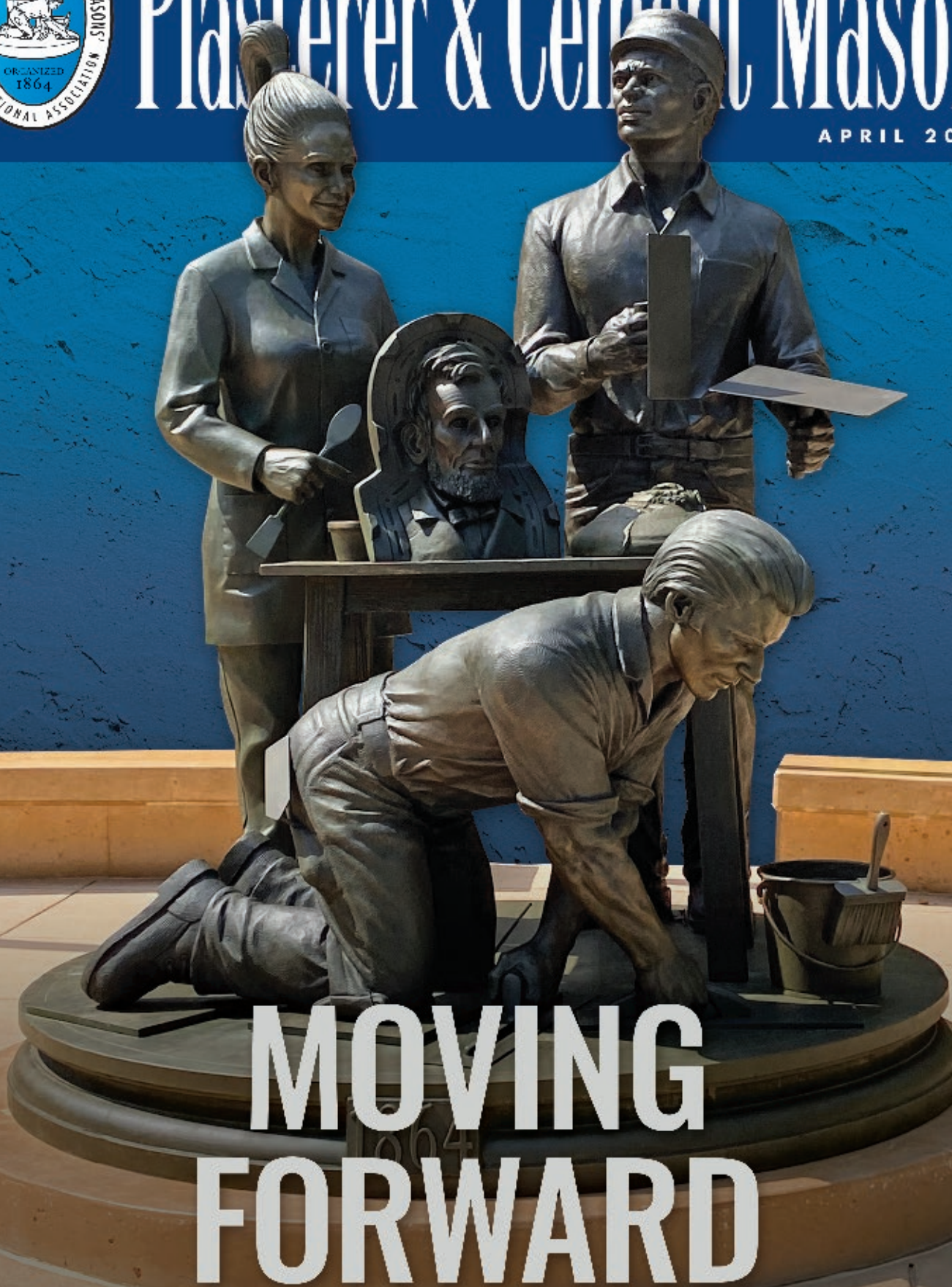




Plasterer & Cement Mason

APRIL 2023



MOVING FORWARD

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

New Faces, Same Mission

As we close another chapter in the history of this great International Union, let me start by again thanking General President Emeritus Daniel E. Stepano for his many years of service. I hope everyone joins me in wishing him a long, healthy, and happy retirement.

As we move forward, we have new Brothers and Sisters stepping up in our organization. The General Executive Board unanimously approved Vice President Richard Bailey to serve as our next General Secretary-Treasurer. Brother Bailey brings decades of service to the position and will be a diligent and effective steward of the OPCMIA's finances.

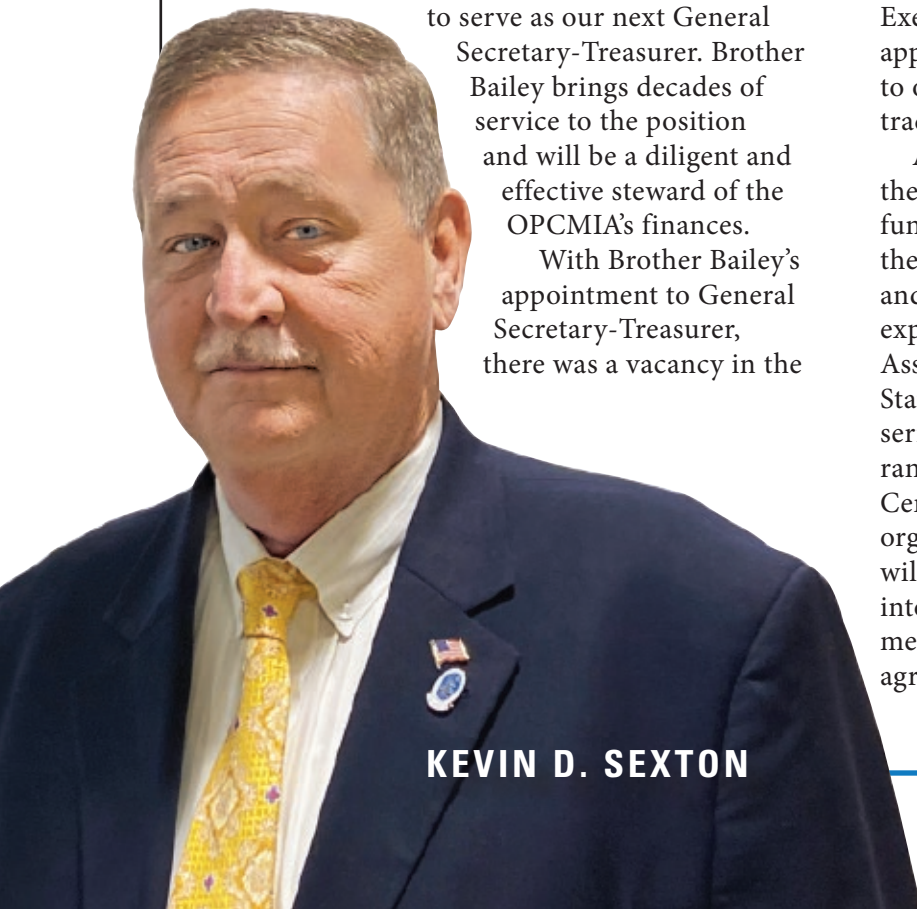
With Brother Bailey's appointment to General Secretary-Treasurer, there was a vacancy in the

positions of Cement Mason Vice President and General Executive Board. I have appointed Sister Alise Martiny to serve in these positions and the General Executive Board has unanimously approved of these appointments. Vice President Martiny has been a long-time leader in our Union, as well as a leader in the industry, most recently as the Business Manager of the Greater Kansas City Building Trades Council. I know she will provide a valuable and diverse perspective to our General Executive Board.

In addition, Cement Mason Vice President Wayne Laffitte retired at the end of this year. I have appointed International Representative Fitzgerald Jacobs to fill that vacancy, and the General Executive Board has unanimously approved of that appointment. Brother Jacobs is a valuable addition to our Vice Presidents because he has a proven track record of leadership.

As we welcome our Brothers and Sister to their new positions, I want to emphasize that our fundamental mission remains the same: organize the unorganized! All of our International Officers and Representatives will be focusing our efforts to expand the organizing activities of the International Association and its affiliates across the United States and Canada. We must take organizing seriously and do everything we can to grow our ranks. We must not only bring in new Plasterers, Cement Masons and Shop Hands, but we must also organize and sign new contractors. These efforts will result in increased market share that translates into increased employment opportunities for all members. These efforts will also lead to better agreements with higher wages, stronger fringe

Continues on page 16



KEVIN D. SEXTON

Nuevas Caras Misma Mission

Hoy, así como cerramos otro capítulo en la historia de esta gran Unión Internacional, déjenme empezar por agradecer otra vez al presidente general Emérito Daniel E Stepano por sus muchos años de servicio. Deseo que todos me acompañen en desearle un largo, saludable y feliz retiro.

A medida que avanzamos, tenemos nuevos hermanos y hermanas quien se incorporan a nuestra organización. El Comité General Ejecutivo aprobó por unanimidad al vicepresidente Richard Bailey de servir como nuestro siguiente Secretario- Tesorero General. El hermano Bailey trae décadas de servicio a la posición será un mayordomo diligente y efectivo para las finanzas de la OPCMIA.

