCMIA



HI-VIS Cotton Long Sleeve



NPIJATF Employee Spotlight

The National Plastering Industry's Joint Apprenticeship Trust Fund is proud to say that over our 50-year existence we have offered employment to the highest level of trade instructors. NPIJATF Instructors strive in both the plastering and cement masonry crafts to share their knowledge with our students. Instructors not only teach our diverse group of students the basics of plastering and cement masonry but also teach students valuable life lessons in preparation for the long road ahead in the work world.

The NPIJATF would like to recognize a recent new hire who has already made an impact on the Job Corps center he occupies and the students that he has helped. Dean Rolle was recently hired at the Harpers Ferry JCC in Harpers Ferry West Virginia as our new cement mason instructor. Mr. Rolle comes with a great deal of experience and knowledge which makes our pre-apprentice program feel fortunate to have him on our team.

Dean showed interest in a career in the OPCMIA as a cement mason trainee at the Gateway Job Corps Center in 1985. Dean had recently moved from Dominica in the Caribbean at age 17 and was determined to learn a craft that he could utilize and build a career and his future in the U.S. After spending nearly two years at the job corps pre-apprentice program he flourished and graduated from the program in 1987. Dean was not done yet and with the help of his trade instructor and Local # 29 New Jersey he entered the OPCMIA apprenticeship program, served his required number of hours and graduated as one of the top apprentices amongst his peers.

Once Dean became a journey person in the craft the sky was the limit. Dean was not satisfied just to be a journeyman cement mason but also had an interest in the plastering craft which he eventually also mastered which made him a dual craft OPCMIA member.



During Deans 35-year career in the OPCMIA he has had many accomplishments. He has served as a foreman and superintendent many times and worked for contractors that completed significant projects in the New York and New Jersey area which include but are not limited to, Ever Green Architectural who completed the Palace Theater Ornamental plastering project in New York City, Cooper Plastering who did a significant amount of plastering work at the old Meadowlands Stadium Grandstands, and Dean also worked for Anero and SBF construction which completed concrete projects throughout the New York/ New Jersey area which consisted of anything from a high rise building to site work and decorative concrete.

Even though Dean has only been with us for a short period of time he has already utilized his past

experiences and expertise and passed that along to the cement mason pre-apprentices in his trade. Job Corps as a whole is in a rebuilding mode at the current time do to the recent pandemic and has priorities to make sure that all trades are full to capacity. Dean has not only nearly filled his trade to capacity with his infectious personality but has already placed a student in the apprenticeship program in OPCMIA Local # 891 in Washington DC. Although Dean is classified as a cement mason

instructor, he will also teach the basics of plastering skills to his students and is hopeful that these students can also be placed in plastering positions in the surrounding area.

In Dean's free time he enjoys spending time with his wife of 30 years and his grown two children.

There is no doubt with the work ethic and passion Dean has in his position, he will flourish and as a result help many youths reach their expectations and make the OPCMIA grow with new members.

OPCMIA LEGAL PERSPECTIVE

O'Donoghue & O'Donoghue

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uses information obtained through its surveillance. By imposing these new obligations, General Counsel Abruzzo is seeking to provide employees with the information they need in order to preserve the confidentiality of their organizing activities. This objective dovetails with the National Labor Relations Board's recognition that employees have a right to keep their protected activities hidden from their employer. That confidentiality is crucial to the success

of organizing campaigns, especially during their initial stages.

The General Counsel's memorandum is definitely a welcomed development. It embodies a recognition that the National Labor Relations Act, as well as the National Labor Relations Board, must evolve with the times and technologies. Otherwise, both the Act and the Board could become as obsolete as a manual punch time clock.

Best Wishes to our
General President
Daniel E. Stepano
for a Happy and
Healthy Retirement
from the Staff at
International Headquarters



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promover actividades al campo libre, para que cuando nuestros miembros no estén trabajando ellos puedan pasar tiempo con sus familias, amigos u hermanos y hermanas sindicales disfrutando del campo libre.

Y para mantener nuestra Organización en las líneas frontales de promociones de entrenamiento y capacitación, hemos desarrollado puestos para promocionar nuestros oficios incluyendo tecnología de realidad virtual, y añadimos un manual nuevo con un sistema de aprendizaje para asistir de la mejor forma a nuestros instructores y a nuestros coordinadores en nuestros oficios.

También hemos actualizado nuestros equipos de cómputos en nuestras oficinas generales así como también el clonar 5 diferentes bases de datos en una sola base de datos, más modernizada y páginas web logrando ser más atractivas para las generaciones "Z".

Continuamos trabajando para seguir empujando nuestra Organización hacia adelante, hemos establecido el primer y real departamento de política en nuestra Organización, añadimos representantes de campo internacionales, y creamos clases por medio de la academia del departamento de edificación y construcción para educar y capacitar a nuestros oficiales Internacionales y Locales, para servir mejor a nuestros miembros/agremiados.

Este éxito nunca hubiese sido posible sin su apoyo, nuestros miembros/agremiados. Fueron ustedes, hombres y mujeres de oficio el motor de arranque de todo lo que hacemos, y quienes suplementan el fundamento económico para nuestro gran Sindicato/Gremio Internacional para lograr estas metas. Tengo una deuda de gratitud con nuestra mesa ejecutiva general, los

Vicepresidentes de Internacional, Las cabezas de nuestros departamentos, Profesionales, Representantes Internacionales, y Representantes Internacionales de Campo, de igual manera con nuestros administradores, todo el personal de Internacional, Gerentes De Negocios y Agentes de Negocios Locales; los cuales han trabajado incansablemente para el beneficio de todos nosotros. Me gustaría también agradecerle a mi asistente Linda Chamberlin, sin su dedicación y asistencia incondicional, no hubiera podido mantener en orden el millón y mas de detalles que exige la oficina del Presidente General.

No estaría donde estoy ahora, y no hubiese tenido la habilidad de tener el éxito en mi vida sin el apoyo y el amor incondicional de mi familia. Mi Esposa Jenne, la cual yo admiro tanto por la persona que es, y por su calidad humana al mantenerse a mí lado durante 36 años. ¡Siempre te has mantenido ahí para mí, y te amo!

A mi hijo mayor, EJ, su Esposa Clarissa, nuestra nieta Lily y mi hijo menor Ryan, les agradezco infinitamente por apoyarme y por apoyar el trabajo que hago para el OPCMIA, nuestro miembro/agremiados y sus familias, especialmente durante todas esas semanas de viajes que me mantuvieron lejos de ustedes. Gracias por mantenerse ahí para mí.

Para concluir, yo no me puedo sentir más orgulloso de todos aquellos he me han ayudado para asentar y lograr nuestras metas para ayudar a elevar los estándares de vida de nuestros miembros/agremiados y a sus familias. En verdad, no creo poder estar más orgulloso de todos ustedes y lo lejos que nos han llevado. Todo esto es una prueba de su dedicación, de su esfuerzo, y perseverancia, y yo les doy las gracias por eso. Me siento profunda y humildemente honrado por haber servido como su Presidente General por los últimos siete años.

