



# Plasterer & Cement Mason

AUGUST 2023



## YEARS OF EXCELLENCE CELEBRATING THE RETIREMENTS OF:

Linda Chamberlain – 54 years  
& Peggy Mullican – 20 years

# Recognizing Decades Of Dedication

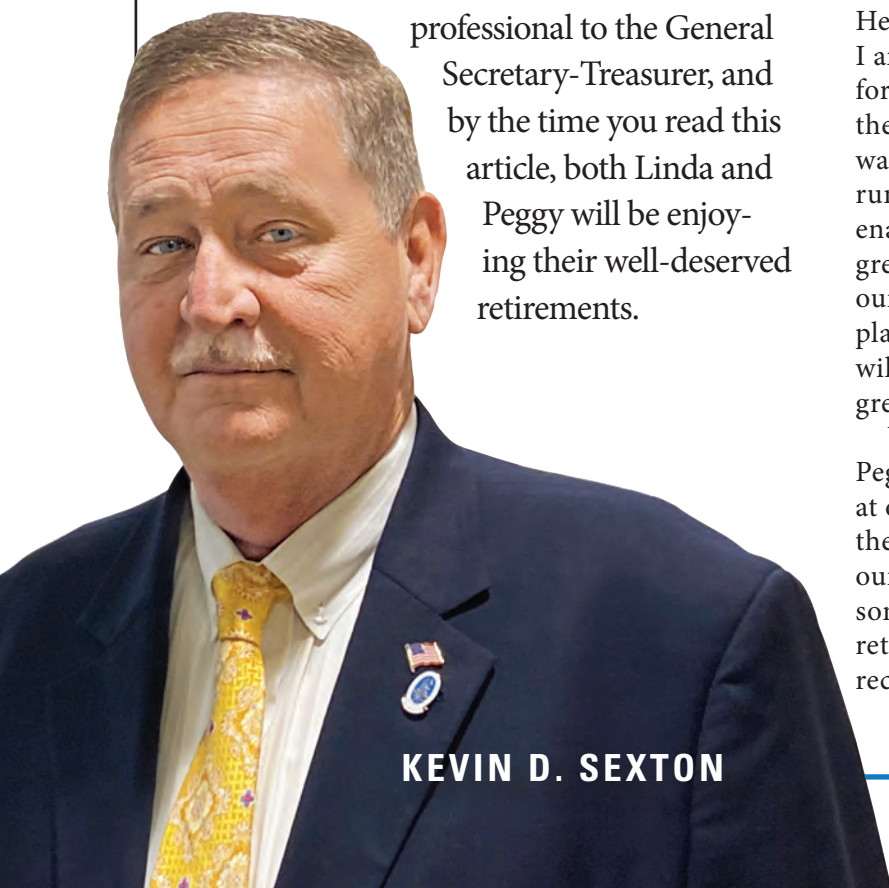
**W**hile our General Presidents and General Secretary-Treasurers have changed over time, the administrative professionals who served them always remained a constant. For more than five decades, Linda Chamberlain has served as the administrative professional to the General President of the OPCMIA.

For more than two decades, Peggy Mullican has served as the administrative professional to the General Secretary-Treasurer, and by the time you read this article, both Linda and Peggy will be enjoying their well-deserved retirements.

It is hard to believe that, with these retirements, our International Headquarters has lost a combined seven decades of experience. The presence of two longstanding professionals – along with their extensive knowledge of our organization's history, policies, and procedures – has ensured a smooth transition from one administration to the next. I can relate, firsthand, to how both Peggy and Linda helped me along the way. When I first became General Secretary-Treasurer in April 2018, Peggy was there to make sure that I did not miss a beat when it came to fulfilling the duties of my office. Her attention to detail did not go unnoticed; and I am greatly appreciative of all that she has done for our organization. Likewise, when I assumed the General Presidency this past February, Linda was ready to help so that I could hit the ground running as your General President. Her work has enabled me to better focus on my goals for our great International Association: namely, to grow our ranks by organizing and training the best in plastering, cement masonry and shop hand trades. I will always be thankful for Linda's dedication to our great union.

Yet, as much as we will miss both Linda and Peggy, I know that there are dedicated employees at our International Headquarters. I know that these employees are willing to step up and help our organization. It is just like it is in the field. At some point, our most experienced journeypersons retire after years of demanding work. They receive recognition for their dedication to the OPCMIA

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**KEVIN D. SEXTON**



# Reconociendo Décadas De Dedicación

**S**i bien nuestros presidentes generales y secretarios-tesoreros generales han cambiado con el tiempo, los profesionales administrativos que los atendieron siempre se mantuvieron constantes. Durante más de cinco décadas, Linda Chamberlain se ha desempeñado como profesional administrativa del Presidente General de la OPCMIA. Durante más de dos décadas, Peggy Mullican se ha desempeñado como profesional administrativa del Secretario General-Tesorero. Y, para cuando lea este artículo, tanto Linda como Peggy estarán disfrutando de sus merecidas jubilaciones.

Es difícil creer que, con estos retiros, nuestra sede internacional haya perdido siete décadas combinadas de experiencia. La presencia de dos profesionales de larga trayectoria, junto con su amplio conocimiento de la historia, las políticas y los procedimientos de nuestra organización, ha asegurado una transición fluida de una administración a la siguiente. Puedo relacionarme, de primera mano, con la forma en que tanto Peggy como Linda me ayudaron en el camino. Cuando me convertí en Secretario General-Tesorero por primera vez en abril del 2018, Peggy estaba allí para asegurarse de que no perdiera el ritmo cuando se trataba de cumplir con los deberes de mi cargo. Su atención al detalle no pasó desapercibido; y estoy muy agradecido por todo lo que ha hecho por nuestra organización. Del mismo modo, cuando asumí la Presidencia General en febrero pasado, Linda estaba lista para ayudar a que yo pudiera comenzar a trabajar como su Presidente General. Su trabajo me ha permitido concentrarme mejor en mis objetivos para nuestra gran Asociación Internacional: a saber, aumentar nuestras filas organizando y capacitando a los mejores en los oficios de yeso, mampostería de cemento y mano de obra. Siempre estaré agradecido por la dedicación de Linda a nuestra gran unión.

Sin embargo, por mucho que extrañaremos tanto a Linda como a Peggy, sé que hay empleados dedicados en nuestra sede internacional. Sé que estos empleados están dispuestos a intensificar y ayudar a nuestra organización. Es como en el campo. En algún momento, nuestros jornaleros más experimentados se jubilan después de años de trabajo exigente. Reciben

reconocimiento por su dedicación a la OPCMIA en el camino, como con nuestras tarjetas y pines de 25 años, 30 años, 40 años, 50 años e incluso 60 años. A medida que estos miembros se jubilan, corresponde a nuestros trabajadores más jóvenes, así como a nuestros aprendices que se abren camino a través de nuestros programas de capacitación, intensificar y hacer avanzar a nuestra organización. El hecho de que la OPCMIA celebre su 160 aniversario el próximo año es un testimonio de cómo cada generación continúa el trabajo de sus predecesores. Eso es cierto tanto en el campo como en nuestra sede.

Sin duda, nos queda mucho trabajo por delante. Hay una gran cantidad de trabajo disponible gracias a la Ley de Inversión en Infraestructura y Empleos o la Ley de Chips y Ciencia. Ese trabajo da lugar a oportunidades sin precedentes para que podamos organizar y capacitar a nuevos miembros en nuestros oficios, así como firmar nuevos contratistas signatarios. Con ese fin, la Asociación Internacional ha establecido un programa de incentivos para la organización a través de nuestros Fondos de Miembro-a-Miembro. Este nuevo programa brinda un incentivo a los miembros comunes que traen nuevos miembros a nuestra organización. El incentivo es de \$100 para el primer miembro nuevo, \$200 para el segundo miembro nuevo y \$300 para el tercer miembro nuevo, con un tope anual de \$600 por año por miembro común. Cuando se combina con nuestros esfuerzos organizativos tradicionales, este nuevo programa ayudará a impulsar la membresía de la OPCMIA para satisfacer las demandas de yeseros, mamposteros de cemento y trabajadores experimentados y capacitados en los Estados Unidos y Canadá.

Todas las oportunidades anteriores requieren un esfuerzo de equipo en todos los niveles de nuestra organización: local, intermedio e internacional. Ese esfuerzo nos involucra a todos: funcionarios, representantes, miembros de base e incluso a nuestros profesionales administrativos. ¡Trabajando juntos, podremos dejar nuestra propia huella en el sindicato de la construcción más grande y antigua de América del Norte!

# General Secretary- Treasurer

**Richard A. Bailey**



## Summer Is Finally Here!

I would like to begin my article by offering my best wishes and thanking OPCMIA Executive Assistant to the General President Linda Chamberlin and Executive Assistant to the General Secretary -Treasurer Peggy Mullican for their long, dedicated service to the OPCMIA, both ladies recently retired. Linda served this International with distinction for 54 years, as the Executive Assistant for 10 General Presidents. Peggy served this International 20 years as the Executive Assistant for five General Secretary- Treasurers, including me. The Staff and Membership of the OPCMIA thank them for their unwavering dedication to OPCMIA International. We wish them long, healthy retirements!

Executive Assistants April Cohen and Sharon Gray have taken over the duties of Linda and Peggy and have had many years of preparation for their new roles within the International. Congratulations to April and Sharon.

The Financial strength of our International is the strongest it has ever been. This has allowed our International to invest in multiple programs to increase our market share, promote our trade, and to better serve our membership, in addition to continuing to service the Local Unions. The Virtual Reality and Learning Management Systems serve as great recruiting and training tools for members and contractors alike. We have recently contracted with a social media company to use Target messaging to potential members and contractors in different areas of the United States. Target messaging is an additional tool our organization is using to increase our membership and contractor base.