Con el nombramiento del hermano Bailey a Secretario-Tesorero General, hubo una vacante en las posiciones de Vicepresidente de Albañil de Cemento y en el Comité Ejecutivo General. Yo he nombrado a la hermana Alice Martiny de servir en estas posiciones y el Comité Ejecutivo General ha aprobado estos nombramientos. La Vicepresidenta Martiny ha sido una líder en nuestra Unión por mucho tiempo, al igual que líder en la industria recientemente gerente de negocios de la gran ciudad de Kansas City del Consejo de oficios de la construcción. Yo sé que ella proveerá una perspectiva valuable y diversa para nuestro Comité Ejecutivo General.

Además, vicepresidente Albañil de Cemento Wayne Laffitte se retiró al final del año pasado. Yo he nombrado al representante Internacional Fitzgerald Jacobs de llenar esa vacante y el Comité Ejecutivo General han aprobado unánimemente ese nombramiento. El hermano Jacobs es una valiosa adición a nuestros vicepresidentes porque él ha probado récord de liderazgo.

Al dar la bienvenida a nuestros hermanos y hermanas a sus nuevos cargos, Quiero enfatizar que nuestra misión fundamental sigue siendo la misma: organizar a los no organizados! Todos nuestros oficiales y representantes Internacionales se estarán enfocando en nuestros esfuerzos de expandir las actividades de organizar la asociación Internacional y sus afiliados a lo largo de Estados Unidos y Canadá. Debemos tomar la organización seriamente y hacer todo por crecer nuestros rangos. No solo debemos incorporar nuevos yeseros, albañiles de cemento y manos de obra,

pero también hay que organizarse y firmar nuevos contratistas. Estos esfuerzos darán como resultado una mayor participación de mercado que se traduce en mayores oportunidades de empleo para todos los miembros. Estos esfuerzos también conducirán a mejores acuerdos con salarios más altos, beneficios adicionales más fuertes y mejores condiciones de trabajo.

El tiempo para organizarse nunca ha sido mejor. La aprobación de legislación importante -como la ley de CHIPS y Acta de Ciencias y la Ley de Empleo e Inversión en Infraestructura- creara importantes oportunidades de trabajo y nuestros oficios en los próximos años. Necesitamos tener los albañiles de cemento, yeseros y mano de obra para aprovechar estas oportunidades.

También necesitamos crecer nuestra base de contratistas signatarios. Nuestros contratistas ya tienen proyectos programados para el futuro cercano. Necesitamos firmar nuevos contratistas a nuestros acuerdos y de tenerlos a bordo, necesitamos convencerlos de los beneficios de trabajar con la OPCMIA.

Uno de los beneficios más grandes es nuestro programa de entrenamiento. La OPCMIA ha invertido mucho entrenamiento en todos los niveles de nuestra organización. Ahora estamos viendo mucha de la inversión tomar forma y será una de la manera más persuasiva de traer contratistas hacia la OPCMIA. Cuando los contratistas sepan que contamos con los trabajadores más calificados y eficientes en los oficios de la construcción, serán más receptivos a nuestros esfuerzos para que firmen un acuerdo de negociación colectiva. Hemos visto a contratista tras contratista acudir a nosotros porque no pueden encontrar trabajadores calificados en nuestro oficio. Si aumentamos nuestro número y nuestra capacitación también aumentaremos el número de empleadores dispuestos a trabajar con nosotros.

Tenemos mucho trabajo por delante, Creo firmemente en la OPCMIA, en todos los niveles y en cada uno de los funcionarios y miembros. Juntos, podemos seguir aumentando nuestra membresía y los contratistas auxiliares solidificarán la cuota de mercado sindicalizada de nuestros oficios.

General Secretary- Treasurer

Richard A. Bailey



It Seems Like Only Yesterday

As I reflect back over my 44 years as a Cement Mason, it seems like only yesterday that I walked into Local #109 Union Hall in Akron, Ohio to join the Apprenticeship Program. My neighbor was a Union Cement Mason, and when he got off work, sometimes I would go talk with him. I was always intrigued with his tool bucket in the back of his pickup truck, those shiny, sharp trowels. He was a commercial Cement Mason, he called himself a “Blades man” lol. I told him I wanted to learn how to finish concrete. He recommended that I spend my summer months, when not in High School, helping some of the small residential contractors in the Akron area to get some experience and find out if I really wanted to be a Cement Mason. After two summers of helping pour driveways and basements, I knew I wanted to become a Cement Mason.

I joined Local 109 on July 16, 1979, and served a 3-year Apprenticeship. After graduating from Apprenticeship training in 1982, my Journeyman work career began, working for Concrete Contractors in the Akron – Cleveland areas. After getting married, having children, and working in the field for several years as a Journeyman, Foreman and job site Steward, my Business Manager at the time; Bob Hahn, told me that the International was going to be hiring Organizers and I should apply. This was the first time our International decided to hire Staff Organizers, not only to increase our membership but to maintain our current membership due to an ongoing feud with a rival organization at that time. I interviewed with then General President John Dougherty, and I was appointed an International Organizer on October 30, 2000. My second career began as an International

Officer. President Dougherty gave a young 39-year-old guy an opportunity and told me the rest is up to me, make it or wash out. In 2005, I was appointed an International Representative by General President Dougherty. I was elected a Vice President by the Delegates at the 51st Convention in 2014, appointed to the General Executive Board in 2017 and reelected as a Vice President and a member of the General Executive Board in 2019 at the 52nd Convention. I have served in many capacities during my career with the International, the most recent as the Senior Trustee at Local 577, Colorado – Wyoming during its Trusteeship.

Over the past 22½ years as an International Officer, I have seen many ups and downs in the Construction industry, especially affecting our Union. I was with the International when 9-11 happened, when Hurricane Katrina devastated our Local #567 in New Orleans, displacing many of our members, when the Subprime mortgage crisis hit between 2007 and 2010, many of our members lost jobs, homes and sadly some lives during those years. The OPCMIA always made it through, more focused than ever to improve the lives of our members. We have embraced and invested in the most up-to-date recruitment and training tools of today, the cutting-edge Virtual Reality and the Learning Management Systems, just to name a few.

At no time during my membership with OPCMIA has there ever been a greater opportunity for us to increase our membership, increase our market share, strengthen our Pension, Health and Welfare and Training Funds then now! Every Local Union Officer I talk

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Richard A. Bailey
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Todd A. Lair
Executive Vice President

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John J. Dougherty

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Daniel E. Stepano

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*Since 1864 we have stood the test of time. We will continue
down a path of success for another 160 years.*

Kevin D. Sexton, Editor

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Executive Vice President

Todd A. Lair



OPCMIA and Virtual Reality

The Operative Plasterers and Cement Masons International Association is a labor organization that represents skilled workers in the construction industry. Founded in 1864, The OPCMIA has a rich history of advocating for the rights and interests of its members, and today it continues to be a leading voice in the construction industry. One example of the success of the OPCMIA includes its recent use of virtual reality (VR) machines at recent trade shows.

One of the key factors in the OPCMIA's success has been our ability to adapt to changing times and technologies. Our organization has been at the forefront of using new technologies to engage with our members and promote our mission. This has included the use of virtual reality machines at trade shows, which have proven to be an effective way to

demonstrate the skills of OPCMIA members and showcase the latest innovations in the construction industry.

The use of VR machines at trade shows has allowed us to reach a wider audience and provide a more immersive experience for attendees. By using VR, we are able to demonstrate the complex and intricate work that our members do, allowing attendees to see first-hand the skills and expertise required to complete these projects. This has helped to increase awareness of the OPCMIA and our mission. It has also helped to attract new members to the OPCMIA.

The OPCMIA continues to be a leading voice in the construction industry, and its members can be proud to be part of an organization that is dedicated to their success.

OPCMIA'S VIRTUAL JOB SITE EXPERIENCE



OPCMIA'S VIRTUAL JOB SITE EXPERIENCE



Vice President Director of Jurisdiction

Chester Murphy



Our Agreement

We show up to work with the same goals in mind; to work for eight hours or more to support ourselves and our families. We agree to follow guidelines to protect our positions, benefits, and wages. We expect fair working conditions. We look to employers to create an atmosphere that is safe. How do we agree?

There are multiple agreements that are entered into to protect the interest of both the employee (labor) and the employer (contractor). The commonality of these agreements is that they are negotiated between labor and management with the intent to provide benefits for all parties involved. Agreements are necessary to ensure the stability of a project and minimize labor disruptions.

Let us look at these agreements:

- Collective Bargaining Agreement (CBA) – agreement negotiated between our local union and an individual contractor or association representing multiple contractors. Typically, multi-year agreements.
- National Maintenance Agreement (NMA),

General Presidents Agreement (GPA), General Presidents Maintenance Agreement (GPMA), and National Construction Agreement (NCA) – agreement negotiated between the Internationals and the owners or contractors who become signatory to these agreements. These agreements refer to the local CBA for wage and benefits for projects.

- Project Labor Agreement (PLA) and Project Stabilization Agreement (PSA) – local unions become signatory to PLA as an affiliate and contracts are negotiated between the local Building Trades and the contractors on behalf of the affiliated trade.

Our agreements protect the workforce, owners, and contractors. They are a legally binding arrangement between parties to ensure a course of action that leads to the protection of our projects and jurisdiction. We must continue to do our part to provide the best workforce and fulfill the agreements we are working under as they are templates for current and future generations.

Canadian Vice President

Chris Feller



Our Time is Now

Brother Dan Stepano has served a long and distinguished career in the OPCMIA. His career began as a plasterer in Local 31 in 1980. He served his local union in a number of positions and through his work at the local level was elected to the General Executive Board in 2004. He became our General President in 2016. As you may be aware, Brother Stepano announced his retirement earlier this year.

