



# Plasterer & Cement Mason

DECEMBER 2023



## RECRUIT, TRAIN, RETAIN

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

# Happy Holidays and A Prosperous New Year!

**A**s 2023 winds down, I want to wish all our members and their families the happiest of holidays. I hope you are able to celebrate with loved ones and friends and experience all the joys of the season. May your new year be prosperous.

This is a time of transition, and enormous promise and opportunity for our union. In 2024, we will celebrate OPCMIA's 160th Anniversary as America's oldest and greatest building trades union and will gather for our 53rd International Convention to write the next chapter in OPCMIA's proud history.

We are starting the new year with a new team in place. Sharon Gray is now Executive Assistant to the General President and April Cohen is Executive Assistant to the General Secretary Treasurer, and the transition has been seamless.

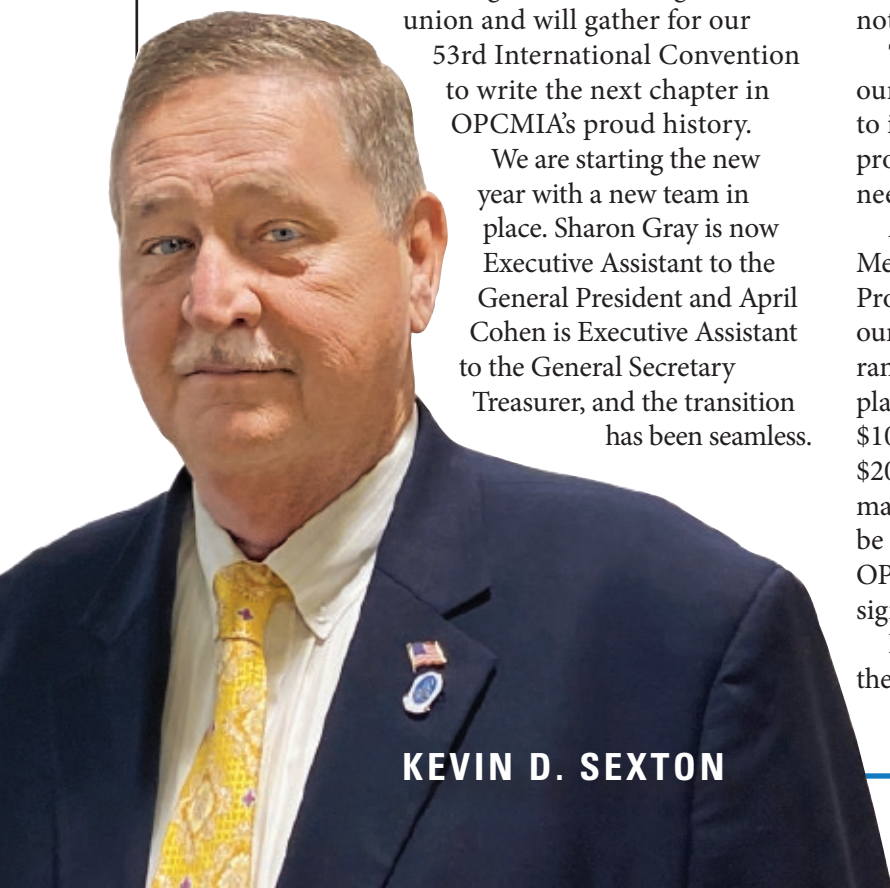
We also start the new year after a remarkable 2023. With funding from the Infrastructure Investment & Jobs Act and the CHIPS & Science Act in full force, work opportunities for our members are rapidly expanding, aided by the new laws' strong worker protection provisions and the Biden Administration's updating of the federal prevailing wage law. Notably, these opportunities go far beyond repairing and building roads and bridges. Due to the CHIPS Act, many new manufacturing and battery plants are being built in Ohio, Indiana, Kentucky, Tennessee, and eastern Kansas. Outside of Ohio, these areas are not traditionally union strongholds.

This really puts a premium on the need to take our organizing to new levels of effectiveness in 2024, to increase our market share in these areas, and to provide the skilled workers our industry urgently needs to meet the unprecedented demand.

A pillar of this critical work is the Member-2-Member (M-2-M) Fund's Organizing Incentive Program. Based on the reality that our members are our most powerful and persuasive organizers, any rank-and-file member who signs up an unrepresented plasterer, cement mason or shop hand will receive \$100. For a second recruit, a member will receive \$200, and a third will generate \$300, with an annual maximum of \$600 per member. For the incentive to be paid, the unrepresented employee must become an OPCMIA member in good standing and work for a signatory employer for at least six months.

In addition, we must organize new contractors with the message that they will have a reliable supply of the

*Continues on page 11*



**KEVIN D. SEXTON**



# ¡ Feliz Navidad y un Próspero Año Nuevo!

A medida que 2023 llega a su fin, les deseo a todos nuestros miembros y sus familias una feliz Navidad. Espero que puedan celebrar con sus seres queridos y amigos y sentir todas las alegrías de la temporada. Que tu nuevo año sea próspero.

Este es un momento de transición, con enormes promesas y grandes oportunidades para nuestra unión. En 2024, celebraremos el 160 aniversario de OPCMIA como el sindicato de la construcción más antiguo y más grande de los Estados Unidos y nos reuniremos para nuestra 53rd Convención Internacional para el próximo capítulo en la orgullosa historia de OPCMIA.

Estamos comenzando el nuevo año con un nuevo equipo. Sharon Gray es la Asistente Ejecutiva del Presidente General y April Cohen es Asistente Ejecutiva del Secretario General Tesorero, y la transición ha sido perfecta.

También comenzamos el nuevo año después de un increíble 2023. Con el financiamiento de la ley de Infrastructure Investment y Jobs y la ley de CHIPS y Science en pleno efecto, las oportunidades de trabajo para nuestros miembros se están expandiendo rápidamente, ayudadas por las fuertes disposiciones de protección de los trabajadores de las nuevas leyes y la actualización de la Ley Federal de Salarios Prevalcientes de la Administración Biden. En particular, estas oportunidades van mucho más allá de la reparación y construcción de carreteras y puentes. Debido a la ley de CHIPS, se están construyendo muchas nuevas plantas de fabricación y baterías en Ohio, Indiana, Kentucky, Tennessee y el este de Kansas. Fuera de Ohio, estas áreas no son tradicionalmente de la Unión.