In January of this year, we rolled out the Paid Maternity Leave Program, which will pay our female members up to a maximum of 28 weeks, pre and/or post-delivery if they are unable to work during this

period. This benefit is available to members' if their home local Health and Welfare Fund or State does not offer the benefit. Female members can access this benefit by contacting your Local Union Hall or International Headquarters for the forms.

Effective June 1, 2023, we rolled out the Member-2-Member Organizing Incentive Program. The new program will pay any member in good standing who recruits up to three non-union Plasterers, Cement Masons or Shop Hands into our ranks up to a maximum of \$600.00 per calendar year. The newly recruited member must meet a certain criterion, those are: in good standing, and working for a signatory contractor for at least six (6) months. The recruiting member shall receive \$100.00 for the first unrepresented worker, \$200.00 for the second and \$300.00 for the third unrepresented worker. This membership benefit is funded solely from the International General Fund, from Working Dues and can be terminated at any time at the discretion of the General President and General Executive Board. International Officers, paid Officers of the Local Union, Apprenticeship Program, District Council, Trust Fund, or members that has a financial interest in a company performing plastering, concrete, and or shop industry work as set forth in Article 25, Section 1 of the International Constitution are not eligible to participate in this recruiting program.

With the ongoing unprecedented amount of work in the United States and Canada, additional Cement Masons and Plasterers are needed. There are multi-million dollar, and multi-billion-dollar projects in the US and Canada taking place. The Infrastructure and Chips Act Projects are also beginning to kick

*Continues on page 15 and  
Spanish version on page 17*



## OFFICERS

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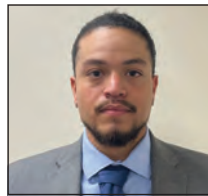
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*YEARS OF EXCELLENCE - It is hard to believe that, with these retirements, our International Headquarters has lost a combined seven decades of experience. We will miss both Linda (left) and Peggy; I know that there are dedicated employees at our International Headquarters. Page 25*

**Kevin D. Sexton, Editor**

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# Executive Vice President

**Todd A. Lair**



## Organizers Training

The OPCMIA hosted the annual organizers training early this spring in Fort Lauderdale, FL. for the international staff, local union Business Managers, Agents, and Organizers. The training this year focused on strategic research. We rely on strategic research to analyze workplace conditions, labor laws, and industry trends. This research helps us understand the challenges faced by workers and devise effective strategies to improve working conditions so we can assess the area of greatest need and prioritize our efforts accordingly.

This course focused on the research skills necessary to run effective organizing campaigns. Those responsible for OPCMIA locals and regions recognize the centrality of the problem of manpower for signatory contractors. This presents unique challenges in campaigns, the potential and limitations of stripping and the possibility of organizing non-union contractors. The waves of the







economy present different challenges and opportunities at various times. This course on strategic research and campaign planning was designed to develop skills and heighten communication inside the union.

The instructors presented cases of exemplary

campaigns, and a range of uses of strategic research such as, market research, historic patterns of construction work, research on upcoming jobs, full economic and power analysis of contractors and secondaries, research on political bodies and key figures of research that can inform social media platforms. We targeted campaigns on specific industry segments, private contractors, public contractors, jurisdiction, along with the laws, statutes, and licensing. We used state and local prevailing wage databases as well as Dodge Reports, and Nexus. There were also breakout groups for local and regional contracts and organizing strategy sessions.

In summary, the transition of organizing strategies from the focus of contractors for workers to workers for contractors, has created a new dynamic in organizing. Technology has opened new doors for research and data retrieval. The OPCMIA will continue to look for new ways to organize and to bring that training to our members.



# Vice President Director of Jurisdiction

**Chester Murphy**



## How Are You

Three words that can open the doors for many conversations that we may enjoy having, but they may also insight feelings we do not want to acknowledge, “How are you”?

I attended a conference in May (Mental Health Awareness Month) and several speakers talked about mental health awareness and the importance of it in the workplace (especially in the construction industry where the suicide rate is several times higher than other industries).

You may ask yourself, what does mental health awareness have to do with our Jurisdiction department? The mental health of our members has everything to do with our jurisdiction department. If our members are not able to perform our respective job duties either physically or mentally it has a significant effect on our organization and our ability to protect our jurisdiction.

Some people look at the men and women in the construction industry as tough men and women who go to work and get our jobs done without any issues or problems. The truth is we are all human and the one thing that is common amongst all of us is that we all have influences and events that happen in our lives that can positively or adversely affect our mental state of mind. When our mental state of mind is adversely affected, we may need some help from our families and/or coworkers. How do we help someone going through depression or other states of mental instability? There is a new number that some of you may have heard of 988. 988 is a suicide and crisis lifeline set up for anyone suffering from a crisis or having suicidal thoughts. This emergency lifeline has saved many lives and will continue to save lives in the future.



What can we do to help our brothers and sisters before they get to that point? One common theme I heard from the speakers at the conference I recently attended was “communication.” We need to be sure and communicate with our coworkers and know when there is something bothering them. A lot of us may not

be the type to share our problems with people we work with, but just checking in with each other on a regular basis and building a common rapport with them will give you the ability to sense that your coworker may be off on a particular day, and that is when we need to take that extra step and be a little persistent and find out if our friends and coworkers are in a good place mentally. If you suspect they are not in a good place mentally, try to get them to Talk with you, but if they do not, just remind them that they are not alone in this world and that you will have their back and be there. Just a few kind words can help someone realize that they are not as alone as they feel, and that there are people who care about them.

Together, men and women of the OPCMIA can get through any obstacle's life throws our way. The point of this is that together we can ensure all our members are in a better place and together we can ensure our respective trade jurisdiction is as healthy as our members. One person cannot fight all our jurisdiction problems alone. It takes combined effort from all of us to ensure our jurisdiction remains protected, just as it takes all of us to ensure our members stay in a good place, so collectively we accomplish both tasks. A secure trade jurisdiction and a workforce who is just as healthy.

Be well.





## Shame On The Carpenters

It all began in 1995, when Douglas McCarron was elected to the top position of General President of the United Brotherhood of Carpenters and Joiners of America (UBCJA). McCarron led the efforts to consolidate power within the UBCJA. These efforts resulted in rank-and-file members losing the right to elect Business Managers and to vote on contracts, as well as the centralization of decision-making authority from local unions to regional councils. The UBCJA claimed these moves would grow their union, but such growth was at the expense of members' rights.

This growth is also at the expense of the membership of all the other Building Trades Affiliates in Canada. This fact is clear in Newfoundland and Labrador. Two Carpenters' affiliates – Local 585 and the National Construction Council Local 1999 – have adopted a strategy that resembles the one used by the Christian Labour Association of Canada. This strategy involves the negotiation of collective bargaining agreements that go beyond the Carpenters' traditional jurisdiction to include the jurisdiction of all building trades, including the Operative Plasterers' & Cement Masons' International Association. The Carpenters' wall-to-wall agreements include sub-standard wage and fringe benefit provisions, enabling employers and owners of large projects to increase their profits at labour's expense.

The UBCJA currently claims to have over 200,000 non-Carpenter members in North America. While this claim is a wild exaggeration, it has come to the Canadian Building Trades' attention that the UBCJA is trying to recruit our members to work under their sub-standard agreements. In other words, the UBCJA is trying to use the building trades membership to weaken their own unions. By putting electricians, plumbers,

and other tradespeople – including plasterers and cement masons – to work under sub-standard UBCJA agreements, Local 585 and Local 1999 are undermining the superior wages, benefits, and other working conditions that the building trades have achieved in their contracts. The UBCJA, these two locals, and their signatory contractors are forcing a race-to-the-bottom that threatens the prevailing standards in communities from St. John's, Newfoundland to Nachvak, Labrador.

The threats caused by the UBCJA give rise to a clear and present danger in all of Canada's provinces. To that end, all fourteen other International Affiliates, including the OPCMIA, have called upon all our membership to stand in solidarity against the UBCJA's conduct. A letter was sent to the members asking them to defend our agreements, as well as the terms set forth therein (such as our wage rates and our fringe benefit plans) to ensure that our members and their families continue to benefit from bona fide collective bargaining, rather than suffer under bogus concessionary betrayals.

We have entered a period of tremendous growth in construction, and there is more than enough for the UBCJA to focus on within its traditional trade jurisdiction. The UBCJA will perhaps regret choosing this moment to undermine the Canadian Building Trades. We will not stand by and do nothing. An attack on one is an attack on all. However, it brings joy to my heart that our proud, hardworking Plasterers, Cement Masons and Restoration Workers are committed to protect the best wages & benefits in their trades, which can only be found in the collective bargaining agreements negotiated by the OPCMIA and its Local Unions in Canada.



## National Apprenticeship Act

Stalled in Congress now for another year is the National Apprenticeship act. Last year with the democrats in power the house was able to pass it out only to be curtailed by Senate republicans. This year with the House controlled by the republicans we face enormous odds of getting it out, and if it does pass out of the house, we will not have the requisite sixty votes to pass the bill in the Senate again. The act essentially provides regulations to ensure protecting the health, safety, and general welfare of apprentices, and to encourage the use of contracts in the hiring and employment of them. It also has regulations banning racial, ethnic, religious, age, and gender discrimination in apprenticeship programs.

In 1934 Congress passed the Fitzgerald act, which regulated apprenticeship, and on the job training. In 1935 it was deemed unconstitutional. In 1937 the act was amended to permit the National

Department of Labor to issue rules regulations to protect the health, safety, and general welfare of apprentices (Federal committee on apprentices), and to encourage the use of contracts in the hiring and employment of them.