What you may not know is the role Brother Stepano had in recognizing the need for a Canadian Vice President to be seated at the OPCMIA General Executive Board. Our Constitution was amended at the **International Convention in 2014** to allow for the position and on January 1, 2020, for the first time a Canadian Vice President was given full voice and vote on the OPCMIA General Executive Board.

I am honoured to be the Canadian Vice President and I want to express my gratitude to Brother Stepano for the support and attention he particularly gave and all the General Executive Board members gave when I raised issues that affected Canadian members of the OPCMIA. His consideration and leadership of our union has been inclusive of all members regardless of which side of the border we might reside.

I wish Brother Dan and his wife Jeanne a long, healthy and wonderful retirement. After all the years of service to our union, it is a retirement well deserved.

I recently attended two events which indicate the potential for significant growth for our industry and our union. The first event was the World of Concrete Exhibition and the second was the North America Building Trades Unions (NABTU) Conference.

At the World of Concrete Exhibition there were

numerous non-union Canadian contractors who wanted to discuss partnering with our local unions. Their businesses are stifled by the lack of skilled trades and thus their inability to hire qualified trades persons. Our training programs and facilities have long taught the skills needed for a worker to become a qualified plasterer and/or mason. Our training programs are, without question, the best in the industry and in some jurisdictions may be the only training available.

The opportunity for us to increase our market share which will result in raised wages and benefits for our members is now. Our members have the skills to get the job done and our training centres have the capacity to teach those skills to apprentices wanting to learn our trades. With the skills of our qualified trades people and the ability to train more people, we can help our contractors grow their businesses and certify non-union contractors who need the skills only our members can deliver.

At the NABTU meeting we learned of the unprecedented infrastructure spending program in the United States. The program is estimated to be \$1.2 trillion which will create hundreds of thousands of jobs in the construction industry; much of which will be in the unionized sector of the industry.

Still at the NABTU meeting the Canadian Executive Directors from each province reported similar spending programs from each of their respective provincial governments. Infrastructure spending in Canada will increase significantly for transportation systems, schools, hospitals, water treatment plants and more.

As the world turns to increased 'green'

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It's Coming

State legislatures across the country are meeting in their legislative sessions for the next few months. While some states have legislatures that meet year round, most do not, and are in full steam nearing their adjournment's in the next few months. We have been active in several states working to secure certification's for fire spray applicators. It has been an arduous task, however most states that are working on this process are proceeding well. Also, each state has had their fair share of anti-union legislation and has been making great strides in stopping many of these onerous Bills.

That being said, by this summer, when the dust settles from state legislatures, all the political attention will turn to the next general election in 2024, as decisions by national and state politicians regarding Re-elections will take center stage. Will President Biden run again? Will some U.S Senators decide not to run? Will the Senate remain

Democratic? Will the house stay Republican?

Both houses could easily flip to the other party, or their margins could expand. This is the time that major decisions by our already elected officials whether they run or not will have a profound effect on the labor movement, not to mention our own OPCMIA. These individual decisions could give us a good idea how the elections will go in the following year, and these decisions could be monumental in deciding who controls government, and whether the great strides the union movement has made the last few years stay in effect.

In the meantime, there is plenty of work to do at the state level to make sure we stay as strong as possible. But when the snow stops flying and the summer heat takes over, we will be in the thrust of political maneuvering's, and early campaigns, that seem to come earlier every year.

It's coming, and soon.



The Fog of Politics

Since a young child politics have always been a point of immense discussion and debate for me. One, because there is a sense of accomplishment when achieving an agreement and two, because a healthy dialogue helps you paint a better picture into understanding other arguments and beliefs. There is a commonality in America today known as cognitive dissonance. It is when your core beliefs may be challenged by new information but instead of interpreting and rationalizing, we tend to reject that information and cement our own ideals above the ones we learn. I think everyone at a certain point has been guilty of this, it threatens what you hold near to yourself. Once we identify the issue and learn together there is not any political hoopla out there that will diminish our resolve as an organization. Learning more about politics will only reinvigorate our membership and help with seeing both sides of an argument.

I believe cognitive dissonance plays a role, but I also believe there is a somewhat fear when it comes to politics either from unknowing or just a distaste. I believe when putting all these factors together there is a political fog looming, and we intend to shine a light on this very issue by actively discussing hard questions and topics at the Political Seminars we put on at the locals. This will help us grow stronger by understanding the membership's beliefs but also educating the members on the actions we take in the political arena.

"War is the realm of uncertainty; three quarters of the factors on which action in war is based are wrapped in a fog of greater or lesser uncertainty. A sensitive and discriminating judgment is called for; a skilled intelligence to scent out the truth."- Carl Von Clausewitz

Now replace "war" with "politics" in the above quote. Many I am sure have heard the term Fog of

War; I have set out to define it in the political arena. In any situation there will always be uncertainty, that causes many to fear or hate politics, but we must educate ourselves to better understand the governing bodies that make up our great country. If we educate, we "scent out the truth" and shine a light on the political fog.

Legislators and Media Commentators/Personalities will yell and scream to distract you in one area while they advance on another. We must be gatekeepers and stay vigilant by continually educating ourselves. At times it can be difficult, especially with the constant barrage of controversy, it tends to make many turns away or become totally alienated. I implore you, when the next political hot button issue takes root read 2-3 articles on the subject from different media outlets. There is always a wider angle to a story and each outlet will narrow their scope to fit an agenda. In the Political Department we seek to give you the tools to become gatekeepers of the truth. This is so we can move forward and have open dialogues to reach agreements and be able to identify the uncertainties in politics together.

Political seminars have been happening for the last year and we intend to continue this program into many more locals across the country. The first program is to teach about ideologies. At the base root ideologies are the beliefs on how people in a respective country should be governed. I fear many do not know what their political ideology is and where American Politicians ideologies are in today's society. Ideologies are just a start in the wide net of political information, but it is the fundamental building blocks everyone needs to understand. Together we can end the political fog and be able to appropriately understand politics and especially each other's ideals. Come and make your voice heard and be a part of the dialogue!

Thou Shalt Not Steal

Wage theft is defined generally as a practice by an employer of failing to pay the proper wages due to its employee. This failure takes many forms. For example, an employer can fail to pay overtime to an employee who works more than forty (40) hours in a week. An employer could also fail to pay an employee the minimum wage. An employer could even refuse to pay any wages to the employee. All of these examples – and many, many, more – constitute wage theft.

Wage theft often goes hand-in-hand with other bad employment practices. These practices include employers designating their workers as “independent contractors” in an effort to exclude those workers from the wage and hour laws, as well as taxation, unemployment compensation, and worker compensation laws. Some employers appear to get rid of their employees altogether, in favor of using so-called labor brokers who employ and supply the workers to the employers.

As members of a labor organization, such as the Operative Plasterers' & Cement Masons' International Association of the United States and Canada, you have protections against wage theft. You have a collective bargaining agreement that requires your employer to pay certain wage rates, make contributions to fringe benefit funds, and to provide certain premiums (some of which go beyond what the law provides). You also have a union – the OPCMIA and its local unions – that can enforce that agreement, either through the grievance process or through litigation before the National Labor Relations Board or in federal court. That is why wage theft is far less common in the unionized setting.

However, wage theft is rampant throughout the non-union setting, including the plastering,

cement masonry and shop hand trades. Two examples illustrate how it works in these (and other trades) trades. Valley Wide Plastering Construction is a non-union plaster and lath contractor working in the state of Arizona. Valley Wide paid its employees on a piecework rate, based on the yards worked rather than the number of hours worked. This method of payment, along with the failure to keep proper records, enabled Valley Wide to avoid paying overtime – that is time and one-half the employee's regular rate of pay – for every hour worked over forty hours in the week. The United States Department of Labor sued Valley Wide and even got an injunction requiring the employer to change how it paid its employees. Valley Wide still cheated its employees out of their overtime. Eventually, the employer agreed to settle the case by paying \$1,312,360 in back wages and another \$1,312,360 in damages to the affected employees.

Another contractor, Baja Concrete, supplied Cement Masons to Newway Forming to work on jobs in the Seattle, Washington area. Baja Concrete hired the Cement Masons, brought them to Seattle, managed their housing, transported them to and from the jobsite, and determined their wage rates. Meanwhile, Newway Forming directed the Cement Masons as they pumped concrete, poured it, and finished concrete on jobsites. The Seattle Office of Labor Standards determined that both Baja Concrete and Newway Forming were “joint employers” of the Cement Masons, and, both employers violated city ordinances by (1) failing to pay overtime; (2) failing to pay the minimum wage; (3) in some cases, failed to pay wages at all; (4) making unauthorized deductions for lodging and transportation; (5) failing

Continues on page 15

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



Future Leaders in Our Industry

In December 2022 Oneonta Job Corps Center NPIJATF Cement Masonry student Javane Dunkley had the opportunity of a lifetime. Javane accompanied Oneonta Center Director Thayne Bodenmiller to Washington DC to participate in the inaugural Job Corps 2.0 Leadership Summit. The Summit is geared toward the motto, Students Today, Leaders Tomorrow.

National Director of Job Corps, Rachel Torres, communicated with all Job Corps Center Contractors and Center Directors earlier in the year and explained why she invited students to the annual conference. "I am particularly passionate about strengthening our students' leadership skills," she wrote. "No matter what training area they choose, the ability to lead is a quality that every employer appreciates. More than that, leadership skills are empowering and allow our students to advocate not just for themselves, but for their fellow students on campus."