Esto pone en primer lugar la necesidad de llevar nuestra organización a nuevos niveles de efectividad en 2024, aumentar nuestra participación de cuota de mercado en estas áreas y proporcionar los trabajadores calificados que nuestra industria necesita urgentemente para satisfacer la demanda.

Una parte importante de este trabajo crítico es el Programa de Incentivos Organizativos del Fondo “Member-2-Member” (M-2-M). Nuestros miembros son nuestros organizadores más poderosos y persuasivos. Cualquier miembro que inscriba a un yesero, albañil de cemento o “shop hand” sin representación recibirá \$ 100. Para un segundo recluta, un miembro recibirá \$ 200, y un tercero generará \$ 300, con un máximo anual de \$ 600 por miembro. Para que se pague el incentivo, el empleado no

representado debe convertirse en miembro de OPCMIA con buena reputación y trabajar para un empleador signatario durante al menos seis meses.

Además, debemos organizar a los nuevos contratistas con el mensaje de que tendrán un suministro confiable de los trabajadores mejor capacitados y más seguros del mundo cuando firmen acuerdos con nosotros, haciéndolos más provechoso y más propensos a obtener contratos ahora y en el futuro. En otras palabras, debemos organizarnos de abajo hacia arriba y de arriba hacia abajo al mismo tiempo. Y debemos hacerlo justo en este mismo momento, con todas las inversiones en infraestructura y CHIPS que se están llevando a cabo.

Un elemento central de todo esto es el Fondo Internacional de Formación (ITF) de la OPCMIA. Son nuestros programas de pre-aprendizaje y aprendizaje de clase mundial y nuestros programas de actualización de “journey people” los que son nuestro activo número uno cuando se trata de convencer a los contratistas de que firmen con nosotros. El ITF es crucial para generar los yeseros, albañiles de cemento y “shop hands” del futuro. Es por eso que estamos expandiendo nuestro alcance a las oficinas de servicios de empleo, escuelas secundarias y escuelas técnicas, demostrando el inmenso valor de una carrera en nuestros oficios para nuestros jóvenes.

Ampliar nuestra membresía también significa diversificarla. Esa es una de las razones por las que lanzamos nuestro Programa de Licencia de Maternidad Pagada M2M este año. Necesitamos que las mujeres se unan a nuestro sindicato y permanezcan en nuestro sindicato a lo largo de su carrera, y esta es una forma importante de mostrar que OPCMIA las apoya en cada paso del camino.

En el próximo año, mantendremos y aumentaremos nuestro trabajo en organización, capacitación, seguridad, negociación, representación, defensa política y legislativa y servicios de apoyo. Y en nuestra 53 Convención Internacional, los delegados construirán nuestro camino hacia adelante.

Durante 2024, necesitaremos unidad por encima de todo. Somos un equipo y todos, funcionarios, representantes, miembros e incluso nuestros profesionales administrativos, deben trabajar juntos. En el 160º aniversario de OPCMIA, este es nuestro momento de hacer historia y empoderar a nuestros miembros para mejorar sus vidas. ¡En unidad y solidaridad, seguramente estaremos a la altura del reto!

# General Secretary-Treasurer

**Richard A. Bailey**



## Holiday Greetings

I hope that all our members have had a prosperous and safe year. This has been a great year for our Union, which continues to grow and gain market share in areas of the country and different segments of the industry which we once had little presence in. We are seeing growth in membership and in market share in the areas of TN, Kentucky, Arizona, Michigan, and Ohio where there is a large influx of battery plants and semiconductor plants being built. We are also continuing to grow in most Local Union jurisdictions throughout the US and Canada, on multimillion dollar and multibillion dollar projects.

To assist the Locals with manning their projects we have rolled out a few new recruiting tools. We rolled out the M2M Fund in June. This fund pays an existing member \$ 100.00 for one new member, \$ 200.00 for the second new member and \$ 300.00 for the third new member he or she recommends for membership and joins in a calendar year, for a total of \$600.00 in that year. We are also utilizing a Paid Social Media platform for the recruitment of new members and advertising our Union to potential new contractors.

The financial health of our International remains strong. Our International Investment returns and man hours also remain strong. The upcoming year looks great, with the Infrastructure Bill and Chips Act projects taking place throughout the US, in addition to strong Commercial, Industrial and Energy projects taking place in the US and Canada.

For the continued strengthening of our International Union in market share and growth we must continue to concentrate on General President Sexton's vision.

The three key components are:

- **RECRUIT!** We must continue to recruit the unorganized Plasterer, Cement Masons and Shop

Hands into our ranks. This will not only ensure that the person who is performing our craft is properly paid for performing the trade and has Union representation, but more importantly has a future. If we have that craft person in our ranks the contractor is more likely to maintain or sign an Agreement with our Union.

- **TRAIN!** "Training is the lifeblood of our International," it is an old cliché but true. By being properly trained the sky is the limit. We can all remember when we first started in the trades, think back on when you thought that you may not ever be able to perform that task that seemed so foreign to you, remember? After training and practice it became second nature. Not only did training help us master our crafts, but it also instilled in us the capacity to continue learning. The industry is constantly evolving. By keeping an open mind and keeping up with new methods, materials, and practices you will always be employable when you get the training. Whether that is performing the craft or serving our membership and fellow Brother and Sister members in a leadership capacity, we must keep an open mind for training and most importantly, be willing to invest our time in it. Let us continue using all avenues for recruitment and get members trained and ready to work!

- **RETAIN!** We must join arms with each other like never before and have open lines of communication so that we do not waste valuable talents and the training put forth to go untapped.