Rep. Bobby Scott, D-Va is the lead sponsor of this years' bill, which would codify the Department of labor rules to ensure that apprenticeship training rules and regulations will be made into law, instead at the possible whim of a President appointing Department of Labor commissioners that may try and weaken or remove apprenticeship rules and regulations.

Rest assured OPCMIA is monitoring this legislation closely and working for its passage. If you have an opportunity to speak to a congressperson or Senator it would be very helpful to mention your support of this vital piece of legislation for our apprentices, their training, and work opportunities.





# International Representative Political Organizer

**Ryan Stepano**



## Political Organizing

I am sure many of you are aware of the quote-on-quote term of organizing, especially in the labor movement, but when it applies to the political realm there are certain nuances and correlations at play. With political organizing we strive to organize the already organized membership to advocate for political figures throughout the country. With organizing, we bring forth the assurance to workers they will have a better life through financial stability, affordable healthcare, and a dignified retirement. Everyday those promises are under attack by legislators across this vast country. It is imperative we stand united to support our allies to protect our rights as workers. If they are fighting like hell to protect us, should we not do the same for them?

The main way to show these legislators we support them is through political organizing and voting. Whether it be a sign holding event, phone bank operation or door knocking campaign these are the base roots to show our support. Believe me, these legislators do take note of who is out on the street advocating for them. Pro-labor legislators that fight for us deserve our backing plain and simple. That is exactly what we will do. In the coming months, several political organizing events will start popping up throughout the country. To keep you informed, you may receive a phone call or text from the Political Department informing you of events, activities, or lessons in your local area. We must fight to preserve our way of life and stop these malevolent actors in the political realm. It all starts with you. It may seem



**Political Organizer, Ryan Stepano and Political Officers from Local 300 and Local 400 attended several job sites in the San Francisco area to speak with members about the Political Department, Political Education classes, and especially asked members if they would be interested in volunteer opportunities campaigning for Pro-Labor Legislators**

daunting to take the first step into being part of a political movement but the journey of 1,000 miles starts with that first step. We are in this together.

Though it may seem early to be planning for upcoming elections there is a definitive need to have a plan. For operations to move smoothly and every member to be informed we must act now to be ready. Over the next year we will continue to push for the political education classes at the local level and start talking about operations in the coming months. If you are not already subscribed to the OPCMIA Action Center or OPCMIA Political Watch Group on Instagram, I implore you to subscribe to stay informed of our operations and classes moving forward.



## Every OPCMIA Member Can Organize

Recent surveys show that a growing number of workers in the United States and Canada would join a union if given the opportunity. Of course, the laws of the United States and Canada protect employees' rights to organize a union in their workplace. In the U.S., this right is in the National Labor Relations Act ("NLRA"), and it is enforced by the National Labor Relations Board ("NLRB"). In Canada, the right can be found in and enforced through provincial laws or, in the case of federally regulated industries, the federal law. Thus, the opportunity to organize exists. Unrepresented employees just need a little help to get an organizing campaign off the ground.

While you are already an OPCMIA member and you work for an employer who is signatory to a collective bargaining agreement with the International Association or one of its Local Unions, you can still help unrepresented plasterers, cement masons and shop hands organize their workplace. The NLRA recognizes that every employee – including yourself – has the right to engage in what is known as "protected and concerted activities for mutual aid or protection." Protected and concerted activities include supporting employees of other employers in their efforts to improve their terms and conditions of employment. When you help an unrepresented plasterer, cement mason or shop hand become a member of the OPCMIA, or when you support a group of employees choose the International Association or one of its Local Unions as their collective bargaining representative, you are helping these employees to improve their wages, benefits, and other working conditions.

The decisions of federal courts and the NLRB supply examples of how union members can help

unrepresented employees of other employers to organize their workplace. One such instance involved two employees who left their non-union employment for a union job. Their old co-workers asked the two employees about their new union jobs, who responded by explaining the benefits of working union. The two employees provided their co-workers with the content information for the union organizer who helped them obtain employment with a signatory contractor. All conduct was found to be protected, concerted activity.

Another example can be found in a case called *Reliant Energy*. A union member worked for a subcontractor at a power plant. During lunch breaks and work breaks, the union member would answer questions about the union from the power plant's unrepresented employees. The member also collected signed authorization cards from the power plant's workers during this non-work time. The NLRB noted that there are "countless Board holdings, ..., holding that employees engage in protected concerted activity under [the NLRA] when they act in support of employees of employers other than their own...." The Board found, in *Reliant Energy*, that the union member's activities were protected because he was helping other employees to organize without interference with any employer's operations.

The foregoing case highlights the key to engaging in protected concerted activities that help unrepresented employees to organize their workplace. It is that both the union member and the unrepresented employee(s) engage in these activities during their free time. This is known as the *Republic Aviation* rule, taking its name from a

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# NEWEST OPCMIA MERCHANDISE



*Playing Cards*



*Logo Watch*

*Black Tumbler*



OPCMIA



*Heavy Hooded  
Pullover*



## Pre-Apprenticeship, A Building Block For The Future

Blue collar jobs provide individuals opportunities to enter the middle class. However, the path to quality construction jobs, including apprenticeships, is often difficult for those unfamiliar with the industry. While some workers struggle to build the skills, experience, and knowledge, necessary to enter and advance in a construction career, industry subject matter experts, including contractors, unions, and associations, must diversify and improve the skills of their workforce to meet current demand, bid competitively on new construction projects, and replace skilled-trades people who are on the path to retirement. In many labor markets, construction pre-apprenticeship training programs, which train people for entry-level construction jobs that are often led by organizations, community colleges, government, industry groups, unions and several others directly deal with these challenges.

For over 50 years the National Plastering Industry's Joint Apprenticeship Trust Fund partnered with the US Department of Labor and Job Corps have developed workforce development programs that prepare people, particularly low-income individuals, and non-traditional construction workers to enter the construction trades and help new workers navigate employment in the construction industry. These valuable pre-apprentice programs teach skills to enable qualification for students to potentially enter registered apprenticeship programs and aid students/workers once placed in the industry who then move from job to job still have capabilities to advance in the industry and prepare them for periods of unemployment in a seasonal and cyclical industry where jobs are often short-term. Our Job Corps

programs consider a variety of outcomes for their participants, including placement into registered apprenticeship, other construction-related jobs, advanced training, military, additional academic opportunities, and other construction training valuable for their future.

Our programs desire the need to meet the needs of diverse workers, as well as employers, and to respond to changes in economic conditions, skill needs, and employment opportunities in the local labor markets. Apprenticeship programs offer workers paid on-the-job learning, academic instruction, advanced skills that reflect their sponsoring employers' specific needs and a clear path to building advanced skills in the construction trades. This is only one of several outcomes considered by our pre-apprenticeship programs because apprenticeships are not a good fit for all students and periodically the number of apprenticeship slots is at times small, relative to overall employment.

The success of NPI's programs depend on building and maintaining vast industry networks that include relationships with businesses or contractors, joint apprenticeship training committee representatives, union and trade association leaders, project owners and managers, and public officials involved in managing public infrastructure or construction projects. These relationships established, aid our team forecast industry demand, stay attuned to changes in the skills and technology needed to perform jobs in the plastering and cement mason industry's and locate job opportunities for the trainees even during a poor economy. NPIJATF staff members that have vast construction industry



expertise and who have gained experience in the field help build these relationships and ensure that the recruitment, assessment, training, and resources provided to the trainees align with industry needs.

NPIJATF operates 45 programs spanning across the United States and for the most part our programs are very successful but there are always challenges illuminated that our programs face, including performance measurements that at times are out of alignment with program strategies, labor market and industry conditions, contract, and funding opportunities through the Department of labor and staff expertise is not always widely available in some rural areas where we operate. There also is concern about an increasing number of pre-apprentice trainees not finishing all phases of the program to enable them to graduate. NPIJATF constantly works on these challenges and overcome these challenges, by collaborating directly with workforce development leaders, our International Union and subject matter experts to set performance measures that account for programs overall goals, participant, and industry needs, as well as labor market realities.

Too often, programs are judged solely on the number of apprenticeship placements they make when, in fact, they are meeting a wide range of industry and worker needs through placement into other job and training opportunities. NPIJATF's main goal as always is to place as many graduates as possible into OPCMIA apprenticeship programs but also to educate and match individuals to the best available opportunity for which they are qualified.

As the Executive Director, one of my expectations of our programs is to recognize the design of student and staff retention measures and fine tune this design and continue to build knowledge about challenges to apprenticeship retention and solutions. Once these practices are implemented, more of our pre-apprenticeship programs will have the necessary capacities, resources and flexibility needed to aid low-income, minority and non-traditional workers locate and retain careers in the plastering and cement masonry trades and consequently this will result in contractors obtaining the skilled workforce they need to help drive growth in their local labor markets and produce growth for the OPCMIA.

## GENERAL SECRETARY-TREASURER

**Richard A. Bailey**

*Continued from page 4*

in, which are furthering the need to recruit additional members and Contractors. Some of these large projects are in lower union density areas like Tennessee and Kentucky. If you know of any person or a non-union contractor that you feel would be a good candidate for

membership in the OPCMIA or a good employer of our members, please notify your Local Union Business Manager or Business Agent.

I wish you a Safe and Happy Summer!

## OPCMIA LEGAL PERSPECTIVE

**O'Donoghue & O'Donoghue**

*Continued from page 12*

Supreme Court case in which the Court found that an employer could not restrict employees from engaging in protected concerted activities during non-work time and in non-work areas. The Court recognized that, while employees are expected to perform their duties during work hours, they are protected when they engage in organizing activities during their free time.