Javane participated in the Summit with many other student leaders representing vocational training and pre-apprenticeship from all Job Corps Centers across the map. There were also student and staff representatives from Alaska, Hawaii, and Puerto Rico.

Javane participated in numerous interactive sessions over the two-day Summit. The activities were broken into two different sessions, one session for only student leaders and the other session consisted of Center Directors who met separately. The Center Directors discussions focused on challenges that directors face to

STUDENTS TODAY, LEADERS TOMORROW



NPIJATF Cement Masonry student
Javane Dunkley

achieve positive results for students. Other sessions hosted by Job Corps leadership focused on building careers for students and not only jobs. The idea of separating the two groups was to ensure students that they would be enabled to speak freely and give new perspectives and ideas to the Job Corps community.

Some activities that were relevant at the Summit that Javane highlighted was being able to hear from Job Corps leaders such as Director Rachel Torres and U.S. Secretary of Labor Marty Walsh, and eventually have his photo taken with each of them.

The fact that such important individuals were this assessable to students made an indelible impression on Javane. The National

Office of Job Corps leadership is pleased that students had this experience and are enthusiastic that this will lead to a big step forward in capturing other students on campus to be more enthusiastic and involved in leadership roles. Expectations for Job Corps leadership is all about moving to a student-centered delivery model that promotes culture, inclusivity, and success.

Javane is not only a leader in his respected Job Corps Center but also a leader in the cement mason trade. He plans on continuing his training as a pre-apprentice and is hopeful in the near future after graduation that he can start a career in the construction industry. Javane is interested in joining OPCMIA Local Union #29 in Jersey City. NPIJATF is proud of students like Javane and is hopeful that young leaders will transition into our locals and help our organization grow.

GENERAL SECRETARY-TREASURER

Richard A. Bailey

Continued from page 4

with the topic is the same, "I need manpower." The Infrastructure Bill is the greatest gift to our Union since post World War II when the construction industry boomed. Let us recruit that kid who is intrigued, let us recruit that kid who just needs a break in life and put him in our Apprenticeship Programs

or if he or she is good enough, bring them in as a Journeyman. Let us redouble our efforts and take advantage of this opportunity. I am truly humbled to serve as the General-Secretary Treasurer of the OPCMIA, it seems like only yesterday an opportunity started, but it's today!

CANADIAN VICE PRESIDENT

Chris Feller

Continued from page 9

technology, there are even more opportunities in the private sector. The transition to electric vehicles (EVs) will require the construction of specialized plants where batteries and electronic chips will be produced. And with the increased demand for electricity, hundreds of small nuclear reactors will be built across North America.

We are facing unprecedented growth!

With all the upcoming work and the demand for highly skilled labour, our union is well positioned to supply, train, grow our market share and ultimately increase the wages and benefits for all our members.

I am confident our Canadian local unions will embrace the challenges of growth and organize. With the volume of work coming at us we need to be prepared at all levels in our organization. Individual

members can help by talking to their friends who may be working non-union. Explain to them the numerous benefits available from holding membership in the OPCMIA. Explain to the strength of being part of an organization that stands up for the rights of workers and teaches the skills to future trades people. By helping others, we can help ourselves.

Organize!!

Let me close this report with a welcome to our new General President Kevin Sexton. Brother Sexton joined Local 518 in Independence Missouri in 1985. He rose through the ranks of his local and was elected to the Executive Board in 1993. With his experience and leadership, I know our union will continue to grow our membership and work in the best interests of all our members.

OPCMIA LEGAL PERSPECTIVE

O'Donoghue & O'Donoghue

Continued from page 12

to provide meal breaks and rest breaks; and (6) failing to provide paid sick leave. The Office of Labor Standards ordered the employers to pay \$2,055,204.10 to fifty-three (53) workers and another \$170,7686.20 to the City of Seattle in fines.

Valley Wide Plastering Construction and Baja Concrete are just two examples of what is becoming the standard business practice among the non-union contractors in not just our trades, but most

trades. If these non-union companies are not held accountable for their unlawful activity, they will continue to cheat the system and undermine the ability of unionized employers to compete for new work. The employees of the non-union contractor will not simply suffer the harm, but it will eventually threaten the livelihood of hard-working union members. That is why it is important to fight wage theft wherever it occurs.

Continued from page 2

benefits and improved working conditions.

The time to organize has never been better. The passage of major legislation – such as the CHIPS and Science Act, and the Infrastructure Investment and Jobs Act – will create significant work opportunities in our trades in upcoming years. We need to have the Cement Masons, Plasterers and Shop Hands to take advantage of those opportunities.

We also need to grow our signatory contractor base. Our contractors already have projects lined up into the near future. We need to sign new contractors to our agreements; and, to get them on board, we need to convince them of the benefits of working with the OPCMIA.

One of the biggest benefits is our training programs. The OPCMIA has invested a lot in training at all levels of our organization. We are now seeing much of that investment take shape,

and it will be one of the most persuasive ways to bring contractors into the OPCMIA fold. When contractors learn that we have the most skilled, most efficient workers in the building trades, they will be more receptive to our efforts to sign them to our collective bargaining agreements. We have seen contractor after contractor coming to us because they cannot find skilled workers in our trades. If we increase our numbers and our training, we will also increase the number of employers willing to work with us.

We have a lot of work ahead of us. I strongly believe in the OPCMIA, at every level and in every one of our officers and members. Together, we can continue to grow our membership and help our contractors solidify the unionized market share of our trades.

A handwritten signature in black ink, appearing to read 'Kevin D. Sexton', with a stylized 'K' and 'S'.

General President

Parece que fue ayer

Reflejo de mis 44 años como albañil de cemento, parece que fue ayer cuando entré al sindicato local #109 en Akron, Ohio, para unirme al programa de aprendizaje. Mi vecino era un albañil de cemento del sindicato y cuando salía del trabajo a veces yo hablaba con él. Siempre estuve intrigado con este cubo de herramientas en la parte trasera de su camioneta, esas pruebas brillantes y afiladas. Era un albañil de cemento comercial. Se llamó a sí mismo un hombre espada. Le dije que quería aprender a terminar el concreto. Me recomendó que pasara mis meses de verano cuando no estuviera en la escuela secundaria, ayudando a algunos de los pequeños contratistas residenciales en el área de Akron para obtener algo de experiencia y averiguar si realmente quería ser un albañil de cemento. Después de 2 veranos, sabía que quería convertirme en un albañil de cemento.

Me uní a la local #109 el 16 de julio 1979 y realicé un aprendizaje de 3 años, después de graduarme de la capacitación de aprendizaje en 1982, mi carrera laboral comenzó trabajando para contratistas de concreto en las áreas de Akron y Cleveland. Después de casarme, tener hijos y trabajar en el campo durante varios años como capataz oficial y administrador del lugar de trabajo, mi gerente comercial en ese momento, Bob Hahn, me dijo que la Internacional iba a contratar organizadores y que debería haberlo solicitado. Esta fue la primera vez que la Internacional decidió contratar organizadores de personal no solo para aumentar nuestra membresía sino también para mantener nuestra membresía actual debido a la disputa en curso con organizaciones rivales en ese momento. Me entrevisté con el entonces presidente general John Dougherty, fui nombrado como organizador Internacional el 30 de octubre del 2000. Fui elegido vicepresidente por los delegados en la 51ª Convención en 2014, señalado a la Junta Ejecutiva General en 2017 y reelegido como vicepresidente y miembro de la Junta Ejecutiva General en 2019 en la 52ª Convención. He servido

en muchas capacidades durante mi carrera en la Internacional, el más reciente como fideicomisario principal en la local #577 Colorado y Wyoming durante su fideicomiso.

Durante los últimos 22 años y medio como oficial internacional he visto muchos altibajos en la industria de la construcción que afectan especialmente a nuestra Unión. Estuve con la Internacional cuando ocurrió el 11 de septiembre, cuando el huracán Katrina devastó nuestra local #567 en Nueva Orleans, desplazando a muchos de nuestros miembros. Cuando la crisis hipotecaria golpeó entre 2007 y 2010, muchos de nuestros miembros perdieron sus trabajos, hogares y lamentablemente, algunos perdieron la vida durante esos años. La OPCMIA siempre salió adelante, más enfocada que nunca a mejorar la vida de nuestros miembros. Hemos adoptado e invertido en las herramientas de contratación y formación más actualizadas de la actualidad la realidad virtual de vanguardia y el sistema de gestión del aprendizaje, por nombrar solo algunas.

En ningún momento durante mi afiliación con la OPCMIA ha habido una mayor oportunidad para nosotros de aumentar nuestra afiliación, aumentar nuestra participación de mercado, fortalecer nuestros fondos de pensión, salud y bienestar y capacitación. Ahora todos los funcionarios de sindicatos locales con los que hablo es el mismo tema, “necesito mano de obra”. El proyecto de ley de infraestructura es el mayor regalo para nuestra Unión después de la II Guerra Mundial, cuando la industria de la construcción ha prosperado. Reclutemos a ese niño que es intrigante. Reclutemos al niño que solo necesita un descanso en la vida y póngalo en nuestros programas de aprendizaje si es lo suficientemente bueno tráigalo como oficial. Redoblemos nuestros esfuerzos y aprovechemos la oportunidad, me siento verdaderamente honrado de servir como Secretario - Tesorero General de la OPCMIA. Parece que solo ayer comenzó una oportunidad, pero es hoy.