Conociendo Nuestros Retos

Recientemente, El Presidente General Daniel E. Stepano anunció su Retiro/Jubilación para finales del mes de enero del 2023. Cuando el Presidente General hizo esta notificación, pero al mismo tiempo hizo la recomendación a la Mesa Ejecutiva el que yo fuera el próximo Presidente General de Los Yeseros y Mamposteros Albañiles de esta Internacional de los estados Unidos y el Canadá "OPCMIA", con afiliación a la federación de Obreros/trabajadores de América AFL-CIO; No solamente me siento muy humildemente agradecido por la recomendación de mi hermano Stepano, pero estoy en verdad honrado de que la Mesa Ejecutiva General haya votado unánimemente a favor aceptando dicha recomendación.

Quiero agradecerles a los dos; al Presidente Stepano y a la Mesa Ejecutiva General por su confianza en mí. Miro hacia adelante para servir a esta gran y remarcable organización, al mismo tiempo para servir a cada Yesero, Albañil Mampostero y Empleados de Taller miembros/agremiados los cuales llaman al OPCMIA su sindicato.

Tenemos una gran cimentación para nuestro futuro. Se a construido con los sueldos y recursos del OPCMIA durante los pasados seis años. Este crecimiento a proveído con los recursos financieros y necesarios para incrementar los esfuerzos de reclutamiento en todos los Estados Unidos y El Canadá. Y también nos a proveído con los recursos financieros para promover el OPCMIA y a nuestros miembros/agremiados a ser dueños de Empresas/Contratistas Generales, y Sub-Contratistas liderando para incrementar oportunidades de trabajo. Y le ha permitido a nuestra Organización el fortalecer la seguridad en el trabajo y en los programas de entrenamiento y capacitación por todo el OPCMIA.

Nuestros ya establecidos programas de entrenamiento y capacitación se sitúan aparte de cualquier otra organización, ya sean nuestros competidores o cualquier oportunista. El OPCMIA ofrece una carrera de gran interés y entrenamiento a seguir, no solo para jóvenes graduándose de la secundaria o preparatoria, sino que también para los miembros de nuestras fuerzas militares los cuales están

regresando a sus vidas civiles – esto los guía a una carera con fuertes salarios, buenas prestaciones/beneficios y en un ambiente laboral seguro. Nuestros aprendices se gradúan de nuestros programas con gran experiencia laboral, entrenamiento, capacitación y habilidades técnicas en sus oficios. Y lo que nuestros aprendices no tienen son deudas estudiantiles. Al igual que todos y cada uno de nuestros albañiles maestros de oficios yeseros, mamposteros y empleados de talleres, para así y de inmediato construir una vida para ellos y ellas. Ellos y ellas pueden ahorrar su dinero para comprar su casa, proveer para sus familias, y planear su futuro. Y lo mejor es que ellos no tienen que preocuparse de como pagar sus deudas estudiantiles porque no existen. Ellos también tienen la ventaja de estar sindicalizados y cambiar de empleo en cualquier empresa sindicalizada sin empezar con los sueldos más bajos. ¡Ya siendo un Maestro Albañil, eso serán en cualquier empresa que vayan!

Yo se esto porque yo seguí la misma ruta en mi carrera y lo experimenté en mi vida. Yo comencé en la escuela de aprendices/capacitación del OPCMIA en 1985. Después de graduarme de la secundaria, y trabajé arduamente como un Maestro Albañil Mampostero y después como un oficial del Sindicato local. Yo quiero agradecer a los agremiados/miembros de mi sindicato local #518 por su constante apoyo y las muchas lecciones que aprendí mientras representaba a mis hermanas y hermanos sindicales. Pero aún más importante quiero agradecer a mi Esposa, Angela, y a nuestros hijos. Ellos han tolerado tanto y me han apoyado tanto, que estoy en deuda y eternamente agradecido con ellos.

Para concluir, en nombre de nuestra Asociación Internacional, y de todas las entidades afiliadas, distritos concejales, sindicatos locales, al igual que de todos nuestros miembros/agremiados, quiero desearle una larga y feliz jubilación a nuestro Presidente General y hermano sindical, Daniel E. Stepano. Mis mejores deseos son de que el disfrute su jubilación/retiro a lado de su Esposa Jeanne, y de su familia.

Les deseo a todos y cada uno de ustedes y sus familias unos ferices días festivos.

ITF Training News



ITP FALL SESSION – On October 4-6, 2022, the OPCMIA-ITF held their Annual ITP Fall Session (formerly known as the Annual Coordinators Meeting) at Washtenaw Community College. Coordinators and instructors from around the country were able to spend time in the OPCMIA's new LMS learning how to create reports, class assignments, list of apprentices, and more over the three-day event. They also learned about their fiduciary responsibilities as coordinators. It was a successful three days, and we are looking forward to the ITP Fall Session in 2023.

Tony Longbrake
International
Representative,
Assistant to the General
President & Director of
Training, Health & Safety



NEW STAFF – The ITF would also like to welcome new Cement Mason Instructor John Harrington to the team! We are looking forward to having John on our team and helping provide great training to our members. Please see his biography on page 22 for more information.

We would also like to congratulate Nicola "Nick" Demonte on being appointed as Cement Mason Coordinator. Since 2018, Nick has been a huge asset to the OPCMIA-ITF and will be a great leader going forward with the ITF.

Protect Yourself from the Cold

You are at risk if you work outside or in cold conditions

Dress Appropriately

Wear clothes meant for cold, wet, and windy conditions such as:

- Loose-fitting layers
- Hats, socks, shoes, and gloves
- Outerwear that will keep you dry

Extreme exposure to the cold can eventually lead to **hypothermia**.

Drink Warm Beverages & Take Breaks

Take frequent breaks in heated areas, if possible.

Drink plenty of warm, sweet beverages (soups, water, sports drinks).

AVOID caffeine (in coffee, tea, sodas, or hot chocolate) and alcohol.

Know the Warning Signs

Health Problems:

- Trench Foot
- Frostbite
- Hypothermia

Hypothermia—Don't ignore the signal!

- Uncontrollable Shivering
- Slurred Speech
- Clumsiness
- Fatigue
- Confusion

Hypothermia is a medical emergency

Call 911

Getting help can be the difference between life and death.

You are at a higher risk if you take certain medications, are in poor physical condition, or suffer from illnesses such as diabetes, hypertension, or cardiovascular disease.

Work in pairs so that you and a co-worker can spot danger signs in each other.
Follow these tips and stay safe in the cold.

CPWR 

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COLD WEATHER – Working outside in cold, wet, icy, or snowy conditions can lead to serious health problems such as hypothermia and frostbite. All OPCMIA members should be trained to prepare for cold weather, monitor co-workers, recognize the symptoms of cold stress, and provide first aid if needed. Please see below for four simple steps from CPWR to help protect our members working in cold conditions.

Visit the [OPCMIA LMS](https://www.opcmia.org/lms) to access many more cold-weather materials that the ITF has compiled from CPWR, NIOSH, and OSHA.

Continued from page 2

safe during pregnancy is a paramount issue for us and we are going to do whatever it takes to ensure their safety.

Similarly, we are going to do whatever it takes to ensure that our members, women and men alike, have the work-life balance they need while pursuing their careers in our crafts.