Thus, if you come across unrepresented plasterers,

cement masons, and/or shop hands during your non-work time, you should provide them with the contact information for the OPCMIA or one of its Local Unions. You should also encourage these unrepresented workers to seek to improve their employment by becoming an OPCMIA member and organizing their workplace. You should also let the OPCMIA, or your Local Union know about these unrepresented employees, their employer, and the possibility of organizing them into membership and under a collective bargaining agreement. Together, everyone will do their part to grow and strengthen the OPCMIA.

*Continued from page 2*

along the way, such as with our 25-year, 30-year, 40-year, 50-year and even 60-year cards and pins. As these members retire, it falls upon our younger journeypersons, as well as our apprentices working their way through our training programs, to step up and move our organization forward. The fact that the OPCMIA will celebrate its 160th anniversary next year is a testament to how each generation continues the work of their predecessors. That is true both in the field and at our headquarters.

To be sure, there lies a lot of work ahead of us. There is a large amount of work out there thanks to the Infrastructure Investment and Jobs Act or the Chips and Science Act. That work gives rise to unprecedented opportunities for us to organize and train new members in our trades, as well as sign new signatory contractors. To that end, the International Association has established an organizing incentive program through our Member-2-Member Funds. This new program

provides an incentive to rank-and-file members who bring new members into our organization. The incentive is \$100 for the first new member, \$200 for the second new member, and \$300 for the third new member, with an annual cap of \$600 per year per rank-and-file member. When combined with our traditional organizing efforts, this new program will help to boost the OPCMIA's membership to meet the demands for experienced, skilled, and trained plasterers, cement masons and shop hands across the United States and Canada.

All the foregoing opportunities require a team effort at every level of our organization: local, intermediate, and international. That effort involves all of us: officers, representatives, rank-and-file members, and even our administrative professionals. Working together, we will be able to leave our own mark on the oldest and greatest building trades union in North America!

A handwritten signature in black ink, appearing to read "Kevin D. Sexton", written in a cursive style.

General President



## ¡El Verano Finalmente Está Aquí!

**M**e gustaría comenzar mi artículo ofreciendo mis mejores deseos y agradeciendo a la Asistente Ejecutiva de OPCMIA a la Presidenta General, Linda Chamberlin y a la Asistente Ejecutiva de la Secretaria General-Tesorera, Peggy Mullican, por su largo y dedicado servicio a la OPCMIA, ambas damas se jubilaron recientemente. Linda sirvió a este Internacional con distinción durante 54 años, como Asistente Ejecutiva de 10 Presidentes Generales. Peggy sirvió a este Internacional 20 años como Asistente Ejecutiva de cinco Secretarios Generales-Tesoreros, incluyéndome a mí. El personal y los miembros de la OPCMIA les agradecen su dedicación inquebrantable a OPCMIA Internacional. ¡Les deseamos jubilaciones largas y saludables!

Las asistentes ejecutivas, April Cohen y Sharon Gray, han asumido los deberes de Linda y Peggy, y han tenido muchos años de preparación para sus nuevas posiciones dentro de la Internacional. Felicitaciones a April y Sharon.

La fortaleza financiera de nuestra Internacional es la más fuerte que jamás haya existido. Esto ha permitido a nuestra Internacional invertir en múltiples programas para aumentar nuestra participación en el mercado, promover nuestro comercio y servir mejor a nuestros miembros, además de continuar sirviendo a los locales. Los sistemas de gestión de aprendizaje y realidad virtual sirven como excelentes herramientas de reclutamiento y capacitación para miembros y contratistas. Recientemente hemos contratado a una compañía de redes sociales para usar la mensajería para miembros potenciales y contratistas en diferentes áreas de los Estados Unidos. La mensajería dirigida es una herramienta adicional que nuestra organización está utilizando para aumentar nuestra membresía y base de contratistas.

En Enero de este año, lanzamos el Programa de Licencia de Maternidad Pagada, que pagará a nuestras miembros femeninas hasta un máximo de 28 semanas (antes y / o después del parto) de su hijo, si no pueden trabajar durante este período. Este beneficio está disponible para los miembros si su Fondo de Salud y Bienestar local o el Estado no ofrece el beneficio.

Miembros femeninos pueden acceder a este beneficio poniéndose en contacto con su Salón de la Unión Local o Sede Internacional para obtener los formas.

A partir del 1 de Junio de 2023, lanzamos el Programa de Incentivos para organizar Miembros 2 Miembros. El nuevo programa pagará a cualquier miembro de pleno derecho que reclute hasta tres yeseros, albañiles de cemento o “shop hands”, hasta un máximo de \$600.00 por año calendario. El miembro recién contratado debe cumplir con ciertos criterios, esos son: miembro del pleno derecho y trabajando para un contratista signatario durante al menos seis (6) meses. El miembro reclutador recibirá \$100.00 por el primer trabajador no representado, \$200.00 por el segundo y \$300.00 por el tercer. Este beneficio de membresía se financia únicamente con cargo al Fondo General Internacional, de las cuotas de trabajo y puede ser terminado en cualquier momento a discreción del Presidente General, y la Junta Ejecutiva General. Oficiales Internacionales, Oficiales pagadas de la Unión Local, Programa de Aprendizaje, Consejo de Distrito, Fondo Fiduciario, o miembros que tienen un interés financiero en una empresa que realiza enyesado, cemento, y/o trabajo de la industria de “shop industry”, según lo establecido en el Artículo 25, Sección 1 de la Constitución Internacional no son elegibles para participar en este programa de reclutamiento.

Con la cantidad continua de trabajo en los Estados Unidos y Canadá, Se necesitan albañiles y yeseros de cemento adicionales. Hay proyectos multimillonarios y multimillonarios en los Estados Unidos y Canadá que se están llevando a cabo. Los proyectos de la Ley de Infraestructura y Chips también están comenzando, que están fomentando la necesidad de reclutar miembros y contratistas adicionales. Algunos de estos grandes proyectos se encuentran en lugares que tienen una pequeña presencia sindical como Tennessee y Kentucky. Si conoce a alguna persona o contratista no sindicalizado que sea un buen candidato para la membresía en la OPCMIA o un buen empleador de nuestros miembros, notifique a su Gerente de Negocios del Sindicato Local o Agente Comercial.

Te deseo un feliz Verano.

## Mental Health Corner: Supporting Your Brothers and Sisters

**S**eptember is National Suicide Prevention Awareness month. Plasterers' and Cement Masons' need to be a part of spreading the word on how to identify and help people struggling with mental health issues like suicide and addiction. Mental health issues are affecting construction workers at alarming rates. But there are many ways you can support your brothers and sisters who are struggling.

A major barrier to overcome is the stigma that surrounds mental health. Because stigma increases feelings of shame, embarrassment, and remorse, it keeps people alone in their struggle and stops them from getting help. A different health problem illustrates the issue. If you broke your leg, you would go to the hospital immediately for treatment. You would not worry about what your friends and coworkers think. Why would you? With proper treatment and time, your leg will heal. Then life is back to normal. But what if that broken leg came with stigma? What if your boss and coworkers and family judged you and treated you differently because of your injury? What if people told you to "suck it up, it's

just a broken leg"? Unfortunately, this situation happens too often with mental health. Too many construction workers "suck it up" and do not seek the mental health care they need.

Stigma can make us reluctant, for example, to address suicide, even though we know how deeply it affects those around us. Males in construction die from suicide at nearly twice the rate as men from other industries. Approximately 1,000 construction workers die each year from job site incidents, but an estimated 5,200 die by suicide. Awareness of the negative effects suicide has on those we care about can help us overcome our concerns about stigma. In addition, talking about suicide or other mental health issues, such as substance use disorder or depression, helps reduce the stigma associated with these issues.

More specifically, asking someone, "Are you thinking

*Continues on page 21*



**Tony Longbrake**  
Executive Director of ITF

### RESOURCES

There are organizations that offer resources to help those facing mental health issues.

The national suicide prevention lifeline is now 988. In an emergency that involves a mental health crisis, call 988 instead of 911. (Include Graphic and link)

CIASP: The Construction Industry Alliance for Suicide Prevention has resources for teaching their STAND UP for Suicide Prevention model, and links to other trainings. (Include Graphic and link)

CPWR's website has collected material to help with suicide prevention and opioid use,

including Toolbox Talks, Hazard Alert Cards, and Infographics pertaining to suicide awareness. (Include Graphic and link) CPWR also offers a free Opioid Awareness Training Program and a Building Resilience training program.

If someone is interested in treatment for suicidal ideation, mental health, or substance use disorder, or go to the SAMHSA treatment locator to search for treatment in your area (includes a search by health plan coverage).

Christopher Rodman, Opioid Projects Coordinator, CPWR



# MEMBER-2-MEMBER ORGANIZING INCENTIVE PROGRAM

## *At a Glance*

Every OPCMIA member understands the importance of our union. The OPCMIA and its affiliates have negotiated collective bargaining agreements that include the best wages, fringe benefits and other working conditions in the plastering, cement masonry and shop hand trades. These terms and conditions of employment enable every member to provide better for themselves and their families. Our ability to negotiate these agreements depends, in large part, upon the strength of our organization. That strength comes from our members; and, the more members we have, the stronger our organization will become.