ITF Training News

The OPCMIA's Learning Management System (LMS) is up and running and many have been using it. You may ask why does the OPCMIA need an LMS? All we need to do is look back to 2020 when our country and world faced a pandemic. OPCMIA apprenticeships across the country scrambled to figure out ways to cover the 144 required training hours. Apprenticeship instructors quickly learned to use Zoom, Microsoft teams, and other virtual platforms. The LMS has helped eliminate a lot of the issues that were faced. Virtual platforms will continue to be a viable resource going forward but now with the LMS, training our apprentices from a distance is easier to do and more efficient. As time goes on more training material will be added to the LMS that will be a great help to our apprenticeships across the country. Not only will the LMS help with training our future it will also help our instructors with tracking the hours of apprentices. The possibilities are endless with the LMS and the OPCMIA must keep up with an ever-changing future.

With that said many are thinking, what about our curriculum? The current curriculum is 20 plus years old! The ITF staff along with OPCMIA and NPIJATF staff have started reviewing the curriculum and working together to update it. We are excited about the direction that the curriculum is going. There is no timetable on when the revision will be completed but we will keep you updated on the process. When completed the curriculum will then be translated into Spanish for our Spanish members. This is long overdue!

As many of you know the ITF is able to train our members on Procore. In order to make this training relevant to our members we have been working with an architect firm to create a drawing that works best for our trades. We are close to having a drawing that will be used across all platforms that include Procore, PlanGrid, the new Safety world, and traditional blueprint reading courses.

It has been a busy start in 2023 for the ITF staff. We

have our normal OSHA 500 series courses already planned and you have been receiving registration links for those. We have the Summer ITP Session coming up in July and registration is open for those classes. We are in our 4th year of in-person classes, and this year certain 4th year participants will have the opportunity to participate in Total Station Training while the others will participate in Train-the-Trainers for Mobile Elevated Work Platforms (MEWP) and Frame Scaffold. The MEWP course will cover Aerial lifts, Scissor lifts, and Forklifts. The ITF also has a Fall ITP Session scheduled for September where we plan to have another Total Station Training and are working on other courses. Be watching for the registration link for the Summer ITP Session to be out soon!

Cement Mason Instructor John Harrington and Plastering Instructor Anthony Kerstens have been busy this year assisting JATC's with training across the country. If your program needs assistance, please reach out to the ITF. We will do our best to assist in any way possible. To request assistance, please fill out the Request for Training form and send it to the ITF. If you need the form, please contact my office.



Tony Longbrake
Executive Director of ITF

Upcoming ITF Trainings:

Course	Dates
OSHA 502	May 16 – 18, 2023
OSHA 500	June 5 – 9, 2023
ITP Summer Session	July 10 – 14, 2023
ITP Fall Session	Sept. 25 – 29, 2023

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OPCMIA Steel Edge Women

Kilah Engelke



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

Steel Edge Women at WOC 2023: Progress

If you were lucky enough to attend the World of Concrete January of 2023 in Las Vegas, Nevada, you undoubtedly walked away with the feelings that were projected through this year's Steel Edge Women live demo booth. For those of you that missed it, here's my best attempt at doing it justice by telling our story:

If I could pick a theme for this year to sum up the vibe and the goal it would simply be, progress. Our goals obviously always include improving on the last show but this year it was amplified. The nature of our demo (once again, the only live concrete placement demo at the show) is to make an impact by showing what the OPCMIA can do through having an all-woman planned and executed project from beginning to end, proving without question that we are equal players in this organization and within the industry.

As far as the manpower, we built our team this year to reflect our organization's reach – throughout the United States and Canada. We sought out the best of the best and included them on our team from a wide range of experience levels, from a wide range of specialties, and from an inclusive range of backgrounds. All those marks and selection points gave us a chance to come together truly as a team and force us to fall back on our communication skills that we've learned and acquired throughout our respective careers on the job to make things happen. And whether we realized it before that or not, we were able to highlight again how powerful it is to be a group of people from literally all over the jurisdiction and let the embedded values take over. While we all come from different locals, we all speak the same language (even though sometimes



the words we use differ) and have become successful in our respective areas of expertise based on the shared value system...and for that we are all proud. For that, we should ALL

be proud as OPCMIA members, knowing that our system of training and education not only works, but that it truly does create the most efficient, talented, hard-working tradespeople in the business. We create problem solvers, we create teams that are solid and hard to break down just like the products that we deliver...always with safety as a priority, on time, and on budget.

Our booth footprint doubled from 2022 to 2023 which gave us more opportunity to show what we can do. We added 100' of vertical face curb & gutter for day 1 that acted as the form for the finished floor slab for day 2. That forced us to figure out how to build the form system on top of an unevenly laying section of asphalt parking lot for the show...we built braces or kickers in a true assembly line style operation and then had to figure out how to create and hang a face form – all amidst some challenging variables and substrates. I'm beyond proud (as a curb & gutter finisher) to say that our curb came out exceptionally straight and our faces were vertical. It was appealing visually – which is an accomplishment like I'm sure you can imagine when the visitors to the booth all have an 'eye' (and an ego) for straight lines and are willing to point out all imperfections they can even remotely detect. We did not give anyone much to point out in our work and when you are a part of this business, having no negative feedback is often your only positive feedback. Our floor was flat. And it gave us another chance to draw a crowd and to get every

team member involved and to also work through the planning and executing of a typical workday...only this time in front of a crowd full of critics. We used the apprenticeship step project on days 1 and 2 – thanks to Vegas Local 797 for the formwork. Day 3 we saved for saw cutting our slab and for an overlay. The conditions and the fact that none of us had worked with this material before made it less successful than we would have liked, as we did not get a chance to actually stamp what we intended to be a stampable overlay. But we did learn that for next year we will make some adjustments to be sure that where we failed only teaches us lessons. In that sense we grew as a team, and we were all very critical and actively taking mental notes to be sure that this was another point where we would make progress.

An additional point of progress was illuminated by the support through our industry partners who all came in huge for us, eager to be a part of this unique and important opportunity to align with the future for the industry. We are so grateful to have been able to call upon our respective industry connections to give to our cause and to be a part of this movement hoping to project support for what we all could feel and that was the infectious power behind what we were doing. Kraft Tools, Marshalltown, Milwaukee Tool, and Solomon/Brickform, all stepped up huge with hand tools, PPE (custom OPCMIA PPE from Milwaukee Tool), and materials to fill our custom wrapped job boxes. Other companies came up and offered support for next year, wanting to get in on the energy and have ownership in the statement that we are making. The partnerships that we started will only be built upon and will only grow from here, as we continue to expand the horizons of what can be accomplished in this swiftly advancing and changing industry that we know as our world of concrete.

Digital data collection, social media stepped up, and the addition of an emcee made the 2023 show



for the Steel Edge Women real. We were able to track leads and we know that almost 900 people came to see what we did. We were able to determine that people would come back several times to witness the next project and that they wanted to be a part of it for themselves. The moment we turned on the mic and started to discuss the project, the benefits of our organization, explain the dynamics of the team and verbally project our values in a play-by-play style was enchanting and drew people towards our display. It was a projection of our prideful and committed attitudes towards our careers that made our live demo stand out like it never has before. Also notable was the impact that was felt by several different locals reaching out, asking how THEIR own Steel Edge Women could become involved, all wanting to be a part of this great experience and identifying with our commitment to progress.

Reminder that if you are a Steel Edge Woman, you are invited to join our quarterly virtual meetings that happen on the fourth Saturdays in January, April, July, and October at 11 am EST. The Zoom Meeting ID is 832 4976 5220. Feel free also to send Kilah (kilah@opcmia599.com) your email address if you would like to be added to the participant list and receive reminders for the meetings!

On January 1, 2023, the OPCMIA established the Member-2-Member Funds (“M2M Funds”). The M2M Funds will provide innovative ways for the International Working Dues to provide additional benefits to our membership. Paid maternity leave constitutes the first such benefit to be provided by the M2M Funds. The materials that follow provide some additional information regarding this new benefit.

MEMBER-2-MEMBER

PAID MATERNITY LEAVE PROGRAM

At a Glance

The Operative Plasterers’ & Cement Masons’ International Association established the Member-2-Member Fund or “M2M Fund” effective January 1, 2023. The M2M Fund will provide new and innovative way to have International Working Dues benefit our membership. The first such benefit is the **Paid Maternity Leave Program**. Here are some important details about this program:

- There are two paid maternity leave benefits available to female members in good standing. There is a pre-pregnancy benefit that may be paid for up to twenty (20) weeks prior to the birth or delivery. There is also a post-pregnancy benefit that may be paid up to six (6) weeks (or eight weeks for a Cesarean delivery). The benefit is not available for surrogate related pregnancies, adoptions, or foster care.
- The benefit is calculated at 66.67% of the member’s normal weekly earnings, subject to a cap of \$800 per week. The benefit is subject to reduction by the amount of any disability income that the member may receive from a Local Union health and welfare fund or from the government.
- A member can apply for the benefit using forms that are available from the OPCMIA. Any application must be filed within 12 months of the delivery date.