Other types of sub-funds under the M2M Umbrella include:

- Catastrophic Healthcare Assistance
- Per Diem Assistance
- Natural Disaster Assistance
- And Strike Fund Assistance.

All of these funds are geared to helping our members and their families because if we cannot help our families, if we cannot help each other, who will?

We have partnered with the Union Sportsmen Alliance to promote outdoor activities so that when our members are not on the job, they can spend time with their family, friends and Union Brothers and Sisters in the great outdoors.

And in order to keep our organization in the forefront of promotion and training, we developed new promotional booths, incorporated cutting edge Virtual Reality technology, and added a new Learning Management System to better aid our craft instructors and coordinators.

We also streamlined our computer and filing systems at headquarters, merging five databases into one and modernizing our website to be attractive to the Gen Z's.

We continue working to move our organization forward. We have established the first bona fide Political Department, added additional Field Organizers, and set up the Building Trades Academy educational classes and political classes for our International and Local Officers to better serve our membership.

This success could not have been possible without the support of you, our members. It is you, the craftsmen and craftswomen, who are at the core of everything we do and who supply the economic foundation for our great International Union to accomplish these goals. I owe a debt of gratitude to our General Executive Board, the International Vice Presidents, Department Heads, Professionals, International Representatives and International

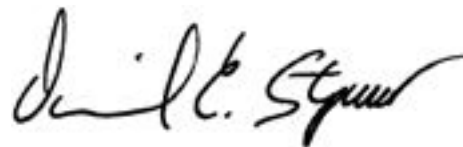
Field Representatives along with our Administrators, International office staff, Business Managers, Business Agents, who have worked tirelessly for the benefit of us all. I would also like to thank my assistant at Headquarters, Linda Chamberlain, without her unwavering dedication and assistance, I would not have been able to keep the million and one details required of the General President's office on track.

I would not be where I am today or been able to achieve life successes without my family's love and unwavering support. My wife Jeanne, whom I so admire for the person she is and who has put up with me over 36 years. You have always been there for me, and I love you!

To my oldest son, EJ, his wife Clarissa, our granddaughter Lily and my youngest son Ryan, thank you for supporting me and the work I do for the OPCMIA members and their families, especially during the so many weeks of travel that has kept us apart. Thank you for being there for me!

In closing, I could not be prouder of everyone who has helped set and accomplish our goals in order to help elevate our members' and their families' standard of living. Indeed, I do not think I could be prouder of you all and how far you have brought us. All of this is a testament to your drive, your fortitude and your perseverance, and I thank you for that. I am so deeply honored and humbled to have served as your General President for the past several years.

So, during this Holiday Season, please be safe, eat too much, relax, and please take the time to enjoy Your time with Your family!



General President



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

Tradeswomen Build Nations 2022

After two years of this conference being cancelled due to COVID-19, Tradeswomen Build Nations by North Americas Building Trade Unions was back and bigger and better than ever. That was by design and with intent and it did not disappoint! While it was attended by around 30 Cement Masons and Plasterers from apprentices to retirees, attendees were among over 3,300 of their sisters and allies making this the biggest NABTU event in history. That is significant because the smallest group represented in the trades collectively (women who hover around 3% participation in the field) come together to be a part of this powerful movement, many on their own dime. While the average NABTU event typically includes all Union staff members like agents, training staff, and officers, this event is made up by the majority of rank-and-file members. It is always held on the weekend so that tradeswomen and allies are not forced to take too much time away from paid working days and their crews to attend. It is truly a testament to the heart and soul of the energy and passion that it seeks to represent and let me tell you, the energy is hard to match. The solidarity and sisterhood cannot be duplicated – attendees often jump through hoops and make big sacrifices to be here because what they get from it is so valuable to them in their career and in their life. For some it means navigating their local meeting equipped with a motion to be made, and a second prepared in the audience coupled with an explanation of why it is important for them to go. For others it means finding, planning, paying for, everything associated with a weekend away including a flight, hotel, expenses, childcare accommodations, etc. For all it means being available at the open of registration to be sure to secure your room within the block, so the cost



of a hotel is not as much as it is if you are on your own to try to get a room. None of those potential roadblocks matter – people who have attended build it into their plan and accommodate...and like

I said before, sacrifice to make sure they get to share in the experience. Whether that sacrifice means losing out on weekend overtime, disappointing your crew because you took off on Friday to fly during the busiest time of the season, or maybe you missed your kid's first legit trick-or-treat like I did. It is truly amazing to see what these dedicated members go through to be there with their sisters to share in the power of the movement.

You do not have to take my word for it. Women from around the United States and Canada this year were able to hear from some of the biggest labor advocates and friends of all of labor like DOL Secretary, Marty Walsh and Dept of Commerce Secretary, Gina Raimondo. They heard from AFL-CIO President, Liz Shuler and Wendy Chun-Hoon who serves as the Director of the Women's Bureau for the DOL...all of whom have the same message: Women play a critical role in the preservation of the Union way of life and the US Government is behind the movement that is helping to assure that Union Labor is the entity that is ready, willing, and able to step up and provide the means to achieve diversity, equity, and inclusion and make sure that we are the ones that continue to build our countries and remain the path to middle class lifestyle where each and every member can sustain a family and otherwise make their dreams come true. What does all this interaction mean to them? To Victoria Saar, JW Plasterer from Boston Local 534 it means, 'being around women that work everyday in the same environment as you do makes you feel supported and empowered.'

Liz Nichols, Local 555 Business Agent/Dispatcher said, 'Our job is uniquely physically demanding and challenging. There are fewer women in the OPCMIA than there are in other Internationals. We are the few, the proud, the strong. Being in a room of 30 women cement masons and plasterers is an incredible feeling. It is easy to feel alone and get burned out when you are the only one. The conference is like a reset button that gave me the feeling of inspiration and motivation to try to double the number of women in the room (referring to the caucus by trade).' She also mentioned that her favorite part of the conference was the diversity of the crowd. It is diverse in all ways, and it helps her rethink how a jobsite could look.

Another perspective comes from Alise Martiny, Business Manager for the Greater Kansas City Building Trades, and lifelong Cement Mason from Local 518. Alise said, 'I've been fortunate to attend the Women Build Nations Conference since 2012. Seeing the Conference grow from a couple hundred people to 3,300 women and advocates is overwhelming. The education, support, and advocacy it provides to the women and men who attend has helped promote diversity within all the trades. I would encourage all the OPCMIA Locals to send tradeswomen and leadership each year.'

Yet another powerful point of view comes from Tina Read, Training Director from Local 518 who says, 'I truly believe that without attending my first TWBN in Chicago, I would not have the job I have today. My workshop on Sunday was called, 'Interviews and How to Introduce Yourself.' It gave me the strength to walk into my interview the day I got back with enough confidence to actually get the job (after I was told someone else was the favorite). Something I learned in that class is we all need a theme song, and I am now a true believer and tell everyone they need a theme song because it makes you walk with confidence and pride right into whatever is in front of you. Since that day I have attended every conference and tried to take as many females as possible. There is something at every conference that I bring back that empowers me even if it is seeing one of the other females get recognition that makes us all proud.'