For these reasons, the OPCMIA is proud to announce that, on June 1, 2023, the International Association established an Organizing Incentive Program through the Member-2-Member Funds ("M2M Funds"). This new program will use International Working Dues to expand our organization's membership base. Eligible rank-and-file members in good standing can receive a monetary benefit for each unrepresented employee they bring into OPCMIA membership. The rank-and-file member will receive the benefit after the unrepresented employee becomes an OPCMIA member and works at least six (6) months for signatory employers. Here are some key details about this program:

- To be eligible, a rank-and-file member must be in good standing and remain in continuous good standing while taking part in the program.
- Ineligible members include those (1) who serve as full-time paid officers and employees of the OPCMIA and any of its affiliates (Conferences, District Councils and Local Unions); who serve as full-time paid administrators, employees, directors, and/or trustees of any organizations related to the OPCMIA or any of its affiliates, including trust funds; and (3) members who are in business legitimately for themselves; and (4) any members who are not in good standing.



- Eligible rank-and-file members may receive a New Member Incentive for each Unrepresented Employee brought into the OPCMIA. An Unrepresented employee is someone who (1) is over 18 years of age, a legal resident of the United States and Canada,

and who is lawfully able to work in our trades; (2) becomes a member in good standing of the OPCMIA; (3) stays in good standing for at least 6 months; and (4) works at least 6 months for employers who are signatory to collective bargaining agreements with the OPCMIA or any of its affiliates.

- The New Member Incentive shall be paid as follows: (1) \$100 for bringing in the first Unrepresented Employee into the OPCMIA; (2) \$200 for bringing in the second Unrepresented Employee into the OPCMIA; and (3) \$300 for bringing in the third Unrepresented Employee into the OPCMIA.
- The maximum amount of New Member Incentives that can be paid to an eligible rank-and-file member is \$600.00 per calendar year.
- A rank-and-file member may participate in the program by sending a request for a New Member Referral Form from the M2M Administrator either by e-mail or mail to the following:

**M2M Administrator  
Operative Plasterers' & Cement Masons'  
International Association**

9700 Patuxent Woods Drive, Suite 200  
Columbia, MD 21046  
Email: M2MAdministrator@opcmia.org

All completed New Member Referral Forms should be sent to the M2M Administrator for processing.

Any questions should be directed to the M2M Administrator at the contact information above or the office of the General Secretary-Treasurer.



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

## The Importance of Being A Mentor

I have learned so many things over the course of my career that I did not realize were important until I was several years along in the trade. Many of the things I learned were not specific to our trades but more pertaining to how to be a good worker, how to manage my life, how to be a good team member, how to be a good learner, and how to be a good trainer. Along the way I learned how important it is to be a mentor.

By definition, a mentor is an experienced and trusted advisor. We all know that our duty as trades people is to pass along the trade to the next generation. In fact, it is our responsibility and in our own best interests to take what we have learned and translate that into something that the new crew members can digest and develop so that they can contribute and be effective to our standards. That all falls under the umbrella of what we know as training. To be a mentor is the next level of training. A more personal, deeper, and more intense version of training that goes beyond the development of physical skills is mentoring. I know that we have all experienced a shift in the background of the folks that are embarking on careers in the trades and we've all shared in experiencing the challenge of connecting to people who may have not spent time growing up 'working with dad' or even playing outside until the street lights came on – un-attended to, on our own, building ramps to fly off of on our bikes, and crafting forts in the woods. Things are different now, people have grown up differently, and it is on us to step up and provide a way to connect the dots and make up the difference to help make this work something that people enjoy enough, and that is fulfilling enough for people to enjoy. The difference falls on us and seeing ourselves



as mentors and committing to the next generation as mentors as necessary and another critical step that we can take to improve our culture and build our future.

When I think of who I now know were my mentors, I think of things that they told me that I can still hear clearly as day as I recall those tidbits of information, all the little pieces of advice, and all the helpful hints. I have an archive that I refer to in my head and I use it to this day but in a different capacity. I used to refer to them as tradespeople and young adults and now I find myself projecting them forward, using them as my own advice for apprentices, for career seekers that I talk to, and even for my own kids! As I move through my career, I can think of several people who have played the role of a mentor who I met in different capacities, and it is interesting to realize that the values they have instilled are very relatable. Here is my official shout out to them because I cannot thank any of them enough and would not even know where to start, but most of them happen to be the baddest of the bad Cement Masons.

In the field, I will never forget so many things that Ron taught me. For the first couple of years, I was absolutely terrified of him but only because he was and remains the hardest worker I know, and I learned so much by just being around him and trying not to disappoint him. Glenny was someone who never quit, and took on the hardest jobs, and always knew what to do, and who was always the go-to for how to make something happen. I will forever look up to him for his strength and for his leadership. On the training side, on my first day as Training Coordinator for my local I met Reger in MN at a training held at his center. He was kind, helpful, hilarious, and an also an exceptional force who

immediately took me under his wing without question and since I saw him present, I have always held him as the standard for assessing myself the way he could manage a class, how he could slide in the perfectly set up joke, how he could command respect, and how he could infect his knowledge, was remarkable and I'm so thankful to have crossed paths with him before he retired. Alonzo was my neighboring state counterpart, he was always there with advice and a good idea, a solution, a comparison, an ear, he was and still is a valuable resource of friendship and life advice for me.

That brings me to Alise. She is someone who from day one has been a constant as far as an example of how to be especially towards other women. At first, I was intimidated because she was famous for being this icon among us but with every interaction, I only felt more comfortable, accepted, encouraged, and supported. She taught me how a non-traditional person is supposed to fit in and navigate her career like a champion and has continued to be available to me and all our trade's sisters (and brothers for that matter) without question. To say I appreciate and admire her is an understatement. To say I appreciate and admire everyone who I consider a mentor is an understatement. I have been so lucky, beyond lucky, and fortunate to have been able to be led and advised

by so many amazing people who had the heart to be my mentors.

That brings me to my challenge for you. Let us take the luck out of finding good mentors. Let us invest in our future by investing in our apprentices and those who are coming up behind us. Let us actively decide that each one of us will reach someone as their mentor, let us expect that out of ourselves and each other. Let us create a path to advance our skills in mentoring and make it easy (when there is nothing easy about what we do) for people to find and become attached to solid mentors. Let us encourage questions about life, about work, about money, about our contracts, about moving up in the ranks, about unionism and brother/sisterhood, our benefits and how things work, and about anything people wonder about. Let us have the confidence in ourselves to value what we have developed over the years and figure out how to pass it all on. I can promise, as an instructor and as someone who will never ever forget the value of all the lessons and time I've been given by others before me, that the relationship that comes from mentoring someone else will help you grow as an individual and a tradesperson and will also create a lifelong friendship with your brother or sister and that our organization will experience that value as well.

## THE OPCMA TRAINER

**Tony Longbrake**

*Continued from page 21*

about suicide?" can be a relief to that individual because it shows that they have an ally—they are no longer alone. Research shows that asking someone about whether they have suicidal thoughts and even talking about those thoughts does not increase an individual's chance of dying by suicide. And not asking the question can be catastrophic.

Construction workers face similar challenges with addiction, particularly with opioids. They are six to seven times more likely to die from opioid overdoses than workers on average. The connection between construction trades and opioid use is not hard to understand. Construction workers are much more likely than the average worker to suffer from musculoskeletal disorders (MSDs) or "strain and sprain" injuries. One study from CPWR –

The Center for Construction Research and Training

found that over a three-year period, 45% of construction workers reported MSD symptoms such as arthritis and pain in the joints, lower back, and neck.

Plasterers' and Cement Masons know these symptoms well. Our work can easily lead to awkward body positions that strain the arms and back: squatting, twisting with load in one hand, bending at the waist, reaching with a load, and working above the head. When combined with lifting heavy materials and repetitive motions, MSDs are common. Because people want to stay on the job, it can be tempting for injured workers to take powerful painkillers like opioids. Another CPWR study found that opioid use was three times as high among workers with MSDs. Yet the chances of chronic opioid use rise sharply after just five days of prescribed use.

As with suicide, there are ways workers can help brothers and sisters struggling with opioids. There are peer advocacy programs and training programs where peers help support workers' needs ranging from opioid and substance use to mental health and suicide and can connect them with appropriate resources, when necessary, because few of us are experts, be sure to guide colleagues to resources for getting help.



# RECENT APPOINTMENTS

## FITZGERALD E. JACOBS

*Appointed Vice President*

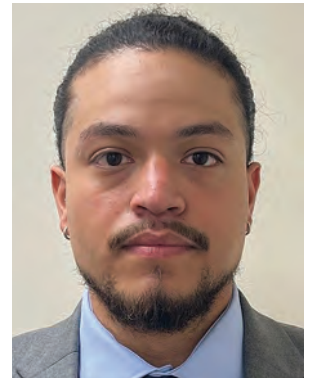
Effective April 1, 2023, General President Kevin D. Sexton announced the appointment of Fitzgerald Jacobs to the position of Vice President of the Operative Plasterers' and Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Jacobs as Vice President.



## MICHAEL CAMPOS

*Appointed International Field Representative*

Effective April 16, 2023, General President Kevin D. Sexton announced the appointment of Michael Campos to the position of International Field Representative of the Operative Plasterers' and Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Campos as an International Field Representative.



## JOSEPH M. HILL

*Appointed International Representative*



Effective April 16, 2023, General President Kevin D. Sexton announced the appointment of Joseph Hill to the position of International Representative of the Operative Plasterers' and Cement Masons' International Association. The

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

Visit our webside at  
**OPCMIA.org**

# Illinois State Conference

In March of 2023, OP&CMIA members attended the Illinois State Conference at the Grand Bear Resort in Utica, IL. Special guest in attendance were General President, Kevin Sexton, General Secretary-Treasurer Richard Bailey, and other officers of the OPCMIA.