*Continues on page 17 and  
Spanish version on page 21*



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## C O N T E N T S



p. 6



p. 25



p. 30



Convention Call ..... 6

Member-2-Member ..... 9

Scholarship Announcement....20

Recent Projects ..... 25

Local News ..... 30

OPCMIA Outdoors..... 44

In Memoriam ..... 45

## COVER

*Wishing all our members and their families the happiest of holidays. May your new year be prosperous. As you celebrate with loved ones and friends, and experience all the joys of the season, be safe.*

**Kevin D. Sexton, Editor**

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# CONVENTION CALL

## 53rd INTERNATIONAL CONVENTION

**TO: OFFICERS AND MEMBERS OF ALL AFFILIATED LOCAL UNIONS  
OF THE OPERATIVE PLASTERERS' AND CEMENT MASONS'  
INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA**

Dear Brothers and Sisters:

In compliance with the Constitution adopted at the Las Vegas, Nevada Convention held August 12 – 16, 2019, you are hereby notified that the 53rd Convention of the Operative Plasterers' and Cement Masons' International Association of the United States and Canada, AFL-CIO will convene at Caesars Palace in the City of Las Vegas, Nevada on **Monday, August 12, 2024, at 9:00 a.m.**

For the information of Local Unions contemplating election of delegates prior to receiving the Delegate Credentials, it should be understood that the number of delegates a Local Union will be entitled to will be based upon the number of members in good standing as provided in Article 3, Section 3 of the International Constitution. For the purpose of determining the number of delegates to which a Local Union is entitled, only those members in good standing on May 1, 2024, will be counted. The applicable union records for the third month preceding the Convention, excluding the month in which the Convention is held, will be used to make this determination. A member will be considered in good standing if the applicable union records for the third month preceding the Convention show that he owes no more

than two months Local monthly dues, Local or International working dues, and/or Local or International assessments including any amounts owed for the third month preceding the Convention. All relevant documentation shall be filed with the International Association no later than June 15, 2024.

Credentials will be sent to the Local Union after the International receives all relevant documentation, which must be filed with the International Association no later than June 15, 2024. **CREDENTIALS MUST BE RETURNED TO THE INTERNATIONAL OFFICE BY JULY 15, 2024. NO CREDENTIALS RECEIVED BY FACSIMILE WILL BE ACCEPTED.** All delegates must be in good standing at the Convention, and therefore, must have paid dues through and including the month of June 2024. You are further advised that if your Local Union is comprised of members from more than one classification, the delegates must be elected in accordance with the ratio of members of each classification in good standing to the number of members in the Local Union that are in good standing. In addition, Article 3, Section 5, states:

A Local Union shall be considered in good standing provided that it has not been delinquent in payments to the International Association for a





period in excess of 60 days during the six months prior to the date of the Convention; provided further that any Local Union with less than 100 members shall not be considered in good standing unless at least one half of the Local's members are in good standing; and provided further that any Local Union with more than 100 members, but with less than 100 members in good standing, must have a least 51 members in good standing.

This notice is intended to ensure maximum representation and participation at the International Convention. You are to take appropriate measures to ensure your Local's eligibility to send delegates to the Convention.

Convention Headquarters will be at Caesars Palace. Delegates to the Convention may register on Saturday, August 10, 2024, from 12:00 noon to 7:00 p.m. and on Sunday, August 11, 2024, from 7:00 a.m. to 4:00 p.m.

#### HOTEL INFORMATION

A number of interesting events have been planned for the comfort and entertainment of the delegates to the 53rd Convention, as well as for their spouses and guests which should make the Convention one to be remembered for years to come. All of these events will be using Caesars Palace for registration purposes and, therefore, delegates are urged, wherever

possible, to make their room reservations at Caesars Palace, which is located at 3570 Las Vegas Blvd., South, Las Vegas, Nevada.

**Single/Double                      \$189.00**

Reservations should be made directly with Caesars Palace using the following link:

***<https://book.passkey.com/go/SCOPC4>***

A cut-off date of Saturday, June 29, 2024, for reservations has been established, therefore, you are urged to make your reservations as early as possible in order to assure accommodation upon arrival. You may also call Caesars Palace at 1-866-227-5944 and mention our **Group Code number SCOPC4** when making your reservation.

We trust we will have the pleasure of meeting a representative delegation from your Local Union at Las Vegas, Nevada and that the Plastering, Cement Masonry and Shop Hand Crafts will benefit as a result of the deliberations of the Convention.

Fraternally yours,

Richard Bailey  
General Secretary-Treasurer

# LLAMADO PARA LA CONVENCION

## 53 CONVENCION INTERNACIONAL

### DIRIGENTES Y MIEMBROS DE TODOS LOS SINDICATOS LOCALES AFILIADOS DE LOS YESEROS Y CEMENTEROS OPERARIOS ASOCIACION INTERNACIONAL DE LOS ESTADOS UNIDOS Y CANADA

Queridos Hermanos y Hermanas:

En cumplimiento de la Constitución adoptada en la Convención de Las Vegas, Nevada, celebrada del 12 al 16 de Agosto de 2019, por la presente se le notifica que la 53 Convención de la Asociación Internacional de Yeseros Operativos y Albañiles de Cemento de los Estados Unidos y Canadá, AFL-CIO, se reunirá en el Caesars Palace en la ciudad de Las Vegas, Nevada, el Lunes 12 de Agosto. 2024, a las 9:00 a.m.

Para información de los Sindicatos Locales que contemplen la elección de delegados antes de recibir las Credenciales de Delegado, debe entenderse que el número de delegados a los que tendrá derecho un Sindicato Local se basará en el número de miembros en regla según lo dispuesto en el Artículo 3, Sección 3 de la Constitución Internacional. A los efectos de determinar el número de delegados a los que tiene derecho un Sindicato Local, solo se contarán los miembros que estén al día el 1 de Mayo de 2024. Para tomar esta determinación se utilizarán los registros sindicales correspondientes al tercer mes anterior a la celebración de la Convención, excluyendo el mes en que se celebre la Convención. Se considerará que un miembro está al día si los registros sindicales correspondientes al tercer mes anterior a la Convención muestran que no debe más de dos meses de cuotas mensuales locales, cuotas de trabajo locales o internacionales y/o cuotas locales o internacionales, incluidas las cantidades adeudadas por el tercer mes anterior a la Convención. Toda la documentación pertinente deberá presentarse ante la Asociación Internacional a más tardar el 15 de Junio de 2024.