Veronica Godinez, Training Director out of Local 400, said her favorite part was that the apprentices got to see the vast number of women in the trades. She said, 'to see my members bond with the other OPCMIA members from across our nation was the BEST and to personally see the many women in high-ranking positions from other institutions was empowering and not to mention our own Union members were sitting on stage receiving

awards for the dedication to advancing females to success was a BIG WOW.' She also mentioned how she felt supported having by the presence and participation of our own GST, Kevin Sexton. 'Having him there to witness the movement was great.' Veronica also described a call that she got from an apprentice that attended thanking her for the empowering experience and for no longer feeling alone and that it was great because she thought that they may have lost her before this experience.

Marilyn Kennedy, Business Agent out of Local 528, said, 'After two years of cancellations, it was especially exciting to see other tradeswomen, and in record attendance! The workshops covered important topics and the attendees were always engaged and eager to participate. As a Business Agent, I will encourage the women who have never attended to attend because the experience of engaging with so many other women in the trades makes you aware of how many women are out there overcoming the same obstacles that you are. It's wonderful!'

To round out the impact that the conference makes, Janelle Leone JW Cement Mason from Local 534 Boston, drew inspiration from the accomplishments of the women around her. She said, 'My favorite thing about the conference is all of us getting together, sharing our accomplishments, and seeing how it succeeded over the past year. It's empowering to see all of us starting to succeed in a man's world and to see how we are also rising to the top. The outcome of how hard we all work and ladders that we are climbing to be like them shows us of what we are capable. I look forward to seeing my mentors because they were just like me when they started in the field and now, they are Business Agents, Managers, Vice Presidents, and Presidents. It's uplifting and encouraging to see everyone knowing that one day that is where I could be.'

As if all of this is not enough, this year we were blessed to hear the update from International Headquarters via a video address from our General President, Dan Stepano, highlighting the work he has done to bring to reality and to our trades a Maternity leave benefit that will be available to members as of January 1, 2023, and working to launch a Childcare benefit. On behalf of the Steel Edge Women, we could not be more appreciative or proud to be OPCMIA members than we are now. Under this leadership we have seen strides and progress like never before and this is just the beginning. We are so thankful for all that he has

continues on page 26

RECENT APPOINTMENTS

NICOLA DEMONTE *ITF Cement Mason Coordinator*

General President Daniel E. Stepano is pleased to announce the appointment of Nicola (Nick) Demonte to the position of OPCMIA International Training Fund (ITF) Cement Mason Coordinator. The ITF Board of Trustees unanimously approved the appointment of Brother Demonte to this office.



A second-generation Cement Mason from Local Union 404 in Cleveland, Ohio, Nick has been a member of the OPCMIA for 28 years and was his union's cement mason instructor/coordinator from 2014 to 2018. He was hired in 2018 as the first ITF Cement Mason Instructor.

Brother Demonte is one of the OPCMIA's Master Safety Trainers and has taught Train-the-Trainer classes since 2018. He is an Accredited Training Institute Instructor with SAIA and has earned a certificate in Labor Studies from the National Labor College. The ITF is as thrilled to share Nick's promotion as he is to further contribute to the OPCMIA in his new role.

JOHN HARRINGTON *ITF Cement Mason Instructor*



General President Daniel E. Stepano is pleased to announce the appointment of John Harrington to the position of OPCMIA International Training Fund (ITF) Cement Mason Instructor. The ITF Board of Trustees unanimously approved the appointment of

Brother Harrington to this office.

Brother Harrington has been a member of the OPCMIA since 2000. He has served Local Union 528 in Seattle, Washington in many capacities,

including Executive Board Member, Sergeant-At-Arms, and Apprenticeship Instructor. In 2019, he also attended the OPCMIA Convention as a delegate.

Brother Harrington later accepted a position with the NPIJATF and began serving the union as a full-time Cement Mason Instructor at Columbia Basin Job Corps in Lake Moses, Washington.

He found his calling as a full-time instructor while working with the NPIJATF; so, once the ITF Cement Mason position opened, John decided to apply. He is very pleased to continue training, contributing to his union, and strengthening the OPCMIA membership.

FITZGERALD E. JACOBS *Appointed International Representative/Area*

General President Daniel E. Stepano is pleased to announce the appointment of Fitzgerald E. Jacobs to the position of International Representative/Area of the Operative Plasterers' & Cement Masons' International Association, effective October 17, 2022.



Brother Jacobs joined Cement Masons Local 627 in the City of Bell Gardens, California in March 1987 at the age of 19. In 1997, was appointed to the Executive Board of the merged Local 600. On October 3, 1998, he was elected to the office of Business Representative and continued to serve as Representative, Senior Agent and trustee on pension/IRA, health, vacation, apprenticeship funds and President of the District Council. November 1, 2017, Brother Jacobs was appointed Business Manager, Chairman of the LMCC and Negotiating Committee. On September 12, 2019, was re-elected Business Manager and served in that capacity until his current appointment as an International Representative/Area.

Fitzgerald and his wife Donna (deceased) have two wonderful children. Gerdon, currently a Staff Sergeant in the US Air Force and Geonna who will graduating in December 2022 from the University of La Verne with a master's degree in Health Administration.

Trades Women Build Nations

The 12th Annual Conference of the Trades Women Build Nations (TWBN) was held on October 28-30, 2022, at the Paris Hotel, located in Las Vegas, Nevada.



Local 300's Retired Plasterer Sister Rebecca Sarte and General Secretary-Treasurer Kevin D. Sexton at the Trade Women Build Nations (TWBN) Conference.



NABTU Tradeswomen Hero Trading Cards featuring OPCMIA tradeswomen: Kilah Engelke, Theresa Egly, Alise Martiny, Nicki Bradshaw, Rebekah Lyons and Alisha Crespo

Local 528's Seattle, Washington Delegates to the TWBN Conference, (left to right), standing: Shalice West, Teresa Ort, Chelsea Kenner, Malgorzata Wanzewicz, and Amanda Henry-Mendoza. (Left to right), kneeling: Juliette Haines, Giday Adhanom, Shawna Norberg, Marilyn Kennedy



Steel Edge Women signs were delayed or lost in shipping – so they painted their own signs.

Trades Women Build Nations



Tradeswomen Build Nations Lifetime Achievement Award

It is hard to be a member of the OPCMIA and not know her. It is hard to be part of the labor force of Kansas City, Missouri, and not cross paths with her and have a better life because of her work. It is hard to be part of the Building Trades from anywhere around the United States and Canada and not be impacted by her energy. It is hard to be a woman in Construction and not be inspired by or thankful for her leadership. It is impossible to be a Union Cement Mason and not be proud of her craftsmanship and talent. And if you somehow managed to accomplish any of these feats, you have not been paying attention. On October 29, 2022, at the Tradeswomen Build Nations Conference in Las Vegas, Nevada, one of our own achieved an honor that has never been awarded to anyone before. Our Sister, Alise Martiny, became the first ever NABTU Tradeswomen Build Nations Lifetime Achievement Award winner.