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# Future OPCMIA Members! Job Corps. – Long Beach, CA

In February 22, 2023, Vice President, Fitzgerald Jacobs visited the Long Beach Cement Masons' Job Corps. A Collage of pictures with Salvador Gonzalez, Job Corps. Instructor, and his students.





# YEARS OF EXCELLENCE

## Celebrating Retirement

Two long standing professionals who have served the OPCMIA for a combined 74 years begin a new journey of a well-deserved retirement. The OPCMIA will always be thankful for their dedication to our great union.



At the 52nd Convention in Las Vegas, NV Linda was honored for 50 years of service to the OPCMIA.



For 20 years Peggy (Left) and Linda worked very closely together ensuring every event was a success.



The retirement begins! Linda and Kevin on her last day of work.

Peggy addressing the East/West Coast Business Managers Meeting attendees, announcing her retirement in Fort Lauderdale, Florida.





# CONGRATULATIONS TO PATRICK D. FINLEY S

On behalf of the Officers and members of the OPCMIA, we would like to extend our sincere congratulations and best wishes in pursuing your dreams. Reach for the STARS! Each of the eight recipients were awarded \$5,000.00 to further their educational goals.

**OPCMIA Scholarship winner LOUIE V. BALA JR. pictured with his father, Louie Bala a member of local 630, Honolulu, HI. Louie has been accepted to the University of Hawaii**

Aloha! I am Louie Bala Jr., son of Louie Bala. My father has been working in Local 630 for 28 years. I am majoring in Computer Science at the University of Hawaii: Manoa. With a strong GPA of 3.88, I'm currently a Senior graduating this Fall semester. In high school, I completed Spanish 4 and earned 12 college back-credits towards the 2nd language requirement. I also took 14 summer credits, allowing me to graduate one semester earlier than expected. These achievements demonstrate my commitment to learning and drive for success.

I'm honored to be chosen as a recipient of the prestigious OPCMIA Patrick D. Finley Scholarship Award the OPCMIA. This generous opportunity will greatly enhance my academic journey and pave the way for a bright future.

Mahalo for recognizing my potential, your support means the world to me as I pursue my dreams in the field of computer science.



**OPCMIA Scholarship winner JOSUE B. CORONA pictured with his father, Ezequiel Corona, a member of local 66, San Fransico, CA. Josue is a Sophomore at Sacramento State University**

Hi, my name is Josue Corona. I first want to thank OPCMIA and all officers for this scholarship. I am extremely grateful for this opportunity that OPCMIA and Local 66 have provided me and my family. I am the son of Ezequiel Corona from Local 66 in San Fransisco, CA.

I am going into my second year at Sacramento State University. I am a Construction Management major with a minor in Business Management. I am very passionate about the construction industry which is what drove me to pursue an education in this field. I am very excited to continue with my studies and to learn more about all aspects of the construction industry. My goal is to graduate in four years and to have secured a job by the time I graduate.

Thank you all for this opportunity, I am very grateful!

## OPCMIA SCHOLARSHIP FOUNDATION

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



# 2023 WINNERS OF THE CHOLARSHIP AWARD



**OPCMIA Scholarship winner MCKAYLA EATON** pictured with her father, Patrick Eaton a member of local 11, Northern IL. McKayla has been accepted to Elmhurst University

Hello! My name is McKayla Eaton and my father, Patrick Eaton, has been a member of Local 11 in Northern Illinois for twenty-three years. I have just received my associate in arts degree from Waubensee Community College. This fall, I am transferring to Elmhurst University where I will be majoring in Psychology and minoring in Social Work. I also plan to go on and get a master's in social work.

This summer I am doing an internship through the Association for Individual Development to gain experience working with clients within the social work field. I am a part of Phi Theta Kappa, Somonauk Junior Women's Club, and NSLS. I have always tried to prioritize volunteering and have worked with places like Hesed House, Fox Valley Adult Day Service, and the LSSI Giving Tree. Music has been my passion, and after four years of high school band percussion, I decided to join my college's concert and steel bands. I was also given the opportunity to mentor younger students and help them through their first year in college. I am so grateful for receiving OPCMIA's scholarship and the doors it will open for me.

**OPCMIA Scholarship winner JOSHUA C. FARMER** pictured with his father, Jason Farmer a member of local 534, Boston, MA. Joshua has been accepted to McGill University

Hello, my name is Joshua Farmer, and I am from Boston, MA. My father, Jason Farmer, has been a proud member of Local 534 for over 22 years. I graduated from Saugus High School with honors and was ranked 11th in my class. When I wasn't studying, I had the ability to lead my grade as Class President. I worked to improve my community through several social justice organizations as well. I served as the Treasurer for the Young Feminist Alliance Club and for the Students in Action Club. I was elected Committee Chairperson for the National Honor Society and participated in the Massachusetts GSA Leadership Council.

In the fall I will be attending McGill University, majoring in Political Science. I aim to continue my involvement with service and activism to incite positive social change throughout my college and career life. Thank you to the OPCMIA and Patrick D. Finley Scholarship Foundation for seeing value in my application and investing in my education.







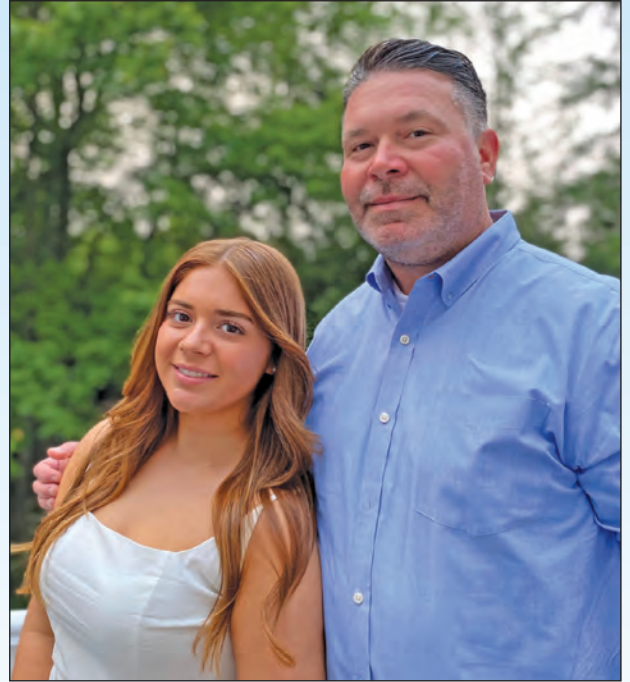
# CONGRATULATIONS TO PATRICK D. FINLEY S

**OPCMA Scholarship winner AVA FIFE** pictured with her father, **Dennis Fife** a member of local 592, Philadelphia, PA. Ava has been accepted to Penn State University Park

My name is Ava Fife, proud daughter of Dennis Fife. My dad has been a member of Local Union 592 Philadelphia, PA for twenty-seven years. He has shown me how to truly be dedicated to my work and my goals. I am a 2023 graduate that attended Conwell-Egan Catholic

Highschool. Throughout high school I have challenged myself to get involved. Some activities I am involved in are Best Buddies, Yearbook club, All Systems Go Av internship, student ambassador, and Founder and President of Birds Eye View, a student-run media club. I was also involved in additional coursework for early college credits. I have received credits through Lasalle's LEAP program and through Bucks County Community College. I love giving back to the community and making an impact in school, just like how my dad gives back to the union.

I will be attending Penn State University Park this summer prior to fall admission. I will be majoring in journalism with a focus study in sports broadcasting. I will take big steps in college to reach my future career goal of being a NFL sideline reporter. I would like to thank OPCMA for awarding me the Patrick D. Finley Scholarship. I am very grateful for this award and will be using it to further my education. The OPCMA has provided my dad and now me a great opportunity to take a lead in new opportunities.



**OPCMA Scholarship winner CHLOE PROFFITT** pictured with her father, **Owin Proffitt** a member of local 11, Northern, IL. Chloe has been accepted to Eastern Illinois University

My name is Chloe Proffitt, daughter of Owin Proffitt. I just recently graduated from Wilmington High School. I will be attending Eastern Illinois University where I will continue my athletic and academic career. I will be majoring in Dietetics while running Division 1 cross country and track. Outside of running I have participated in a wide variety of activities. I was the secretary of the NHS, a part of the Student Council, and an intern at The Free Press. Outside of school, I help to advocate for mental health. My dad has always been a huge part of my life. Most importantly my dad taught me to work for whatever I strive for. When it comes to running my dad taught me to always put in the extra work and not give up when it gets hard. This is a trait he has demonstrated my entire life, from work to family, he has always given it his all.

I am extremely grateful for OPCMA and Local 11. The Patrick D. Finley Scholarship Fund will greatly affect my future. I am extremely blessed to be granted this opportunity to help expand on my dreams and further my education.

# 2023 WINNERS OF THE CHOLARSHIP AWARD



**OPCMIA Scholarship winner GEMALYN R. YUTOB pictured with her father Gernani Yutob a member of local 630, Honolulu, HI. Gemalyn will be a senior at the University of Hawaii at Manoa**

Aloha, my name is Gemalyn Yutob, and I am the daughter of Gernani Yutob. My father has been a loyal member of Cement Masons Union Local 630 for 33 years and is now retired. I was born and raised on the island of O'ahu, Hawai'i. In 2020, I graduated from Leilehua High School as Summa Cum Laude with Academic Honors. I was a very involved high school student who took part in the National Honors Society, Leadership, Yearbook, Peer Mediation, Leo Club, Track & Field, and lastly Dance. In 2022, I graduated from Leeward Community College with an associate in liberal arts in Social Science. This fall, I will be a senior at the University of Hawai'i at Mānoa, where I'm currently studying toward a Bachelor of Arts in Psychology with a minor in Communicology.