Las credenciales se enviarán al Sindicato Local después de que la Internacional reciba toda la documentación pertinente, que debe presentarse ante la Asociación Internacional a más tardar el 15 de junio de 2024. LAS CREDENCIALES DEBEN DEVOLVERSE A LA OFICINA INTERNACIONAL ANTES DEL 15 DE JULIO DE 2024. NO SE ACEPTARÁN CREDENCIALES RECIBIDAS POR FAX. Todos los delegados deben de estar en buen estado para la Convención, y, por lo tanto, deben haber pagado sus cuotas hasta el mes de Junio de 2024. Además, se le informa que si su Unión Local está compuesta por miembros de más de una clasificación, los delegados deben elegirse de acuerdo con la proporción de miembros de cada clasificación en regla con respecto al número de miembros en la Unión Local que están en regla. Además, el Artículo 3, Sección 5, establece:

Se considerará que un Sindicato Local está al día siempre que no haya estado en mora en los pagos a la Asociación Internacional durante un período superior a 60 días durante los seis meses



anteriores a la fecha de la Convención; siempre que, además, cualquier Sindicato Local con menos de 100 miembros no se considere en regla a menos que al menos la mitad de los miembros del Local estén en buen estado; y dispuso además que cualquier Unión Local con más de 100 miembros, pero con menos de 100 miembros al día, debe tener al menos 51 miembros en buen estado.

El presente aviso tiene por objeto garantizar la máxima representación y participación en la Convención Internacional. Debes tomar las medidas apropiadas para asegurar la elegibilidad de tu Sindicato Locales para enviar delegados a la Convención.

La Sede de la Convención estará en el Caesars Palace. Los delegados a la Convención podrán inscribirse el Sábado 10 de Agosto de 2024, de 12:00 del mediodía a 7:00 p.m. y el Domingo 11 de Agosto de 2024, de 7:00 a.m. a 4:00 p.m.

#### INFORMACION DEL HOTEL

Se han planeado una serie de eventos interesantes para la comodidad y el entretenimiento de los delegados a la 53 Convención, así como para sus familia e invitados, que deberían hacer de la Convención una Convención que será recordada durante muchos años. Todos estos eventos utilizarán el Caesars Palace para fines de registro y, por lo tanto, se insta a los delegados, siempre que sea posible, a hacer sus reservas de habitación en el Caesars Palace, que se encuentra en 3570 Las Vegas Blvd., South, Las Vegas, Nevada.

#### Habitaciones Individuales/Dobles - \$189.00

Las reservas deben hacerse directamente con Caesars Palace utilizando el siguiente enlace:

<https://book.passkey.com/go/SCOPC4>

El Sábado 29 de Junio de 2024 es el último día para hacer reservas, por lo tanto, se le insta a hacer sus reservas lo antes posible para asegurar el alojamiento a su llegada. También puede llamar al Caesars Palace al 1-866-227-5944 y mencionar nuestro Número de Código de grupo SCOPC4 al hacer su reservación.

Confiamos en que tendremos el placer de reunirnos con una delegación representativa de su Unión Local en Las Vegas, Nevada y que la Artesanía de Yeso, Albañilería de Cemento y Artesanía de Taller se beneficiará como resultado de las deliberaciones de la Convención.

Fraternalmente suyo,

Richard A. Bailey  
Secretario y Tesorrero General



# 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](mailto: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.

## Executive Vice President

Todd A. Lair



# The Rob Mason Golf Classic Benefiting the Patrick D. Finley Scholarship Fund

The Rob Mason Classic Golf Tournament, benefiting the Patrick D. Finley Scholarship Fund stands as a testament to the enduring spirit of philanthropy and the profound impact it can have on individuals and communities. This annual event not only celebrates the legacy of Patrick D. Finley but also serves as a powerful vehicle for supporting the educational aspirations of the children of our members. With its unwavering commitment to excellence and the betterment of young lives, the tournament has become an indispensable tradition, fostering a brighter future for generations to come.

Patrick D. Finley, the tournament's namesake, was a man of unwavering dedication to education, community, and service. His firm belief in the transformative power of education was the driving force behind the inception of this scholarship event. Pat's vision was to provide opportunities for young minds to flourish, and his legacy continues to shape the lives of countless students through this tournament. At the heart of the Rob Mason Golf Classic, the Patrick D. Finley Scholarship, lies its primary mission: to empower the children of our members through higher education. This goal is achieved through the creation of scholarships, which are awarded to deserving students who exhibit outstanding academic achievement, leadership potential, and a commitment to making a positive impact on their communities.

The financial assistance provided by this tournament is instrumental in relieving the financial burden of higher education for many students. Rising tuition costs and the increasing demands of college life can often deter talented individuals from pursuing their dreams. The Patrick D. Finley Scholarship fund

steps in to bridge this gap, ensuring that these students have the resources they need to excel academically. Beyond the financial aspect, receiving a scholarship from this tournament also serves as a powerful motivational tool. It sends a clear message to the recipients that their efforts and potential have been recognized and rewarded, instilling a sense of self-worth and determination to excel in their studies.

The tournament goes a step further by fostering a sense of community among its scholarship recipients. Through mentorship programs and networking opportunities, students can connect with established professionals who offer guidance, advice, and real-world insights. These connections often prove invaluable as students navigate their academic journeys and transition into their careers. Education is not just about acquiring knowledge; it is also about personal growth and character development. The Rob Mason Golf Classic benefiting the Patrick D. Finley Scholarship Fund recognizes this and encourages scholarship recipients to engage in community service and leadership activities. By doing so, it helps shape well-rounded individuals who not only excel academically but also make a positive impact on society.

The impact of the Patrick D. Finley Scholarship Fund extends far beyond the immediate recipients. By supporting these students, the tournament contributes to the development of future leaders, innovators, and decision-makers who will go on to tackle the challenges of our world. These scholarship recipients often become role models in their communities, inspiring others to pursue their dreams and give back.

Education is a cornerstone of personal and societal progress. The Patrick D. Finley Scholarship Golf





Tournament plays a crucial role in promoting the value of higher education within its member community. It underscores the importance of investing in education as a means of fostering individual growth and strengthening the overall community.

The Rob Mason Classic benefiting the Patrick D. Finley Scholarship Fund is a shining example of how a community can come together to create lasting change. Through its unwavering commitment to education, mentorship, and community building, the tournament not only honors the memory of

its namesake but also ensures that the dreams of young scholars continue to shine brightly. With each passing year, the tournament leaves an indelible mark on the lives of its scholarship recipients, empowering them to become the leaders of tomorrow. In doing so, it sets a powerful example for communities everywhere, illustrating the profound impact that education can have on individuals, families, and society.