For the first time in history, and as an important addition to the growing and important movement that Tradeswomen Building the Nation represents, President Sean McGarvey presented Alise Martiny with this incredible honor that her lifelong commitment and dedication to mastering our crafts and to tradeswomen and men around North America has very rightfully earned her. Alise was nominated based on meeting the minimum requirements of the award being a minimum of 30 years in the industry and having a substantial effect upon those around her. She obviously hit those marks and exceeded them so profoundly, that it was without question that she was deserving of this honor that no one, man or woman, has achieved before. Also, noteworthy, and exceptional is that this honor for her comes from all NABTU where, by numbers, the OPCMIA (although mighty) is small. Her nomination reflected a list of truths about her including that she has worked her whole life as a Cement Mason. She is not only a true master of her craft, but also one of the best mentors and advocates for others that you could ask for. Men and women alike have and continue to benefit from her leadership, and she has earned nothing but respect from everyone she works with. She has held every role in her local in addition to being a Job Corps Instructor and is currently the Business Manager for the Greater Kansas City Building Trades Council... where she was integral in fighting off 'Right to Work.' Currently the Vice President of her local, in true Alise fashion, she opened her seat as President to allow for her Sister to take on that role and allow another to advance and gain that valuable experience. She is one of the Tradeswomen Hero



Award winners, among many other honors over the course of her highly decorated career. Alise is currently in her 43rd year of service to the OPCMIA and has proven herself to be an asset in every way possible to the labor movement.

The inscription on the plaque that she received in front of DOL Secretary, Marty Walsh, and before the largest delegation of labor force members ever to gather reads as follows: Congratulations to Alise Martiny. Thank you for your 42 years of service to the OPCMIA and the Building Trades. Your mentorship, commitment, and work to drive positive change have established pathways for women's empowerment, leadership, and solidarity, benefiting hundreds of thousands of men and women in the unionized construction industry. We applaud you and your impactful career.

This award sets a precedent for all of us, men, and women alike. It sets a high bar for what we should all aspire to be. Alise's lifetime of service and excellence has left a mark that the best of the best can only hope to duplicate. Congratulations, Alise Martiny on being the first and only Tradeswomen Build Nations Lifetime Achievement Award winner. We are so proud and lucky to call you our Sister.

Continued from page 21

done to recognize and act on the need for not only these benefits, but also for the formalization of the Women's Committee that brings legitimacy to our place in this organization. We applaud you, Dan, not only for these efforts, but also for a career and life dedicated to making the OPCMIA better for everyone you serve into the future...sending you a heartfelt congrats on your retirement!

The value of sending women from your local to this event to share in the energy is worth its weight in gold...if we can prevent one member from dropping by inviting her to be a part of our network, if we can encourage one member to reach one more person by being an example, if we can inspire one member to engage as a leader and take on a new role – all of these are examples of how

our organization as a whole will continue to build membership and gain strength as we navigate labor into the future. I am so honored to be part of this movement and I would encourage all the women of the OPCMIA to jump into one of our quarterly Zoom meetings where we continue to build upon the energy. Meetings take place the fourth Saturdays in January, April, July, and October at 11 EST. Links are always posted on OPCMIA.org and on social media. The Steel Edge Women also ask you to mark your calendars and make a plan to attend or send your local Sisters to Tradeswomen Build Nations 2023 in Washington DC September 15-17, 2023. As always, I am available to answer questions about the conference or what to expect. You can also go to nabtu.org/twbn for additional coverage of this past conference and details about next year's conference too.

RETIREE INTERNATIONAL

VICE PRESIDENT WAYNE LAFFITTE RETIRES

JANUARY 31, 2023

*Best Wishes to
Vice President Wayne Laffitte
for a Happy and Healthy Retirement
from the Staff at
International Headquarters*



14TH ANNUAL PATRICK D. FINLEY SCHOLARSHIP FUND

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

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

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

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



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

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

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

OPCMIA Scholarship details and an application form are available at your Local Union. The deadline for essays to reach the International Headquarters is **April 1, 2023** and winners will be notified July 2023.

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



Local Union 300 – Oakland, California

At Local Union 300's regular union meeting Brother Mark Gonzalez, Northern California Cement Masons Apprenticeship Coordinator for over 20 years prior to retirement, presented with 40-Year Gold Card. Congratulations and thank you!

Local 300 proudly presented a 40-Year Gold Card to Brother Mark Gonzalez. (Left to right) International Representative Fitzgerald Jacobs, President Greg Levy, 40-Year Gold Card recipient Brother Mark Gonzalez, Business Manager Emilio Aldana and Vice President Chester Murphy.



Local Union 400 – Sacramento, California

A special day for retired Business Manager Karl Bik who was presented with his 50-Year Gold Card.

It was a family affair - two generations and it continues (left to right) retired Business Manager Karl Bik received his 50-Year Gold Card, Certificate and Lapel Pin, along with congratulations from Business Manager Cody Bik (proud son). Congratulations to the Bik family!



Local Union 518 – Kansas City, Missouri

During Local 518's annual membership picnic held at the end of September 2022, members received this year 25, 30, 50 and 60-year service awards (SEE LIST). Special guest at the picnic to celebrate included General Secretary-Treasurer Kevin D. Sexton. Congratulations and thank you!

(Left to right) Local 518's Business Manager/ Financial Secretary Kevin Gard welcomes General Secretary-Treasurer Kevin D. Sexton to his home Local's annual membership picnic.



Local Union 518 – Kansas City, Missouri

List of members who received membership milestone awards this year. *All recipients listed are not pictured.*

25 YEAR GOLD CARDS

Adrian Aleman
Dennis Allen
David Brown
David Clay
Jeffrey Culwell
Steven Gaston
James Gilmore
Ted Hayes
Vernon Jackson
Thomas Kelsey
William Lang
Thomas Latham
Jeffrey Musgrave
Richard Page
Brian Randle
Dennis Rasco
Octavio Serrato-Baeza
Larry Shawbaker
Charles Thomas

30 YEAR GOLD CARD

Linda Frank

50 YEAR GOLD CARDS

Walter Boyd
Michael Gard
Fred Hernandez
Edwin Hess

60 YEAR GOLD CARDS

Montford Spriggs
Larry Wooten

25- YEAR GOLD CARDS – Presented by Business Manager Kevin Gard



Brother Dennis Allen



Brother David Clay



Brother Jeffrey Culwell



Brother Ted Hayes



Brother Octavio Serrato-Baeza



Brother Larry Shawbaker



Brother Charles Thomas

50- YEAR GOLD CARDS – Presented by Business Manager Kevin Gard



Brother Michael Gard



Brother Edwin Hess



Recently retired Business Manager David Kirkpatrick and Business Agent Phil Mount enjoyed catching up at Local 518's annual picnic.

Local Union 518 – Kansas City, Missouri



Members of Local 518 enjoying the picnic



Local Union 599 – State of Wisconsin

Local 599's members in October 2022, volunteered to do a job for a church located in the town of Raymond in Racine County, Wisconsin. The sidewalks were original walks that were cracking and heaving making it dangerous for the elderly parishioners. The church did all the digging out and setting. Union Redi-Mix Company Ozinga donated most of the concrete and charged the remaining yards at a greatly reduced rate.