I am an avid and passionate advocate for bettering one's psychological well-being and I hope to work as a mental health therapist in our community someday. Even as I pursue my degree, I continue to believe that it is vital to

reach out to others to foster love and compassion and raise understanding regarding a variety of mental health related topics and issues we face as a society. As a result, I presently manage an online platform called Be the Gems; I am leading this growing page on Instagram under @bethegems. I enjoy interacting with a wide range of individuals because I believe that is the greatest way to learn in life. I aspire to flourish academically and personally, to achieve all my goals, and to inspire others to do the same. I would like to express my gratitude to the OPCMIA Patrick D. Finley Scholarship Fund for offering me this scholarship. I am very appreciative of your help as I work toward becoming a licensed therapist. After finishing my last year of undergraduate study, I'll enroll in graduate school to acquire a master's degree in mental health counseling.

**OPCMIA Scholarship winner PHILIP ZUSKA pictured with his father Vaclav Zuska a member of local 29, Jersey City, NJ. Philip has been accepted to Rutgers, The University of New Jersey Business School**

Hello, my name is Philip Zuska. I am the son of Vaclav Zuska, who has been a member of Local 29 in Jersey City for seven years. I am a graduate of Saint Joseph High School in Metuchen, New Jersey where I finished as one of the top students in my class. While attending Saint Joes, I was a member of the National Honors Society and German National Honors Society, a three-year Varsity soccer goalie, president of my school's German Club, an active member of two organizations that specialize in working with people who have special needs, and an active member in many other clubs. I was a Math and German tutor, and I have received four National German Exam rewards and recognitions, such as two silver medals and one bronze medal. At the end of my high school career, I achieved Summa Cum Laude for having a cumulative GPA of 4.4 and above for all four years of high school, and my German abilities were recognized with the German National Honor Society Sacre' Coeur Award.

With these achievements, I was able to get accepted into Rutgers, The University of New Jersey, New Brunswick Honors College, where I will be attending this upcoming school year to study Finance, with the hope of continuing for my master's degree. I want to thank the OPCMIA for the huge role they played in my family's life, and the Patrick D. Finley Scholarship Fund for allowing me to continue my higher education.





## Local Union 66 – San Francisco & Oakland, CA

**M**ay 9, 2023, Local 66  
General Union Meeting

**Members (left to right) rewarded for their distinctive years of service. Business Manager and Financial Secretary, Israel Vargas, Brother James E. Douros, recipient of 50-year gold card, Brother Michael Blackwell recipient of 25-year gold card, Business Agent Caleb Matheny and guest in attendance, not pictured Vice President/Director of Jurisdiction Chester Murphy.**



## Local 148 – Southern States

**Cement Mason showing their skill**

**T**his job is a very tight area to work in, and it is educational to see the skill of our brothers from Local 148 as they work on the Locke Dam. An interesting part of this job is the placement of the concrete. The concrete is mixed in their portable plant, located across the street from the project site. The Overhead conveyor belt travels the concrete from the plant to the job site. The conveyor belt has sections where it is separated so the concrete can be moved and dumped where it is needed. The conveyor belt will hold four yards of concrete from the dispatch to where it is dumped into the walls or slabs. These brothers work in two shifts.



**(Left to right) The first shift Business Agent Victor Cardenas, Pablo Rodriguez, Francisco Lopez, Alejandro Rodriguez, Jesus Rodriguez, Rodney Broadwater, (Steward) Brian Peek, Eugene Callahan, Justin Novoa, (Leadman) Juan Rodriguez, Marco Villegas, International Representative Jose Arroyo. Not pictured, second shift Carlton Davis, David Craig, Zaviaire Briggs.**



# Local 148 – Southern States



# Local 300 – Oakland, Sacramento, San Jose/Monterey, CA

Congratulations To Local 300 Gold Card Recipients and Skilled Workers!



Business Agent Devin Evers (left), 30-year gold card recipient Brother Eric Rodriguez, Congratulations!



Brother Jeff O'Donnell (left), 40-year gold card, and certificate recipient presented by Business Agent Marshall Vasquez.



Congratulations to Brother David Lopez (left), and Brother Daniel P. Martinez, 40- year gold card and certificate recipients. Thank you for your service!



Business Agent Greg Levy (left), and Brother Orlando Littlefield, 40-year gold card recipient. Congratulations!



(Left to right) Brother Terrance Otis, Business Agent Walter Orellana, Brother Chris Parker, Brother Melvin Addison, Brother Quinton House, and Brother Mike Bradley. OPCMIA members working for DN Tanks, Inc. at SFPUC IN San Francisco County.



Business Agent Devin Evers (left), 50-year gold card and certificate recipient Brother David Honsa. Congratulations!



General Foreman for Kiewit Infrastructure (left), Armando Munoz, and WWTP Upgrade Foremen, Oswald Acevedo in San Mateo County.



## Local Union 400 – Northern, CA

**T**hree generations! Proud union members of local 400!



(Left to right) Meet the Herrera Family! Congratulations to Jose R. Herrera, recipient of the 50-year gold card and certificate. Mr. Herrera is joined by his sons Cody Herrera (Grandson), Jose Herrera Jr., Jose R. Herrera (recipient), Business Manager Cody Bik, and Manuel Herrera.



**LOCAL UNION 400**  
Members were presented with 25-year gold cards, and certificates. Congratulations and thank you for your service!

(Left to right) Business Agent, Jorge Avina Romero, 25-year gold card recipient Brother Ignacio Figueroa.



25-year gold card recipient Brother Frank C. Ozuna (left), Business Agent Jorge Avina Romero

## Local 514 – State of Michigan

**A** TESTAMENT TO THE POWER AND DEDICATION OF UNION LABOR. Saylor's Inc. is currently working with Barton Malow at The Ford Land Central Campus Building, known to everyone on the project and community as the Ford HUB in Southeast Michigan. An impressive Two Million square foot building in the heart of Dearborn, MI. They are fireproofing the project's structural steel running three separate production crews six days a week, as well as ongoing patching, with an average

of five to six Plasterer's on site. There are currently three concrete companies onsite: CCC, Aristeo, and GM & Sons with a total of 20-25 cement masons on site between them on pour days. Overall, the Project has exceeded One Million workers' hours, with over 750 workers on site daily, and more arriving each week. The building is a testament to the power of union labor and the dedication of the Ford Motor Company, and the OPCMIA to Michigan's communities.



Two Million Square Foot Ford Building



The skill of spraying fireproofing, Plasterer Steve Bray Jr.



(Left to right) Business Representative Lance Ryan, Jason Martin, Neil Dayringer



# Local 528 – Seattle Washington

**SUCCESS BEGINS WITH TRAINING!** On March 24, 2023, Local 528 coordinated with the NRMCA to provide a Concrete

Certification course. Approximately thirty members attended the four-hour, hands on and written certification test.



Apprenticeship Coordinator Mike Raymond (Gray Sweatshirt) assisted in the instruction.



Up close edging



Using bunion striker and laying down the concrete



Concrete added to the edge for a consistent finish



Six yards of concrete poured in one hundred' forms



# Local 555 – Portland, Astoria & Medford, Oregon

**C**ONGRATULATIONS! Local 555 members presented awards acknowledging their distinctive years of

(Left to right)  
Apprentice  
Coordinator  
Jeremy Kendall,  
Sister Nancy  
Miller 30-year  
gold card and  
certificate  
recipient,  
Business Agent  
Geoff Kossak



Brother Frank Putnam 50-year gold card and certificate recipient (left), Business Agent Geoff Kossak.

# Local 577 – Denver, CO

**C**REW ON THE ICM SOUTH. Local 577 Cement Mason working for ICM in Pueblo, Colorado at the CS Windmill America Plant



(Left to right) Brother Lonny Garcia, Brother Jordan Archuleta, Brother Phil Roy, Foreman Brother Angelo Roy, Brother John Meagher, Brother Jay Roy, Brother Armando Avita, Brother Johnny Sena, Brother Michael Gutierrez, Brother Chris Rodriguez,



# Local Union 592 – Eastern & Southern, PA

Congratulations to Dean Nicolette  
- 30-year membership gold card  
recipient of local 592!

(Left to right) Financial Secretary and  
Business Agent Michael Sabatini, Recipient  
Brother Dean Nicolette, Business Manager  
and President Mark Wildsmith.



# Local Union 600 – Southern, CA

CONGRATULATIONS TO ALL! Local 600's Annual Awards luncheon was held on Saturday, May 20, 2023, at Steven's Steakhouse. Members were honored for 25, 30, 40, 50 and 60 years of continuous membership, Apprentices of the year, and Men of the year awards, while enjoying a delicious buffet lunch.



## 25 YEAR RECIPIENTS

(Left to right) Business Agent Jaime Briceno, Business Agent Michael Cammarano, Business Manager and Financial Secretary Ricardo Gonzalez, Brother Thony Sarmiento, Brother Salvador Trujillo, Brother Jose J. Ramirez, Brother Fidel Ramirez, Brother Jorge Gomez, Brother Luis Cisneros-Magana, and Brother Jose Jimenez Gomez



## 30 YEAR RECIPIENTS

(Left to right) Business Agent Jaime Briceno, Business Agent Michael Cammarano, Business Manager and Financial Secretary Ricardo Gonzalez, Brother Jesus Ibarra, Brother Fernando R. Garcia, Brother Louie Aleman, Brother Dustin Hernandez, Brother Jose Zavalza-Lepe, Brother Luis E. Villasenor, and Brother Cudberto Ortiz



# Local Union 600 – Southern, CA



**40 YEAR RECIPIENTS** (Left to right) Business Agent Jaime Briceno, Business Agent Michael Cammarano, Business Manager and Financial Secretary Ricardo Gonzalez, Brother Damian Miranda, and Brother James A. Andrews



**APPRENTICE OF THE YEAR AWARD** (Left to right) This year Local 600 proudly presented dual Apprentice of the Year Awards to Sister Angelica Moreno-Perez, Business Manager and Financial Secretary Ricardo Gonzalez and Sister Felicia Garcia.