Wishing you all a Happy Holiday Season, and a Healthy and Prosperous New Year.

## GENERAL PRESIDENT

**KEVIN D. SEXTON**

*Continued from page 2*

best-trained, safest craftspeople in the world when they sign agreements with us, making them more profitable and more likely to land contracts now and in the future.

In other words, we must organize from the bottom up and the top down at the same time. And we must do it right at this very moment with all the infrastructure and CHIPS investments taking place.

Central to all of this is the OPCMIA International Training Fund (ITF). It is our world-class pre-apprenticeship and apprenticeship programs and our journey people upgrading programs that are our number one asset when it comes to convincing contractors to sign with us. And the ITF is crucial to generating the plasterers, cement masons and shop hands of the future. That is why we are expanding our outreach to job services offices, high schools, and technical schools, demonstrating the immense value of a career in our crafts to our youth.

Expanding our membership also means diversifying

it. That is one reason we launched our M2M Paid Maternity Leave Program this year. We need women to join our union and stay in our union throughout their career, and this is an important way of showing OPCMIA has their back every step of the way.

So, in the coming year, we will be maintaining and expanding our work in organizing, training, safety, bargaining, representation, political and legislative advocacy, and support services. And at our 53rd International Convention, delegates will craft our path forward.

Throughout 2024, we will need unity above all. We are a team and everyone—officers, representatives, members, and even our administrative professionals—must work together as one. In OPCMIA's 160th year, this is our time to make history and to empower our members to improve their lives. In unity and solidarity, we will surely be up to the challenge!

General President

# Vice President Director of Jurisdiction

**Chester Murphy**



## Great Opportunities Ahead

I have reported in the past, one of the functions of the Jurisdiction Department is to process and record a variety of Agreements, including NMA's (National Maintenance Agreements) GPA's (General President Agreements) NCA's (National Construction Agreements) and PLA's (Project Labor Agreements).

In 2023 we are on course to record one of the highest, and possibly the highest number of these combined agreements in a single year. What does that mean? That means that Developers, Owners and or Contractors have entered into one of these agreements which helps to ensure that members of the OPCMIA will be performing our respective work on these projects. This is where the great opportunities will come from. As with many great opportunities there may come many challenges. You may ask, if we are entering unprecedented times with staffing demands potentially at an all-time high in this country what possible challenges could there be?

One obvious challenge is with unprecedented demand of workers needed comes an unprecedented demand for organizing. Our International has always been committed to organizing, but the future demands are going to require organizing at a never seen before level. As you have heard, General President Sexton implemented the member to member organizing in June which has a potential for OPCMIA members to earn up to \$600 if they bring in 3 new members within a twelve-month period.

General President Sexton has also held the first (to my knowledge) organizing blitz the OPCMIA has participated in. An organizing blitz targets a geographic area (typically a low union density area) and sends in many organizers at one time to target both ground up (workers in the field working for non-union contractors) and a top down (visiting

and speaking with owners and owners' reps and explaining the benefits of being a union contractor) campaign.

This membership organizing and expansion also brings about many opportunities. With the expansion of our contractor base our OPCMIA brothers and sisters will have more contractors to work for and more opportunities to work on other scopes of work they may not have worked on before.

With these opportunities a few challenges will come about. Many of these "ground up" members we organize will come from a non-union background and may not have had any formal apprenticeship training. This is not a bad thing. Even within our own apprenticeship training 90% of your apprenticeship training is on the job and 10% typically is at the apprenticeship school and in a classroom environment. So many of these newly organized members (some who are possible reading their first OPCMIA journal) will be highly skilled but will not have been exposed to the classroom training that covers what trade jurisdiction, unionism, the history of unions, or the benefits of collective bargaining (or even what collective bargaining means).

This is where we as OPCMIA brothers and sisters must do our part, first in welcoming these newly organized members, and second in educating them on what it means to be a union member and the importance of solidarity.

You may be dispatched to a PLA in the future and find out that the PLA has a core worker provision in it. Many PLAs (especially if entered with a government agency or municipality) do not have an all-union guarantee for the workforce. Rather they may have a provision that requires the

*Continues on page 19*





## Collaborative Victory

Organizing workers into union locals is always a challenge. Organizers require detailed knowledge of the Provincial Labour Codes where they are organizing. Organizers spend countless hours working to sign up the new members who are working for non-union contractors who almost always pay substandard wages and little or no benefits. Organizers struggle but persevere through obstructions and interference from any number of sources during an organizing drive.

Provincial Labour Codes detail the requirements for a successful organizing drive. In British Columbia, a union is automatically certified when 55% of the workers sign a union card. Getting to 55% is often challenging. During the organizing drive we expect interference and objections from the employer. What we do not expect is interference from another Craft Union.

In June of this year a former member of Local 919 contacted the union office to advise that employees of Altrad Services Ltd wanted representation from the local. Local 919 launched an organizing drive at the LNG Canada site in Kitimat where Altrad was doing fireproofing work. Local 919 would organize the plasterer fireproofers who were working at the site. The Painters' Union (IUPAT) had successfully signed up their craft who were working for Altrad and we would do the same for the Plasterers.

To the collective surprise of craft unions that make up the Building Trades, the British Columbia Regional Council of Carpenters (BCRCC) submitted a devious application to the Labour Board for an all-employee unit at Altrad. The respect for craft jurisdiction was totally disregarded by the BCRCC.

Many of the plasterer fireproofers working for Altrad were members of Local 222 in Alberta. They notified their Business Manager, George Emery, of their desire for union representation while working

in BC. Brother Emery called Local 919 Business Manager Roy Bizzutto in BC to offer any assistance required to organize the Altrad workers in Kitimat. Local 919 Organizer Mark Brunner and Business Manager Bizzutto gathered the names and contact information together with Local 222. The local IBEW shared its electronic application for certification cards, now allowable for use at the BC Labour Board.

The Kitimat project is 1300 kilometres from the union office. Brothers Brunner and Bizzutto made several trips to the site to secure the necessary numbers for an application to certify Altrad. In the end 12 of the 13 plasterer fireproofers signed application cards; clearly the threshold of 55% had been achieved.