The eligibility for the paid maternity leave benefits, as well as the terms and conditions for payment of the benefit are governed by the Paid Maternity Leave Plan Booklet, which is available upon request from the OPCMIA:

Operative Plasterers’ & Cement Masons’ International Association
of the United States and Canada, AFL-CIO
9700 Patuxent Woods Drive, Suite 200
Columbia, MD 21046
(301) 623-1000

M2MAdministrator@opcmia.org



MEMBER-2-MEMBER FUNDS PAID MATERNITY LEAVE PROGRAM

FREQUENTLY ASKED QUESTIONS

On January 1, 2023, the Operative Plasterers' & Cement Masons' International Association of the United States and Canada, AFL-CIO established the Member-2-Member Funds ("M2M Funds" or "Funds"). The M2M Funds embody the hard work undertaken by the OPCMIA to find creative ways to use International Working Dues to benefit our members. The first such benefit is a paid maternity leave program. This Frequently Asked Questions or FAQs is intended to provide some basic information about the benefit and the program.

Question 1: Who is eligible to participate in the paid maternity leave program?

Answer: Female members of the OPCMIA who are in good standing and satisfy the eligibility criteria are eligible to participate in the program.

Question 2: What are the eligibility requirements to participate in the program?

Answer: There are five requirements:

- (1) The member must submit certification of their pregnancy from their treating physician verifying that the member is unable to perform the duties of their trade due to physical limitations arising from the pregnancy.
- (2) The member has worked at least 100 hours for signatory employers during the past 3 months and is eligible for benefits under their Local Union's health and welfare fund on the date they became unable to perform the duties of her trade.
- (3) The member has not received a paid maternity leave benefit under this program within the past 24 months.
- (4) There are no similar benefits available through other means, such as time loss benefits from an employer, benefits from the Local Union's health and welfare fund, or benefits from the government.
- (5) The member's child is born on or after January 1, 2023.

Question 3: What is not covered by this program?

Answer: The paid maternity leave benefit is not available for surrogate related pregnancies, adoptions, or foster care.

RECENT APPOINTMENTS

ALISE MARTINY

*Appointed Vice President and
Member of the General Executive Board*

General President Kevin D. Sexton is pleased to announce the appointment of Alise Martiny to the position of Vice President and Member of the General Executive Board of the Operative Plasterers' & Cement Masons' International Association, effective April 1, 2023.



Sister Alise Martiny has worked in the construction industry for over forty years. After graduating from a pre-apprenticeship program, she was accepted into the Kansas City Cement Masons' Apprenticeship Program in 1980.

Alise has worked as a journeyperson on thousands of job sites. She earned the admiration and respect of her co-workers for being a hard worker and a team player. She began utilizing her knowledge and skill in the trades and obtained the position of Apprenticeship Coordinator in 1993 and Business Agent for the Cement Masons' and Plasterers' Local Union 518 in 1999. Alise is on her sixth term as an officer in her Local serving as President for four and currently Vice President. She also served on the Health and Welfare Trust Fund and Pension Plans, and on as delegates for the Tri-County Labor Council, Kansas City Labor Council, the Missouri State Building and Trades, and a delegate for her local union at all State Conferences and National Conventions.

In Spring of 2006, Alise was hired by the Builders Association as the Workforce Development Manager and assisted contractors and unions in recruiting the workforce for our industry. In 2012, she was encouraged to run for Business Manager/Financial Secretary for the Greater Kansas City Building and Construction Trades Council by both the Builders Association and several trade unions. Alise was elected in July of 2012 and is the first woman to hold that position.

Alise has actively recruited women and minorities during her entire career. She has served on several community boards including

Kansas City, Missouri Construction Workforce Board, Kansas City, Kansas Contract Fairness Board, Kansas Apprenticeship Council, Kansas Workforce Partnership Board, Greater Kansas City United Way Board, Truman Medical Center, Federal Reserve Bank of Kansas City Economic Advisory Council. Alise was appointed by Governor Kelly to serve on the first Sparks Taskforce. At the 2022 Women Build Nations Conference, Alise received the first Lifetime Achievement Awards from the North American Building Trades Union. When Alise is not working, she loves live music and spending time with her family.

JOSE ARROYO

Appointed International Representative

Effective January 1, 2023, General President Daniel E. Stepano announced the appointment of Jose Arroyo to the position of International Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Arroyo as an International Representative of the OPCMIA.



DARREN ENNS

Appointed International Representative



Effective January 1, 2023, General President Daniel E. Stepano announced the appointment of Darren Enns to the position of International Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Enns as an International Representative of the OPCMIA.

BENNY LANNI

Appointed International Representative



Effective January 1, 2023, General President Daniel E. Stepano announced the appointment of Benny Lanni to the position of International Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General Executive Board

unanimously approved the appointment of Brother Lanni as an International Representative of the OPCMIA.

RYAN STEPANO

Appointed International Representative



Effective January 1, 2023, General President Daniel E. Stepano announced the appointment of Ryan Stepano to the position of International Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General

Executive Board unanimously approved the appointment of Brother Stepano as an International Representative of the OPCMIA.

GABRIEL MADRID

Appointed International Representative

Effective January 1, 2023, General President Daniel E. Stepano announced the appointment of Gabriel Madrid to the position of International Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Madrid as an International Representative of the OPCMIA.



JASMINE LAKICH

Appointed International Field Representative



Effective February 1, 2023, General President Daniel E. Stepano announced the appointment of Jasmine Lakich to the position of International Field Representative of the Operative Plasterers' & Cement Masons' International Association. The OPCMIA General

Executive Board unanimously approved the appointment of Sister Lakich as an International Field Representative of the OPCMIA.

Sister Lakich started her career as an Apprentice Cement Mason at Local Union 132 where she also competed in the Great Lakes Apprenticeship Competition. Served as Local Union 132's Sergeant-At-Arms and Executive Board and was also elected by the Parkersburg/Marrietta Building and Construction Trades Council to serve as Recording Secretary.

Jasmine went on to serve as an instructor for Local Union 132's Cement Mason Apprenticeship Program in Columbus, Ohio. Leading up to her appointment she worked as an organizer for Local Union 132. Jasmine will continue to contribute to the growth of the OPCMIA by working to increase opportunities for the membership.



WOC Conference

On January 17-19, 2023, the World of Concrete (WOC) took place at the Las Vegas Convention Center, Las Vegas, Nevada. The Las Vegas Convention Center is one of the most modern and largest trade show facility in the United States. The Steel Edge Women did an amazing job with their teamwork and a live demo booth (only live concrete placement demo at the show), which stood out like it never has before.





OPCMIA's special guest in attendance included General President Daniel E. Stepano and Executive Vice President Todd A. Lair, along with International Officers.

At the WOC, the OPCMIA also had a Virtual Reality (VR) booth which demonstrated first-hand the skills and advances of the OPCMIA, which was a great success.



Canadian Concrete Expo

In December of 2022, the Canadian Concrete Expo was held in Toronto, Ontario which had a Virtual Reality (VR) booth. In attendance were the following Officers to demonstrate first-hand the skills and progress of the OPCMIA.



Booth Attendants (left to right) Local 598's President/Business Agent Jason Langley, International Representative Gabriel Madrid, International Representative Joe Ciacchi, International Representative Angel Valadez, Local 598's Trainer Brad Boltan, Executive Vice President Todd Lair, International Field Representative Nicholas Domingos, International Representative Benny Lanni and Local 222's Organizer Vukas Pekez.

Local Union 90 – East St. Louis, Illinois

On January 9 & 10, 2023, Local 90 Cement Masons JATC Class volunteering their skills pouring a pavement pad for the Iron Workers Hall Local 392 in Fairmont City, Illinois. Led by Local 90's JATC Instructors Steven Allison, Robert Plantz, Jr., and Robert Buck.

JATC Class of Local 90 pouring a pavement pad



JATC Class of Local 90 pouring concrete



On January 17 & 20, 2023, Local 90 Cement Masons JATC Class volunteering their skills pouring some concrete for Habitat for Humanity in O'Fallon, Illinois. Led by Local 90's JATC Instructors Steven Allison, Robert Plantz, Jr., and Robert Buck.

International Headquarters

On December 8, 2022, during a General Executive Board Meeting, General President Stepano presented Vice Presidents Michael Hubler and Joel Santos with their 25-Year Gold Cards, Lapel Pins and Certificates. Congratulations and thank you!



(Left to right) Vice President Michael Hubler and General President Daniel E. Stepano.



(Left to right) Vice President Joel Santos and General President Daniel E. Stepano.

Local Union 9 – Buffalo, New York

Local Union 111 – Erie & Niagara Counties, New York

Locals 9 and Local 111 jointly participated in the Building Trades “Career Days, held in October 2022. Assisting Local 111’s Business Manager Chuck LoCurto at the Building Trades “Career Days were International Representative Gabriel Madrid and International Field Representative Nick Domingos demonstrating VR machines at work. The technology of the VR machines is proving to be a valuable training tool for our Locals.



Local Union 40 – Providence, Rhode Island

OPCMIA Local 40 Cement Finishers FIRST to do it!

Local Union 40's Business Manager David Gentile wanted to share this historic event with our members. On November 23, 2022, OPCMIA Cement Masons poured the very first of 77 external (exposed aggregate) concrete platforms for the Orsted Offshore Wind Project here in the port of Providence, Rhode Island.

Gaining equity and market share in the massive investment in renewable energy is a major milestone for our organization. Business Manager David Gentile and International Representative Scott Ruane have done everything possible to ensure this project is successful and that the OPCMIA will continue to work on the next planned projects down the eastern seaboard.

BIG CONGRATULATIONS TO LOCAL 40!

OSW MILESTONE

PROVPORT, RI
A HISTORIC MILESTONE AND ACHIEVEMENT:
On November 23rd, Offshore Wind crews in Provport, RI safely executed the First (and largest) ever USA Union Assembled External Concrete Platform to support the USA offshore wind build out.