(Left to right) Local 599/Area 558 member Don Ward, Local 599/Area 845 member Curt Botting, and Local 599/Area 845 Business Agent Felix Ramirez.



Picture is the finished walk.



The group picture is (left to right): Church members John and Colton, Local 599/Area 558 member Don Ward, Local 599/Area 845 members Curt Botting and Connie Kobiella, Connie's husband and church member Keith Kobiella, Local 599/Area 845 Business Agent Felix Ramirez, and Local 599/Area 845 member International Field Representative Jose Arroyo. Great job and thank you!

Local Union 630 – Honolulu, Hawaii

At Local Union 630's Membership Meeting Brother Gilbert I. Fukuda was recipient of his 60-Year Gold Card. Congratulations Brother Fukuda on this amazing achievement!



A special day for Brother Fukuda and his daughter, Hualani Baptiste as Brother Gilbert Fukuda proudly displays his 60-Year Certificate.

Local Union 755 – Los Angeles, California

Local Union 755 recognized members who received their 25 and 30-Year Gold Cards. Congratulations!



Brother Gary Geddry proudly displays his 25-Year Gold Card, Certificate and Lapel Pin.



(Left to right) Business Manager Chuck Cortez congratulates Brother Michael Watts with a warm handshake on receiving his 25-Year Gold Card, Certificate and Lapel Pin.



Proud Brother Fred Arbegast displays his 30-Year Gold Card, Certificate and Lapel Pin.



(Left to right) With a warm handshake, Business Manager Chuck Cortez congratulates Brother Luis Alvarez on receiving his 30-Year Gold Card, Certificate and Lapel Pin.

Local Union 797 – Las Vegas, Nevada

Congratulations and thank you to Local Union 797's member presented with his 50-Year Gold Card for years of service.



(Left to right) Business Manager Marc Leavitt and Brother E. Parl Bair proudly displays his 50-Year Gold Card, Certificate and Lapel Pin.

Local Union 783 – State of Texas

Plasterers' and Cement Masons' Local Union 783 plasterers' restoration work at San Antonio, Texas Project.



(Left to right) CCM LLC Construction owner Oscar Vargas, Vice President Mauricio Robles, and Co-Owner Mario Vargas.



Plasterer Apprentice Maria Torres known as Lilly.



(Left to right) Artisan Plasterer Christian Pacheco, Artisan Plasterer Apprentice Maria Torres, CCM LLC Owner Oscar Vargas, Artisan Plasterer Melvin Pacheco, and bottom CCM LLC VP Mario Vargas



Restoration work in San Antonio, Texas, (left to right) Plasterer Christian Pacheco, Plasterer Apprentice Maria Torres, Vice President Mauricio Robles, and Plasterer Melvin Pacheco.



Finished Product – Work of Art – Beautiful!

NOTICE TO EMPLOYEES COVERED BY OPCMIA Union-Security Agreements

Generally, under the National Labor Relations Act (“Act”), employees working under collective bargaining agreements containing “union-security” clauses are required, as a condition of employment, to pay an amount equal to the union’s initiation fee (if applicable) and periodic dues. This is their sole obligation to the union, regardless of the wording of the clauses. This obligation does not apply where otherwise prohibited by law (such as in so-called “right to work” states). In the Operative Plasterers’ & Cement Masons International Association (“OPCMIA”), employees who choose to become members pay initiation fees (if applicable) and periodic dues, including monthly dues and working dues. Employees who decline to become members, i.e., who become “non-members,” meet their obligation by the payment of “agency fees” for representation that are equal to initiation fees (if applicable), and periodic dues, including monthly and working dues. Non-members have a legal right to file objections to funding expenditures that are “non-germane to the collective bargaining process.” Non-members who choose to file such objections should follow the procedures set forth below.

When considering these matters, employees should be aware that the OPCMIA and your Local Union negotiated the union-security clause, and your fellow co-workers approved that clause, to ensure that every employee who benefits from the collective bargaining process also shares in paying their fair share costs of the process. Through the collective bargaining process, the Union gains higher wages, better health care and pension benefits, fairness in the disciplinary system, overtime pay, vacations and other improvements for employees at the bargaining table. These improvements immeasurably enhance the working conditions of all employees, thereby enabling employees to better provide for themselves and their families. And while employees may choose to meet their financial obligations as non-members, the OPCMIA and your Local Union believe you should also know about the additional benefits and privileges of union membership that are not available to non-members.

Among the many benefits and privileges available to OPCMIA members include the right to attend and participate in union meetings; the right to nominate and vote for candidates for Union office; the right to run for union office and for delegate to the International Association’s convention; the right to participate in contract ratification and strike votes; the right to participate in the formulation of OPCMIA collective bargaining demands; and the right to participate in the development and formulation of OPCMIA policies. In addition, eligible and enrolled OPCMIA members are entitled to a wide range of benefits, including low-interest union credit cards, prescription drug cards, life insurance, legal services, travel services and other discounts, through the Union Privilege and Union Plus benefits programs.

Employees who nonetheless elect to be non-members may object to funding expenditures non-germane to the collective bargaining process and support only chargeable activities. Example of expenditures germane to the collective bargaining process for which objectors may be charged are those made for negotiation, enforcement, and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration; and litigation related to the above activities. Expenditures that are non-germane to the collective bargaining process and, thus, non-chargeable to objectors, are those which are not strictly related to collective bargaining. Examples of such expenditures are those made for political purposes; for general community service and legislative activities; and for certain affiliation costs.

The procedure for objecting and for obtaining a fee reduction is set forth in the OPCMIA Agency Fee Policy.

OPCMIA’s Agency Fee Policy

1. DEFINITION OF “NON-MEMBER.”

- (A) A “non-member” is an employee who works under a collective bargaining agreement containing a union security clause and who has elected to satisfy his or her financial obligations by foregoing union membership and paying only the agency fee.
- (B) A non-member will generally be charged an agency fee equal to the same initiation fee (if applicable), dues and assessments as members except where prohibited by law. The non-member may choose to pay the full amount of the agency fee, or the non-member may object to the use of his or her fees for certain activities, as set forth in Paragraph 2.

2. NON-MEMBER’S RIGHT TO OBJECT TO NON-CHARGEABLE ACTIVITIES.

- (A) Any employee who is a non-member and who pays agency fees pursuant to a union-security clause in a collective bargaining agreement in the United States has the right to object to the use of his or her fees for activities that are not reasonably related to the collective bargaining process. For purposes of this Policy, such activities will be referred to as “non-chargeable activities.” Expenses incurred as a result of these activities will be referred to as “non-chargeable expenses.”
- (B) If a non-member elects to object to non-chargeable activities, then his or her agency fee will be reduced to reflect those activities that are reasonably related to the collective bargaining process. For purposes of this Policy, activities that are reasonably related to the collective bargaining process will be referred to as “chargeable activities.” Expenses incurred as a result of these activities will be referred to as “chargeable expenses.”
- (C) Chargeable expenses include, by way of illustration, charges incurred for negotiating and enforcing collective bargaining agreements, dealing with employers on employment related matters and union administration. Non-chargeable expenses include, by way of illustration, charges incurred for political support of candidates, community service activities, and legislative activities.
- (D) For the calendar year of 2021, an independent auditor determined that the percentage reduction in the agency fee is 11.56%. In other words, an independent auditor determined that 11.56% of the OPCMIA’s expenditures in the calendar year of 2021 were for non-chargeable activities and 88.44% of the OPCMIA’s expenditures during that same timeframe were for chargeable activities. These percentages are revised after each calendar year.
- (E) Because an equal or greater amount of an OPCMIA Local Union’s expenditures are spent on chargeable activities, Local Unions may exercise the option of presuming that the OPCMIA’s percentage of non-chargeable activities applies to the Local Union. Alternatively, the Local Union may calculate its own percentages of non-chargeable and chargeable activities.