But AND THIS IS A BIG BUT....

Recall the application of the Carpenters wanting an all-employee unit disregarding craft jurisdiction? Their application was rejected by the BC Labour Relations Board, but the BCRCC appealed the decision and because they were in the process of appealing the decision a hearing was held by the BC Labour Relations Board.

Representing the BCRCC at the hearing was the notorious anti-union, union busting, management lawyer Peter Gall. The BCRCC had sunk to new levels of abhorrent, loathsome, and repulsive behaviour by having legal counsel in the form of Mr. Gall to oppose our application for certification. In our corner, the Painters, Insulators and Teamsters sent their legal representatives to support the application. In the end the Labour Relations Board rejected the Carpenters' opposition and granted the OPCMIA certification.

This was a significant victory. The bargaining unit is currently at 16 members but is expected to

*Continues on page 19*



## Solidarity

Many of our members do not realize that at this time we have 374 OPCMIA plasterers in Hollywood that are honoring the strike that is in place from the screen actors guild (SAG). Until recently the writer's guild, WGA, was also on strike. They recently settled their strike, but our members are still out of work honoring the SAG workers. Our OPCMIA General President Kevin Sexton quickly provided a sanction letter which enabled our members to honor the picket lines of our fellow brothers and sisters.

Since 1929 our union has represented the motion picture industry with plasterers, shop hands, and sculptors. The strike has effectively shut down the motion picture industry not only in the U.S, but Canada, the UK, and several other countries as well. SAG is attempting to add AI protections and better streaming residuals to their contract which expired June 30th. They have been met with much hostility as the strike drags on. Currently we have 90% of our members not working. A small bit of good news is that on Oct. 2nd the AMPTP called SAG back into negotiations. Our members are hoping to see an agreement before the end of this month, which

will result in a flood of work that has been held up.

But with all strikes the human costs of our members have become unbearable and sad. In speaking with our OPCMIA local 755 Business agent, Carlo Perez, he told, of the many hardships his members are facing. Here is what he told me is happening to his membership thus far.

Many are in danger of losing their housing. Running out of unemployment benefits. Making premature withdrawals from their pensions. Losing health coverage. Seeking help from food banks. Selling personal items. Not being able to pay union dues. And some have had to take employment elsewhere. We can only hope and pray this strike is settled as soon as possible.

Our OPCMIA brothers and sisters are suffering mightily, and yet showing the true meaning of solidarity. Solidarity by holding on to their beliefs, not crossing picket lines in support of their fellow brothers and sisters in the union labor movement. And suffering immensely, so that those who come after them can have a better life.

In Solidarity.

# International Representative Political Organizer

**Ryan Stepano**



## Annual Political Summit

I first wanted to wish everyone a Happy and Healthy Merry Christmas and a Wonderful Holiday Season!

I would like to dedicate this article to the hard work, and dedication to the Political Officer Program. We continue to grow the program pushing for new and refined educational plans coupled by an aggressive political organizing strategy for our membership.

The pinnacle of the program is our annual Political Summit, which brings every officer across our great organization together, to take part in several lessons and strategy planning sessions. Everyone comes from different cities and states where politics differ from one region to the next. However, the differences we share creates a distinct and unique bond. ... This Organization. Some may be Republicans some Democrats and others Independent but at the end of the day we all strive to improve political relationships and to strengthen our membership in the political arena.

This year the Political Summit was held in Buffalo, New York. We had many legislators from the state legislature, local politicians and even a personalized

*Continues on page 17*



**Mock Senate Committee Hearing.** Each interest group sent a public speaker (Played by seated L to R Lance Ryan – Local 514, Janelle Leone – Local 534, Greg West – Local 132) to testify before a Senate Committee Hearing pertaining to legislation created during the simulation of the Political Summit.



Political officers from around the country who attended the 2023 Political Summit in Niagara Falls, N.Y. for a multi-day educational class.





## Cementing Positive Change

The National Labor Relations Act (“NLRA”) provides that a majority of employees in an appropriate bargaining unit may designate or select a union to serve as their exclusive bargaining representative with respect to wages, hours and other terms and conditions of employment. Employees typically designate a union as their representative by signing authorization cards. When a union has authorization cards from a majority of the employees in a bargaining unit, the union could demand for recognition as the employees’ representative, along with showing or offering to show the evidence of its majority support (that is, the signed authorization cards). If the employer accepted the demand, then the union becomes the employees’ collective bargaining representative. This is known as the voluntary recognition process.

However, for more than 50 years, an employer could simply reject a union’s demand for voluntary recognition, even if all of the employees designated that union as its representative. The union would then have to file a representation petition with the National Labor Relations Board (“NLRB” or “Board”). While the NLRB processed the petition and conducted an election, the employer would engage in conduct to undermine the employees’ support for the union. Much of that conduct would consist of unfair labor practices, which are violations of the NLRA. In the end, the union would lose the election and the employees would be denied their statutory rights to organize.

Everything about the voluntary recognition process changed with the NLRB’s recent decision in *Cemex Construction Materials Pacific, LLC*, 372 NLRB No. 130 (Aug. 25, 2023). The Board first held in *Cemex* that an employer could not simply reject or ignore a demand for recognition from a union

that has the support of a majority of employees in an appropriate bargaining unit. Instead, the employer must either accept that demand or the employer must file a representation petition with the NLRB. If the employer simply rejects or ignores the demand, without filing a petition, then the employer will violate the NLRA. The remedy for that violation will be an order requiring the employer to recognize or bargain with the union.

The NLRB went a step further: if a representation petition is filed (either by the employer or the union) and the employer interferes with the resulting election, then the Board will set aside the petition and issue an order requiring the employer to recognize and bargain with the union. This second holding represents another major change in the law. Previously, the Board would set aside an election because of employer interference and order a re-run election. In cases where the employer’s unlawful conduct was severe and pervasive, preventing the NLRB from conducting an election, the NLRB would issue a bargaining order known as a Gissel order, drawing its name from the Supreme Court’s decision in *NLRB v Gissel Packing Co.*, 395 U.S. 575 (1969). With *Cemex*, the Board expanded the availability of bargaining orders in cases where employers interfere with representation elections.