This platform is the first of 77 in Rhode Island with an additional 182 to go between Maryland & New York.

Upon completion, the South Fork Wind Farm- New York's first offshore wind farm - will generate enough clean energy to power 70,000 average homes. Revolution Wind will help RI and CT meet clean energy goals with 400MW of offshore wind power to RI and 304 MW to CT.

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

Local Union 143 members were presented 25 and 60-Year Gold Card for years of continuous service, along with the Apprentices receiving their Graduation Certificate from the Apprenticeship Program. Congratulations to all and thank you!



(Left to right) President Richard VanDeventer presenting Brothers Jeremy Sharp, Larry Vaughn, Jr. and Kip Crozier with their 25-Year Gold Cards, Lapel Pins and Certificates, along with Business Manager Jeff Mozingo



(Left to right) Brother George Tincher (62-year member and still working) standing with Brother Richard Button (still working) receiving his 60-Year Gold Card and Certificate.



GRADUATING APPRENTICES (Left to right) Congratulations to Apprentices Vernell Anthony, Brandon Malinowski and Getinet "Getch" Eisenmenger on receiving their Graduation Certificate from the Apprenticeship Program.

Local Union 300 – Oakland, California

Local 300 members received awards acknowledging their years of service.



Brother Michael K. Harnack with a big smile happily displays his 30-Year Gold Card, Lapel Pin and Certificate received for years of service.



Brother Bobby G. Barnard proudly displays his 70-year plaque. A big Congratulations to Brother Barnard on this amazing achievement!

Local Union 527 – St. Louis, Missouri

Congratulations to the proud members of Local Union 527 on receiving their Gold Cards for 25, 30, 50, 60 and 70 years of service. Also, a group photo of Graduating Apprentices receiving Certificate of Completion from the Apprenticeship Program with their Instructors.

Please note in each picture are the Officers from Local 527 (left to right) Business Representative Jim Renick, Financial Secretary Brad Campbell, Business Manager Kurt Dierkes, Business Representative Joe Knott and President Dan Flavin with the award recipients.



25-YEAR MEMBERS: Front Row: (Left to right) Brothers Michael Vaeth, Shon Matteson, Bud Ell, Chad Sargent and Lance Clonts. Not Pictured: Brothers Lester Boswell, Todd Day, John Grocemen, Douglas Hampton, David Meyer, Daniel Ortmann, Thomas Pyatt, Jasen Reed, Jacob Sitze, Giancarlo Storaci, Steve Tripp, James Walker, Christopher Withers and Jeremy Zink.

Local Union 527 – St. Louis, Missouri



30-YEAR MEMBERS: Front Row Center: (Left to right) Brothers Lee Atwood and Timothy Rosemann. Not Pictured: Brothers James Beans, Jimmy Cole, Javier Hernandez, Junior Plumlee, Timothy Reeves and Raymond Walls.

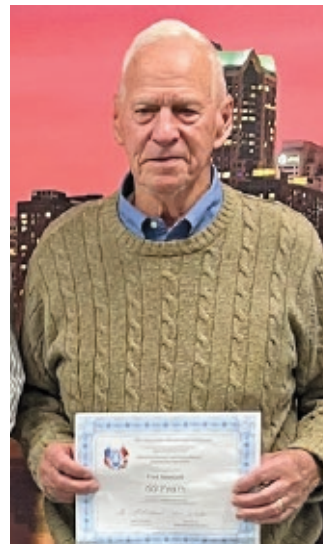


GRADUATING APPRENTICES: Sitting Front Row: (Left to right) Graduates Devyn Campbell, Morsie Cole, Chase Roland and Kenneth Harrell. Second Row standing: Apprenticeship Administrator/Instructor Scott Downs and Instructor Jeff Caputa. Back Row: (Left to right) Business Representative Jim Renick, Financial Secretary Brad Campbell, Business Manager Kurt Dierkes, Business Representative Joe Knott and President Dan Flavin. Not Pictured: Graduates Josh Cliver and Chris Pickett.

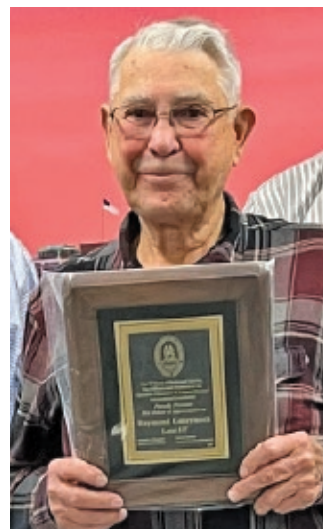


40-Year Members: No attendees Not pictured: Brothers Troy Frenzel, Robert Ochs and Michael Stika.

50-YEAR MEMBER: Brother Ernest Maxwell displaying his 50-Year Gold Card and Certificate. Not pictured: Brothers Ruben Cano and Danny Rahlmann.



60-YEAR MEMBER: Recipient of 60-Year Gold Card and Certificate Brother Fred Neustadt Not pictured: Brothers William Besancenez and Paul Pruitt.



70-YEAR MEMBER: Brother Raymond Gutermuth proudly displays his 70-Year plaque. Congratulations Brother Gutermuth on this amazing achievement and thank you.

Local Union 528 – Seattle, Washington

Local 528 celebrated 3 years' worth of Awards at the Apprenticeship Graduation and Awards Banquet on February 25, 2023. Local 528 had 370 members and guests in attendance, giving out awards for Mentors of the Year, Apprentices of the Year, Graduation Certificates

and a Special Recognition Award to an outstanding member.

Union Sportsman Alliance was invited to share their conservation message at the event and they were the centerpiece of the raffle at the end of the program.



Local 528's Business Manager/Financial Secretary Eric Coffelt welcomed all the attendees to the Awards Banquet.



VETERANS: Attending Banquet (left to right) Andrew Madrid, Scott Sewell, Al Blouin, Robert Bowstring, Jamal Robinson, Stanley Dunson, Calvin Fuller Jr., and Steve Peloquin.



STEEL EDGE WOMEN: Back Row: In attendance (left to right) Rosie Bernard, Ruthanne Wright, Amanda Henry-Mendoza, Theresa Wiles, Taryn Papillon, Nancy Nickles, Jeannie Hogg, Shawna Norberg, Malgorzata Wanzewicz, Chelsea Kenner, Shalice West, Lindsey Masterson and Giday Adhanom Front Row: (left to right) Eunice Bias, Robin Odegard, Brittani Cain, Angela Hoffman, Teresa Ort, Kristen Bianchi, CONGRATS to Caitlyn Edson (with her new baby, Audrey) and Marilyn Kennedy.



MENTORS OF YEAR 2022: (Left to right) Plasterer Kyle Grosso and Cement Mason Larry Linder.



(Left to right) Local 528's Business Manager/Financial Secretary Eric Coffelt, Vice President Brett Hinsley and International Representative BC Smith enjoying the event.

Local 538 – Nebraska, Iowa & South Dakota

Local 538 attended a Job Fair held in Springfield, Nebraska and also participated in the Women in Trades Leadership Summit in Des Moines, Iowa.



Locals 538's Business Agent Francisco Alcantara at a Job Fair held at Platteview High School in Springfield, Nebraska.



Sister Margaret Wares (right) with Local 538 at Women in Trades Leadership Summit with keynote speaker Gina Walsh (left) held in Des Moines, Iowa.

Local Union 555 – Portland, Astoria & Medford, Oregon

During Local Union 555's Christmas Party and Awards Ceremony members were presented with their service awards for the following years: 25, 40, and 50 years. Also, graduating Apprentices were acknowledged during the Christmas Party.

Please note in each picture the person on the left of the service award winners is Local 555's Business Manager Geoff Kossak and the one on the right of the award recipient is Apprentice Coordinator Jeremy Kendall.



Brother Ray Pierce recipient of 25-Year Gold Card, Lapel Pin and Certificate.

Local Union 555 – Portland, Astoria & Medford, Oregon



Brother Robert Wolff recipient of 40-Year Gold Card, Lapel Pin and Certificate.



Brother Craig Beatley recipient of 40-Year Gold Card, Lapel Pin and Certificate.



Brother Howard Calderwood recipient of 40-Year Gold Card, Lapel Pin and Certificate.



Brother Dwight Wiley recipient of 50-Year Gold Card, Lapel Pin and Certificate.



GRADUATING APPRENTICES
Graduating Apprentices proudly display their Certificate of Completion from the Apprenticeship Program at the holiday dinner in December.

Standing (left to right) Apprentices Leo Uribe-Ponce, Justin Haberlock, Lazaro Guzman, Bryan Floro, Eddie Cisneros, Alejandro Echavarria-Aguirre, Tyler Casey and Apprentice Coordinator Jeremy Kendall. Sitting (left to right) Apprentices Nick Kilmer, Hunter Waldrum, Ryan Russo and Hunter Kerle.

Local Union 555 – Portland, Astoria & Medford, Oregon



Local 555 Apprentices Corilynn Steinhauser and Nova Nahoopii on a jobsite.



Attendees at Cement Mason Local 555's monthly union meeting in Southern Idaho. (Left to right) Business Manager Geoff Kossak, Bret Cornelison, Ricardo Morin, Agustin Silva, J. Rodriguez, Refugio Carrillo-Ortiz, Sergio Fajardo-Ruelas, Organizer Gene Standley, Tyler Cudmore, Anthony Urrutia, John Woolf, Lewis Williams and Johnathan Hicks.