3. PROCEDURE FOR FILING OBJECTIONS

- (A) A non-member who wishes to object to funding expenditures that are not germane to the collective bargaining process must file an objection. Objections will be honored for one year unless the objection specifically states that it is continuing in nature. Continuing objections will be honored for as long as the non-member remains in the bargaining unit. If the non-member leaves the unit (for example, to

take an office position), he or she will have to make a new objection upon his or her return to the unit in accordance with Paragraphs 3(B) through 3(D) of this policy.

- (B) Each non-member must file an objection in writing, addressed to the General Secretary-Treasurer at the following address:

Operative Plasterers' & Cement Masons' International Association
9700 Patuxent Woods Drive, 2nd Floor
Columbia, Maryland 21046

Objections must be filed with the General Secretary-Treasurer; objections filed with a Local Union will not be accepted. If a non-member files an objection with a Local Union, the Local Union shall timely notify the non-member that the objection has been misdirected. Thereafter, it is the non-member's obligation to file the objection in a proper and timely manner.

- (C) Each objection must contain the following information: the non-member's full name, the non-member's address, the local union to which the non-member pays agency fees, and the non-member's social security number. Each individual non-member must file an objection; no petition objections will be accepted.

- (D) Objections must be post-marked during the period of December 1, 2022 through December 31, 2022; provided, however:

- (1) An employee who was a member of the OPCMIA, but who subsequently resigns from membership and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a former member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after the effective date of resignation.

- (2) An employee who is hired or transferred into the bargaining unit covered by a union-security clause at any time and who becomes a nonmember and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a non-member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after choosing to become a non-member.

- (E) Upon receiving a proper request from an objector, the General Secretary-Treasurer shall notify such objector that the request is perfected and shall provide a summary of the major categories of expenditures showing how the reduction is calculated. To obtain the summary and the reduction, the OPCMIA will retain an independent auditor to determine the OPCMIA's total operating expenditures for all purposes, the expenditures made for chargeable activities, and the expenditures made for non-chargeable activities. The independent auditor will then calculate the ratio of chargeable expenses and non-chargeable expenses. The General Secretary-Treasurer shall use this ratio to determine the reduction in the agency fee.

4. PROCEDURE FOR FILING CHALLENGES

- (A) Upon receiving the General Secretary-Treasurer's notice of the calculation of chargeable and non-chargeable expenditures, an objector shall have 30 days to file a challenge if he or she has reason to believe that the calculation of chargeable and/or non-chargeable activities is incorrect. An objector must submit the challenge in writing to the General Secretary-Treasurer at the following address:

Operative Plasterers' & Cement Masons' International Association
9700 Patuxent Woods Drive, 2nd Floor
Columbia, Maryland 21046

Challenges must be filed with the General Secretary-Treasurer; challenges filed with a Local Union will not be accepted. If an objector files a challenge with a Local Union, the Local Union shall timely notify the objector that the challenge has been misdirected. It is the objector's obligation to file the challenge in a proper and timely manner.

- (B) If an objector chooses to challenge the calculation of the percentages, there shall be an appeal before an impartial arbitrator chosen through the American Arbitration Association's Rules for Impartial Determination of Union Fees, as issued and amended.

- (1) Any and all appeals shall be consolidated and submitted to the American Arbitration Association ("AAA"). Appeals shall be heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing. If a hearing is held, any challenger who does not wish to attend may submit his or her views in writing by the date of the hearing. If the presentation will be made in writing, the arbitrator will set a date or dates by which all written submissions must be received and will decide the case based on the evidence submitted. The OPCMIA bears the burden of justifying its calculations.

- (2) While the appeal is pending, the General Secretary-Treasurer will hold in escrow a portion of the fees paid by the objectors to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their payments than that calculated by the General Secretary-Treasurer, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

- (3) The Union shall pay the costs of the arbitration. Objectors shall bear all other costs in connection with presenting their appeals (travel, witness fees, lost time, etc.). Objectors may, at their expense, be represented by counsel or other representative of choice.

- (4) A court reporter shall make a transcript of all proceedings before the arbitrator if a hearing is held. The transcript shall then be the official record of the proceedings.

- (C) An objector who has filed a timely objection and who believes that the reduction provided by the Local Union to which he or she pays agency fees is inaccurate, the objector may challenge that reduction through the procedures established by the Local Union. If the objector files challenges to the reductions determined by the OPCMIA and the Local Union, those challenges will be coordinated.

5. PAYMENT OF THE REDUCED AGENCY FEE

Objectors shall pay an amount less than the percentage relating to non-chargeable expenses to both International and Local. If the objector has made a challenge to the reduction in agency fee, as set forth in Section 4 above, the portion of the fee subject to challenge shall be placed in an interest-bearing escrow account pending resolution of the challenge.

6. OTHER PROVISIONS

- (A) The OPCMIA will provide a copy of the NOTICE and the AGENCY FEE POLICY to each member once a year in the *Plasterer & Cement Mason* magazine. This will constitute notice to members working under collective bargaining agreements with union-security clauses about their right to be a nonmember, to make objections and pay a reduced agency fee.

- (B) This policy shall be deemed automatically amended to conform to applicable federal laws.



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.

USA and OPCMIA Host First USA Hike Outside DC

As the fog lifted off the Potomac shortly after sunrise, a group of union member gathered at Great Falls Park outside Washington D.C. for the first ever Union Sportsmen's Alliance (USA) hike.

Led by Operative Plasterers' and Cement Masons' International Association International Field Representative/ Director of Political Affairs

Ryan Stepano, members of the Machinists, Office Workers Local 2, Elevator Constructors Local 10, and the UA International along with some family members, including one of the four-legged variety, enjoyed camaraderie and fantastic views along 1.6-mile River Trail Mini Loop.

Brother Stepano, who serves as a proxy for the OPCMIA International General President on the USA Board, proposed a USA hike following conversations among board members about expanding USA activities beyond shooting, hunting, and fishing to appeal to a broader union audience.

"I was amazed that so many people that live in the area have never had the opportunity to hike the trail at Great Falls," said Brother Stepano. "Showing people, a beautiful natural splendor in their backyard is priceless to me. It was a perfect fall day with a collage of colors and the roar of the great falls in the background."

With the trail mostly to themselves early on a Saturday morning, the hikers spotted a whitetail deer, an osprey, and some whitewater kayakers willing to brave the rapids of the Potomac.