The NLRB’s decision in *Cemex* not only breathes new life into the voluntary recognition process but it also strengthens the representation election process. The decision achieves these two objectives by creating disincentives for employers to evade their obligations to recognize unions and/or interfere with their employees’ exercise of their protected rights to organize their workplace. There are many details that still have to be worked out with respect to how the NLRB will apply *Cemex*

in future cases. Nevertheless, this decision illustrates how the NLRB has been working to protect and even expand employees' rights. It also demonstrates how the administration of President Joseph R. Biden has been working to make changes in the law that are more favorable to employees. These changes have made the present time perhaps one of the best times

## GENERAL SECRETARY-TREASURER

**Richard A. Bailey**

*Continued from page 4*

We have work taking place and growth in areas that in the past have not had many Union projects, some of those being in the Southern and Western parts of the United States with low union density. Let us keep those members in our ranks and if you know somebody that is looking for work, please let your Representative or the Representative in those areas

## INT. REP. POLITICAL ORGANIZER

**Ryan Stepano**

*Continued from page 15*

video statement from Federal Senate Majority Leader Chuck Schumer. To truly teach a better understanding of politics, we moved towards a more interactive summit by implementing a political simulation. The simulation is modeled after the Building Trades Academy negotiation training where many brothers and sisters participated several years ago in Ft. Lauderdale, Florida. Where we encapsulated this simulation into the political atmosphere. Three groups after learning firsthand from New York State Senator Tim Kennedy's legislative staff about the bill writing process took on a new age simulation to hone their own lobbying, negotiation, and public speaking skills. The objective was to condense the average bill passing period from 3 years into 1 day and implement real world scenarios that could derail negotiations or the entire bills' passage. These three groups overcame many obstacles but more importantly worked together as a team to get the job done.

Lastly, I would like to address the upcoming political season looming on the horizon. We have a plan and are

in the past several decades to be engaged in union organizing.

O'Donoghue & O'Donoghue LLP is proud to work with the OPCMIA, along with its officers and representatives, to take advantage of the favorable legal landscape for organizing Plasterers, Cement Masons and Shop Hands to help grow this great union.

know so we can Recruit, Train, and Retain them as members.

**On August 12 - 16 of 2024 the Operative Plasterers and Cement Masons International Association 53rd Convention will take place in Las Vegas Nevada at Caesars Place. Please take time to read the communication in this journal regarding the upcoming 2024 Convention.**



**Mock Negotiations with three interest groups sent their negotiators (Played by seated L to R Carlos Perez – Local 755, Lance Ryan – Local 514, Dale Alleyne – Local 262, Curtis Harn – Local 18, (Standing L to R) Kenneth Harmon – Local 526, Caleb Matheny – Local 300)**

beginning to put the pieces together to incorporate as many locals' participation as possible. There will be many test trials in the month of February as well as many events where members can take part in the spring and summer season. Please contact your local Political Officer for more information on dates and times when you can join the cause and be part of the movement to continue the fight for the working men and women of America!

Thank you again and be safe!



## Student Spotlight

The National Plastering Industry's JATF prides itself in providing the highest quality training to plastering and cement mason pre-apprentice students at all 45 of our programs across the country. Instructors educate students' valuable life skills including but not limited to employability skills, social skills, academics and drivers' education completions and the fundamentals of plastering and cement masonry. The ultimate goal for every student enrolled in our programs is to achieve the necessary training and preparation to be considered and eventually accepted into an OPCMIA apprenticeship program or a career path where they can flourish and become productive citizens. Once again, a NPIJATF graduate has managed to make these goals reality.

St. Louis Job Corps cement mason graduate and Cleveland Ohio native Gabe Butler arrived at the St. Louis Job Corps center on November 14, 2017. As a young student with no background in construction, Butler was undecided on which path he wanted to pursue in the blue-collar field. After exploring a few vocational offerings at the center, he decided that cement masonry would be his trade of choice and would definitely fit the bill.

Mr. Butler grasped the opportunity very early in his vocational training to become the trade foreman and took on other leadership roles on the Job Corps center during his stay. Butler had a reputation of being a very hard worker, possesses the ability to pay great attention to detail and is said to be a perfectionist in his craft by fellow students and St Louis Instructor George Davis. Immediately after graduation Butler pursued an opportunity to continue his training and attended NPIJATF's advanced cement masonry training program at the Gary Job corps in San Marcos Texas, where he once again was a leader amongst his peers and according to former instructor Jon Zapata



now NPIJATF Regional Coordinator "was one of the best students ever to complete the program".

After graduating from the advanced cement mason program in Texas, Gabe continued to fulfill his goals and path to success and entered the OPCMIA apprenticeship program at Local Union #404 in Cleveland, Ohio in the spring of 2019. He was immediately noticed by employers and started work with local signatory contractor North Coast Concrete which he still is employed by today.

Gabe Butler was recently recognized as the 2023 Apprentice of the Year at The Building Excellence & Craftsmanship Awards. The annual awards banquet is presented by the Construction Employers Association covering Northeast Ohio to honor the craftsmanship of all Building trades and the projects that union contractors have performed. A journeyman and



an apprentice from every trade is recognized for their skill and craftsmanship in their trade. Brother Butler graduated from the apprenticeship program in the class of 2022 and was recognized recently by the Cleveland Building and Constructions Trade Council.

On behalf of the NPIJATF I would like to congratulate Gabe Butler on achieving these major accomplishments and the prestigious award of apprentice of the year. I would like to wish him continued success in his career and future endeavors. I would also like to extend gratitude to NPIJATF Instructor George Davis and John Zapata for going above and beyond in ensuring that students' dreams

become reality. Both George and John, who are not only leaders in our organization but in the industry, continue working with the students, local unions, and contractors to ensure each student gets the opportunity that they deserve. I would also like to recognize OPCMIA Local Union #404 and the apprenticeship program in Cleveland led by instructor Brother Barry Dijulius who also did a phenomenal job with Brother Butler.

In closing, I wish all of you and your families a Happy Holiday Season and urge all of you to be safe in the coming months.