Local Union 592 – Philadelphia, Pennsylvania

Congratulations! Local Union 592 members presented with their 25 and 40-Year Gold Cards, Lapel Pins and Certificates.



(Left to right) Vice President Dennis Fife, Brother Patrick Murray 25-year member, Brother Christopher Quigley 25-year member, President/Business Manager Mark Wildsmith, Brother Robert Petracci Local 592's Apprentice Coordinator and Instructor 25-year member.



(Left to right) Vice President Dennis Fife, Brother Mark Harder former Local 592's Apprentice Coordinator and Instructor 40-year member, President/Business Manager Mark Wildsmith, Brother John Bones 40-year member.

Local Union 592 – Philadelphia, Pennsylvania



Members of Local 592 experienced Virtual Reality Fireproofing and Virtual Reality Rider.



Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599/Area 558 on receiving their service awards for 25 years.



Brother Pete Zimmermann, Local 599/Area 558 member receiving his 25-Year Gold Card, Certificate and Lapel Pin from Financial Secretary-Treasurer/Business Agent Bart Swearingen and Business Agent Kilah Engelke.



Brother Robert Komor, Local 599/Area 558 member receiving his 25-Year Gold Card, Certificate and Lapel Pin from Financial Secretary-Treasurer/Business Agent Bart Swearingen.



Brother Shepard Strickland, Local 599/Area 558 member receiving his 25-Year Gold Card, Certificate and Lapel Pin from Financial Secretary-Treasurer/Business Agents Bart Swearingen and Business Agent Kilah Engelke.



Brother Mike Cullen, Local 599/Area 558 member receiving his 25-Year Gold Card, Certificate and Lapel Pin from Financial Secretary-Treasurer/Business Agent Bart Swearingen and Business Agent Kilah Engelke.

Local Union 780 – New York, New York

Local Union 780 held their Annual Retirement Party in December, along with International Officers in attendance. Local 780's members were celebrated and acknowledged for their many years of service. Congratulations to all and thank you!



Local 780's Union Officials and International Officers



30-Year Members



40-Year Members



50-Year Members



60-Year Members

Local Union 797 – Las Vegas, Nevada

Congratulations! Local Union 797 members being presented with their 25, 40 and 50-Year Gold Cards.



(Left to right) Business Manager Marc Leavitt, 25 Year Gold Card recipient Gilberto Quintero-Ruiz and President Paul Benigno.



(Left to right) Business Manager Marc Leavitt, 25-Year Gold Card recipient Cesar Alvillar and President Paul Benigno.



(Left to right) President Paul Benigno, 25-Year Gold Card recipient Miguel Ramos, and Business Manager Marc Leavitt.



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



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



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

Local Union 797 – Las Vegas, Nevada



(Left to right) Business Manager Marc Leavitt, 40-Year Gold Card member member Edward Fields and President Paul Benigno



(Left to right) Business Agent Jesse Barajas and 50-Year Gold Card member Paul Delsoldato. Thank you to all.

Tri-State District Council

Tri-State District Council Training Coordinator Jim Fitzroy and International Representative Gabriel Madrid at the Columbiana County Career and Technical Center/Career Fair 2023.



(Left to right) Training Coordinator Jim Fitzroy and International Representative Gabriel Madrid.



2023 Career Fair Poster



International Representative Gabriel Madrid instructing student on Cement Mason VR Machine.



Join OPCMIA's Great Outdoors

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

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

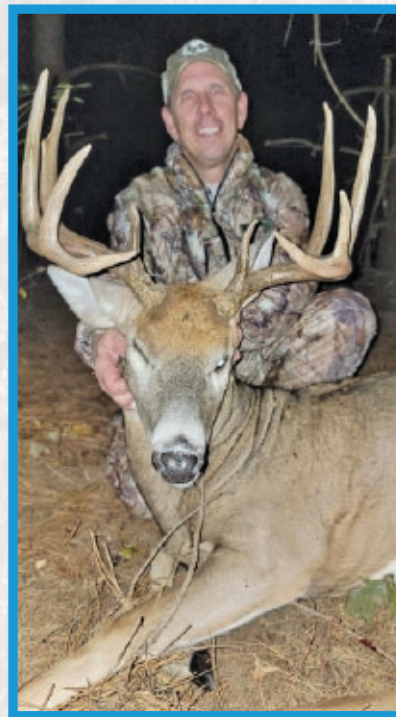
Second, join the Union Sportsmen's Alliance (USA), the only labor-based organization where brothers and sisters of all trades can join together through a shared love of the outdoors and advocate for the conservation issues that affect all of us — outdoor recreation, public access, wildlife habitats and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

Local Union 599 – State of Wisconsin

Here are a few photos of members from Local 599/Area 204, Madison, Wisconsin, enjoying the great outdoors hunting.



Tyler Gray, Local 599/Area 204 Cement Mason with his 8-point buck.



Jerred Simonson, Local 599/Area 204 member and Apprentice Coordinator, bow hunting November 2022.



Kyle Beggs, Local 599/Area 204 Cement Mason with his 8-point buck.

IN MEMORIAM

November 1, 2022, THROUGH November 30, 2022

JOHN B. HACKLER
Local #400, Sacramento, CA

It is with deep sorrow and regret that the officers and members of Local Union 400 report the death of Brother John B. Hackler who passed away September 06, 2022. Brother Hackler was 77 years old and a member of the International since December 15, 1969 – 52 years.

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

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

December 1, 2022, THROUGH December 31, 2022

BUDDY MCGARITY
Local #400, Sacramento, CA

It is with deep sorrow and regret that the officers and members of Local Union 400 report the death of Brother Buddy McGarity who passed away September 25, 2022. Brother McGarity was 78 years old and a member of the International since January 30, 1986 – 36years.

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

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

MORTUARY CLAIMS

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN NOVEMBER 2022

600	Los Angeles CA	Ballesterio, Manuel
600	Los Angeles CA	Barrera, Rodolfo G
404	Cleveland, OH	Danese, Marco
500	Santa Ana CA	Dutton, Westley
528	Seattle WA	Finseth, Albert
592	Philadelphia PA	Fiocca, Donato
886	Toledo, OH	Friend, Howard Lee
400	Sacramento, CA	Hackler, John B
527	St Louis, MO	Harris, Dennis
797	Las Vegas, NV	Hasley Jr, Jack
692	Indianapolis, IN	Howard, Larry E
18	Central, IL	Kelley, Arthur J
633	Minneapolis, MN	Kerns, Robert Lee
527	East St Louis, IL	Lenggenhager, Ronald W
132	Ohio & Kentucky	Nelson Jr, Joseph F
555	Portland OR	Ouderkirk Jr, Paul K
90	East St Louis, IL	Reaka, Donald
600	Los Angeles CA	Recchia, Vito
692	Indianapolis, IN	Redmon, Richard
633	Minneapolis, MN	Springer, Glenn
526	Pittsburgh PA	Ulrich, Albert
886	Toledo, OH	Wehner, Gerald J

LOC CITY, STATE NAME

DEATH BENEFITS PAID IN DECEMBER 2022

502	Chicago, IL	Atchison, Alan A
528	Seattle, WA	Banks, David G
592	Philadelphia, PA	Bucci, Consigilio
143	Southern, IL	Cooper, John
502	Chicago, IL	Ebeling, Bernard J
780	New York, NY	Gagliardi, Frank
072	Spokane, WA	Hites, Jack
592	Philadelphia, PA	Martin, Eugene M
592	Philadelphia, PA	McCray, Allen K
592	Philadelphia, PA	Pettigrew, Robert L
526	Pittsburgh, PA	Reese, Kevin A
502	Chicago, IL	Robinson, John P
526	Pittsburgh, PA	Sala, David R
502	Chicago, IL	Shakon, John J
300	Oakland, CA	Smith, Audugbon
143	Southern, IL	Smith, Jonathan Val
599	ST of Wisconsin	Stumvoll, John
502	Chicago, IL	Summa, Eugene C
502	Chicago, IL	Toelke Sr, William A

DEATH BENEFITS PAID IN JANUARY 2023

891	Washington, DC	Allen, Lewis J
886	Toledo, OH	Batey, Thomas L
143	Southern, IL	Bonds, Donald
502	Chicago IL	Brown, Bruce L
600	Los Angeles CA	Brown, Donald L
797	Las Vegas, NV	Campbell, Albert

LOC CITY, STATE NAME

502	Chicago IL	Dixon, Fred D
502	Chicago IL	Eddy, Byrl E
300	Oakland, CA	Eidson, Bill
500	Santa Ana CA	Espinoza, John
518	Kansas City, MO	Gard, Jack L
109	Akron, OH	Joyce, Vance Thomas
633	Minneapolis, MN	Kirchoff, James R
797	Las Vegas, NV	Liptak, Lawrence
600	Los Angeles, CA	Macias, Reynaldo
400	Sacramento, CA	McGarity, Buddy
527	St. Louis, MO	Mennemeier, Leo A
527	St. Louis, MO	Meyers, John
200	Los Angeles, CA	Morales Jr, Andrew
200	Los Angeles, CA	Nicholson, Russell
797	Las Vegas, NV	Schoenecker, David
300	Oakland, CA	Stoia, Anthony
090	East St. Louis, IL	Trebing, John F
502	Chicago IL	Turcich, John R
518	Kansas City, MO	Turner, Theodore
592	Philadelphia PA	Vitale, Jack R

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