Everyone who attended the hike was entered in a drawing for a pair of U.S.-made Danner hiking boots, and Dave Lehive of the International Association of Machinists and Aerospace Workers (IAMAW) was drawn as the lucky winner at one of the trail's scenic overlooks.

Located just 15 miles from the nation's capital, historic Great Falls Park is home to one of the nation's first canals and offers many opportunities to explore history and nature. The park's more memorable treasures are the overlooks where you can view the Potomac River as it falls over a series of steep, jagged rocks and flows through the narrow Mather Gorge.

"I never expected to see such beautiful natural scenery just outside a major city," said USA Communications Manager Kate Nation, "and while only half of those registered turned out for the hike, it was cool to witness families and union members bonding in the outdoors. I look forward to similar events in the future."



Opening Day - Deer Season



Opening day deer season in eastern Washington with both of retired Vice President Gordon McCleary's son Gordon Junior and grandson Alex where they both took nice mule deer in the rolling-hills of Eastern Washington. Both pictured with retired Vice President Gordon McCleary of Local Union 633.

Union Sportsmen's Alliance Hosts 1st All Women's Fishing Event in Conjunction with Tradeswomen Build Nations Conference in Vegas

Spring Hill, Tennessee — More than 60 union tradeswomen from 18 states and Canada came together for the first Union Sportsmen's Alliance (USA) All-Women Fishing Event outside downtown Las Vegas in conjunction with the 12th Annual Tradeswomen Build Nations Conference—the largest gathering of tradeswomen in the world.

"The women who attended this event are electrical workers, insulators, ironworkers, elevator constructors, painters, laborers, carpenters, cement masons, plumbers and pipefitters and millwrights, who are breaking barriers and paving the way for other women in the trades," said USA Communications Manager Kate Nation, "so it seemed very fitting to bring them together through fishing and the outdoors, and hopefully inspire them to both pursue the sport and pass it on to other women and girls of all ages."

Union volunteers from Plasterers' and Cement Masons' Local 797, Bricklayers Local 13 and Ironworkers Local 433, as well as professional angler and fishing guide Ashley Nichole Lewis, a member of the University of



More than 60 union tradeswomen from 18 states and Canada came together for the first Union Sportsmen's Alliance (USA) All-Women Fishing Event outside Las Vegas.

California Student Workers Union represented by Auto Workers Local 2865, attended to assist participants and share her expertise.

"This event was deeply meaningful because working in male-dominated fields—whether the construction trades or the fishing industry—can be isolating, and the opportunity to connect with other women builds much-

Continues on next page





Continued from page 37

needed community,” said Lewis, a member of the Quinault Indian Nation from western Washington. “The event was also diverse both in the fields of work the women represent as well as race, ethnicity, age and fishing experience. With such varied backgrounds, it only makes sense to connect through a shared interest in the outdoors.”

A 30-minute drive from the Vegas strip, Floyd Lamb Park, centered on a series of small lakes in the Mojave Desert, provided the women with a new perspective of the city and an opportunity to connect with union sisters from other trades.

“We couldn’t be more pleased with how our first women’s fishing event turned out,” said USA CEO and Executive Director Walt

Ingram. “We greatly appreciate the support we received from North America’s Building Trades Unions (NABTU) to host the event during its Tradeswomen Build Nations Conference and all they did to help promote it. While women are always welcome and encouraged to attend all USA events, we recognize the value of women-focused events like this and hope to do more in the future.”

As the All-Women’s Fishing Event was wrapping up, volunteers from OPCMIA Local 797 gifted fishing poles to a mother and her two daughters who were visiting the park to celebrate Nevada Day. The remaining fishing poles used during the event will be donated by local union workers to other members of the Las Vegas community.

MORTUARY CLAIMS

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN SEPTEMBER 2022

600	Los Angeles CA	Anderson Jr, Melvin E
600	Los Angeles CA	Andrade, Sedilio
502	Chicago IL	Bleeker, Grantland A
780	New York, NY	Bomba, Edward
592	Philadelphia PA	Brunone, James F
886	Toledo, OH	Bunker, George L
018	Central, IL	Curry, Keith E
919	Vancouver BC CN	Dos Santos, Ezequiel
630	Honolulu, HI	Garcia Jr, Ricardo
018	Central, IL	Garman, Dan
600	Los Angeles CA	Hacker, Bryan R
400	Sacramento, CA	Heuser Sr, Kenneth A
592	Philadelphia PA	Hoagland, Michael H
630	Honolulu, HI	Matsumoto, Akikazu
400	Sacramento, CA	Oakley, Ohnie
797	Las Vegas, NV	Powell, James Allen
780	New York, NY	Primiani, Carmine
780	New York, NY	Rao, Gabriel
592	Philadelphia PA	Robinson, James H
599	ST of Wisconsin	Schuldenberg, Robert
538	Omaha, NE	Smith, Walter
891	Washington, DC	Vasquez, Jose V
502	Chicago IL	Webb Jr, General

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN OCTOBER 2022

132	Ohio & Kentucky	Adkins, Arvil R
780	New York, NY	Alberti, Joseph
630	Honolulu, HI	Anagaran, Chito
500	Santa Ana CA	Ayala, Robert
630	Honolulu, HI	Baoy, Raymond
600	Los Angeles CA	Beal, Rodney W
132	Ohio & Kentucky	Burwell, Rick T
502	Chicago IL	Daniels, Charles P
518	Kansas City, MO	Elder, James R
500	Santa Ana CA	Enriquez, Manuel
630	Honolulu, HI	Felicilda, Sirhelio
630	Honolulu, HI	Fujii, Robert
630	Honolulu, HI	Ganoy, Jose
18	Central, IL	Hall, Gary R
630	Honolulu, HI	Jaurigue, Gerald
630	Honolulu, HI	Kanahele, Frank
592	Philadelphia PA	Kapigian, Charles T
630	Honolulu, HI	Kobashigawa, Isamu
200	Los Angeles, CA	Kosky, Charles
630	Honolulu, HI	Lacro, John
630	Honolulu, HI	Laporga, Robert
502	Chicago IL	Larson, Norman A
633	Minneapolis, MN	Laures Daniel
630	Honolulu, HI	Mair, John

LOC CITY, STATE NAME

500	Santa Ana CA	Manzano, Phillip
111	Erie & Niag Co NY	Mazzobel, Romeo
300	Oakland, CA	McKean, Keith
630	Honolulu, HI	Naone, John
630	Honolulu, HI	Okimi, Mikito
919	Vancouver, BC CN	Pereira, Jose A.
780	New York, NY	Portante, John
630	Honolulu, HI	Purdy, Ralph
630	Honolulu, HI	Quihano, Franklin
630	Honolulu, HI	Quiton, Roland
500	Santa Ana CA	Ramirez, Patricio J
630	Honolulu, HI	Raymond, Darrell
592	Philadelphia PA	Recker III, Joseph F
630	Honolulu, HI	Shiroma, Alan
630	Honolulu, HI	Tailo, Peni
502	Chicago IL	Thomas, Robert L
780	New York, NY	Torres, Francis M

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2. Block out days for hunting & fishing
3. Check Mondays to see if I won a gun!

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