**50 YEAR RECIPIENTS** (Left to right) Business Agent Jaime Briceno, Business Agent Michael Cammarano, Business Manager and Financial Secretary Ricardo Gonzalez, Brother Gunther Steinberger, Brother Manuel Alamillo, Brother Victor H. Bolivar, Brother David B. Craig, and Brother Rodrigo Hernandez



**60 YEAR RECIPIENT** (Left to right) Brother William Lijan with Business Manager and Financial Secretary Ricardo Gonzalez



**MAN OF THE YEAR AWARD** – Presented to multiple honorees. (Left to right) Local 600 President James A. Andrews (not pictured), OPCMIA Vice President and previous Local 600 Business Manager and Financial Secretary Fitzgerald Jacobs, Jr., and Business Manager and Financial Secretary Ricardo Gonzalez,



# Local 783 – State of Texas

**K**NOWING YOU HAVE SUPPORT... Proud members of local 783 working at the Paper Mill Plant in Waco Texas, for C.R. Meyers received a visit from Business Agent/Organizer Mike Pena.





# Local Union 797 – Las Vegas, NV

**C**ONGRATULATIONS AND THANK YOU FOR YOUR SERVICE! Members of local 797 presented 25-year, 30-year Gold Cards, and certificates.



(Left to right) President, Paul Benigno, 25-year card gold recipient Brother Jaime Carvajal, Business Manager-Financial Secretary, Marc Leavitt.



(Left to right) President, Paul Benigno, 25-year card gold recipient Brother Santos Madrid, Business Manager-Financial Secretary, Marc Leavitt.



(Left to right) President, Paul Benigno, 25-year card gold recipient Brother Carlos Hernandez, Business Manager-Financial Secretary, Marc Leavitt.



(Left to right) President, Paul Benigno, 25-year card gold recipient Brother Chris Barreras, Business Manager-Financial Secretary, Marc Leavitt.





(Left to right) Business Manager-Financial Secretary, Marc Leavitt, 25-year gold card recipient Brother Manuel Anaya, President, Paul Benigno.



(Left to right) Business Manager-Financial Secretary, Marc Leavitt, 25-year gold card recipient Brother Juan Irazaba, President, Paul Benigno.



(Left to right) President, Paul Benigno, 30-year card gold recipient Brother Crisanto Soto, Business Manager-Financial Secretary, Marc Leavitt.







## Join OPCMIA's Great Outdoors

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

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

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

## Local Union 518 – Kansas City, MO

**C**RAPPIE MASTERS WINNERS! (Left to right) Brother Larry Gorham and son, Dalton Gorham captured a big win at the Missouri Crappie Trail. Great practice for their upcoming tournament. Congratulations and Good Luck!



## Local Union 599 Area 257 – Milwaukee, WI

**C**ATCH OF THE DAY – Congratulations to Don Fitzgibbons on his catch of a 20" Sauger!





# IN MEMORIAM

The Officers and members of the OPCMIA extend their sincere condolences to the families of the dearly departed brothers and/or sisters.

**January 1, 2023, THROUGH February 28, 2023**

**RAFAEL R. FIGUEROA**  
*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 Rafael R. Figueroa who passed away December 22, 2022. Brother Figueroa was 83 years old and a member of the International since June 30, 1969 – 53 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.

**March 1, 2023 THROUGH March 31, 2023**

**ALEX F. GUERRA**  
*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 Alex F. Guerra who passed away January 23, 2023. Brother Guerra was 95 years old and a member of the International since September 22, 1961 – 61 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.

**April 1, 2023 THROUGH May 31, 2023**

**GABRIEL F. MOLINA**  
*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 Gabriel F. Molina who passed away February 26, 2023. Brother Molina was 78 years old and a member of the International since April 01, 1996 – 27 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.

**ANDRES FIERROS-LOPEZ**  
*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 Andres Fierros-Lopez who passed away November 25, 2022. Brother Fierros-Lopez was 49 years old and a member of the International since June 29, 2020 - 2 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.



# MORTUARY

## CLAIMS

LOC CITY, STATE NAME

### DEATH BENEFITS PAID IN FEBRUARY 2023

18	Central, IL	Birch, Will C
527	St. Louis, MO	Bruns, Charles
502	Chicago, IL	Buie, Arpha
592	Philadelphia, PA	Coulter, Craig S
633	Minneapolis, MN	Croes, Robert
527	St. Louis, MO	Davis, Ernest
528	Seattle, WA	Engelhardt, Leo
400	Sacramento, CA	Figueroa, Rafael R
500	Santa, Ana, CA	Garcia Jr, Carlos F
600	Los Angeles, CA	Gutierrez, Ralph
502	Chicago, IL	Hainsworth, William
600	Los Angeles, CA	Hernandez, Isidro
886	Toledo, OH	Longnecker, Robert L
502	Chicago, IL	Neuman Jr, Fred
600	Los Angeles, CA	Ochoa, Gustavo
502	Chicago, IL	Olund, Kurt B
528	Seattle, WA	Ottosen, Thomas D
528	Seattle, WA	Rodriguez, Rolando
633	Minneapolis, MN	Ryan, James G
500	Santa, Ana, CA	Salat, James
518	Kansas City, MO	Serrati-Baeza, Jose L
11	Northern, IL	Suttle, Randall
527	St. Louis, MO	Thomas, Gerald
919	Vancouver, BC CN	Vendramin, Elia L
500	Santa, Ana, CA	Verino, Vicente C
555	Portland, OR	Westover, Jerry

LOC CITY, STATE NAME

### DEATH BENEFITS PAID IN MARCH 2023

633	Minneapolis, MN	Arnold, Henry M.
797	Las Vegas, NV	Carmain, James R.
780	New York, NY	Cestaro Jr., Pasquale
908	Cape Girardeau, MO	Cook, Kenneth E.
502	Chicago IL	Del Boccio, Carmen J.
599	ST of Wisconsin	DiSalvo, Antonio
592	Philadelphia PA	Fecca, Thomas L.
090	East St. Louis, IL	Foley, Edward P.
518	Kansas City, MO	Gilpatrick, Kenneth C.
400	Sacramento, CA	Guerra, Alex F.
109	Akron, OH	Jones Jr., Frank
780	New York, NY	Luisa, Charles
404	Cleveland, OH	Missig, Daniel T.
009	Buffalo NY	Mitchell, Gary D.
502	Chicago IL	Monier, August W.
500	Santa Ana CA	Patino, Ray
526	Pittsburgh PA	Ray, Charles
780	New York, NY	Toffolo, Andrew
526	Pittsburgh PA	Trevorrow, Ralph A.
592	Philadelphia PA	Wallace Jr., James
132	Ohio & Kentucky	Whalen, John W.
599	ST of Wisconsin	Zubella, Jack R.

LOC CITY, STATE NAME

### DEATH BENEFITS PAID IN APRIL 2023

528	Seattle WA	Ableman, Jack D
132	Ohio & Kentucky	Aungst, John M
527	St. Louis, MO	Birkemeier, Marvin J
527	St. Louis, MO	Brand, James F
143	Southern, IL	Cecil, Louie E
783	Austin TX	Etoch, George J
526	Pittsburgh PA	Frank, Don A
527	St. Louis, MO	Laurentius, Robert R
072	Spokane, WA	Lewis, Robert
599	ST of Wisconsin	Miles, Ricky
527	St. Louis, MO	Reichardt, Curtis L
526	Pittsburgh PA	Rossi, Augustine C
630	Honolulu, HI	Tabedero, Benedicto B
527	St. Louis, MO	Tune, Michael
600	Los Angeles CA	Vazquez, Mario
600	Los Angeles CA	Williams, Roy L
502	Chicago IL	Yugar Jr, Thomas E

### DEATH BENEFITS PAID IN MAY 2023

502	Chicago IL	Andrews, George W
528	Seattle WA	Aulabaugh Sr, Daniel B
600	Los Angeles CA	Carlos Jr, Salvador
514	Detroit MI	Celini, Michael A
886	Toledo, OH	Chochard, Norman H
514	Detroit MI	D'Aristotile, Rocco
514	Detroit MI	DeBacker, Michel J
555	Portland OR	Foss, Sheridan D
502	Chicago IL	Gruber, Ronald W
500	Santa Ana CA	Hernandez, Lucio
518	Kansas City, MO	Kascht, Harvey M
919	Vancouver, BC CN	Mclvor, Michael Bruce
518	Kansas City, MO	McWhorter, James W
400	Sacramento, CA	Molina, Gabriel F
526	Pittsburgh PA	Nowakowski, Donald 5C
600	Los Angeles CA	Ortiz, Robert G
502	Chicago IL	Pavone, Joe F
011	Northern, IL	Pilz, Ronald
527	St. Louis, MO	Plumlee, Junior K
592	Philadelphia PA	Ramos, Luis G
568	Salt Lake City, UT	Salazar, John D
526	Pittsburgh PA	Satira, Carlos A
797	Las Vegas, NV	Toliver, Willie L
143	Southern, IL	Vandiver, Robert G
528	Seattle WA	Zeeb, Horst A



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

**THANK YOU FOR YOUR CONTINUED SUPPORT.**

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