In Solidarity

## VP DIRECTOR OF JURISDICTION

**Chester Murphy**

*Continued from page 12*

contractors to all utilize the local union hiring halls for all its staffing needs. What this means is that the project will be staffed through local referral halls and all workers will be getting union wages and benefits while on this project, but the contractor is not signed to a local collective bargaining agreement and once this project is completed the contractor will continue to work on other projects with their non-union workers.

If you find yourself working on one of these projects with workers who have never been in a union, take

the opportunity to engage and educate these workers about the benefits of working union and the benefits of being represented. It's also a great opportunity for us to educate our coworkers on our trade jurisdiction. Each one of us are mentors and educators and sometimes the best educators we have are the members out there on the jobsites making the personal connections with their co-workers and showing first-hand how being in a union has benefitted them and their families.

Together we will continue to expand and preserve the work that has benefitted the brothers and sisters of the OPCMIA since 1864!

## CANADIAN VICE PRESIDENT

**Chris Feller**

*Continued from page 13*

grow to between 60 and 70 members who will work under a collective agreement. It is a significant victory because our friends were there when we needed their support. It was a significant victory because it showed the Carpenter organization to be unworthy of trust or honour in any labour relations matter.

In closing I want to recognize and thank Organizer Vukas Pekez and Business Manager George Emery for the successful organizing of Weston Construction. Western Construction is performing concrete work on the Edmonton Light Rapid Transit system. This was

another bottom up organizing drive which now brings an additional 15 new members under a collective agreement.

We continue to have a busy year of construction work. We need to strengthen our union and raise the bar for our members and families. Only through continuing to organize will we be able to gain greater market share which gives us more bargaining clout for better wages and benefits.

Let us all commit to keeping up the good work we do.

# 15TH ANNUAL PATRICK D. FINLEY SCHOLARSHIP FUND

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

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



Committee is final and is not subject to appeal.

Points are deducted if an applicant fails to follow essay guidelines.

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

***Scholarship application form  
available at [www.opcmia.org](http://www.opcmia.org)***

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

OPCMIA Scholarship details and an application form are available at your Local Union. The deadline for essays to reach the International Headquarters is **April 1, 2024** and winners will be notified July 2024.

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

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



# ¡Saludos En Esta Temporada Navideña!

**E**spero que todos nuestros miembros hayan tenido un año próspero y seguro. Este ha sido un gran año para nuestra Unión, que continúa creciendo y ganando participación en los ingresos en áreas del país y diferentes segmentos de la industria en los que alguna vez tuvimos poca presencia. Estamos viendo un crecimiento en la membresía y en cuota de mercado en las áreas de Tennessee, Kentucky, Arizona, Michigan, y Ohio donde hay una gran afluencia de plantas de baterías y plantas de semiconductores que se están construyendo. También continuamos creciendo en la mayoría de las jurisdicciones de la Unión Local en los Estados Unidos y Canadá, en proyectos multimillonarios y multimillonarios.

Para ayudar a los locales encontrar personal para sus proyectos, hemos implementado algunas nuevas métodos de reclutamiento. Lanzamos el Fondo M2M en Junio. Este fondo paga a un miembro existente \$ 100.00 por un nuevo miembro, \$ 200.00 por el segundo miembro nuevo y \$ 300.00 por el tercer miembro nuevo que él o ella recomienda para la membresía y se une en un año calendario, para un total de \$ 600.00 en ese año. También estamos utilizando una plataforma de redes sociales pagadas para el reclutamiento de nuevos miembros y la publicidad de nuestra Unión a posibles nuevos contratistas.

La salud financiera de nuestra Internacional sigue siendo fuerte. Nuestras inversiones y horas de trabajo también siguen siendo fuertes. El próximo año se ve muy bien, con los proyectos de la Ley de Infraestructura y Chips que tienen lugar en todo Estados Unidos, además de fuertes proyectos comerciales, industriales y energéticos que tienen lugar en los Estados Unidos y Canadá.

Para el continuo fortalecimiento de nuestra Unión Internacional en cuota de mercado y crecimiento, debemos seguir concentrándonos en la visión del Presidente General Sexton.

Los tres componentes son:

- **¡RECLUTAR!** Debemos continuar reclutando a los yeseros desorganizados, albañiles de cemento y “shop hands” en nuestras filas. Esto no solo garantizará que la persona que realiza nuestro trabajo reciba un pago adecuado por realizar el trabajo y tenga representación sindical, sino que, lo que es más importante, tenga un futuro. Si tenemos

a la persona adecuada en nuestras filas, es más probable que el contratista mantenga o firme un Acuerdo con nuestra Unión.

- **¡ENTRENAR!** “El entrenamiento es el alma de nuestra Internacional” es un dicho antiguo pero cierto. Al estar bien entrenado, no hay límites. Todos podemos recordar cuando comenzamos en los oficios, piensa en cuando pensaste que tal vez nunca podrías realizar esa tarea que te parecía tan extraña, recuerda. Después del entrenamiento y la práctica, se convirtió en una segunda naturaleza. Entrenamiento no solo nos ayudó a dominar nuestros oficios, sino que también nos inculcó la capacidad de seguir aprendiendo. La industria está en constante evolución. Al mantener una mente abierta y mantenerse al día con nuevos métodos, materiales y prácticas, siempre será empleable cuando reciba el entrenamiento. Ya sea realizando el oficio o sirviendo a nuestros miembros y compañeros miembros de Hermanos y Hermanas en una capacidad de liderazgo, debemos mantener una mente abierta para la formación y lo más importante, estar dispuestos a invertir nuestro tiempo en ella. ¡Sigamos utilizando todas las formas para el reclutamiento y capacitemos a los miembros y estemos listos para trabajar!
- **¡RETENER!** Debemos unir fuerzas entre nosotros como nunca antes y tener líneas abiertas de comunicación para que no desperdiciemos talentos valiosos. Tenemos trabajo en marcha y crecimiento en áreas que en el pasado no han tenido muchos proyectos de la Unión, algunos de ellos en las partes sur y oeste de los Estados Unidos con bajo número de sindicatos. Debemos mantener a esos miembros en nuestras filas y si conoce a alguien que está buscando trabajo, informe a su Representante o al Representante en esas áreas para que podamos reclutarlos, entrenarlos y retenerlos como miembros.

**Desde el 12 de Agosto de 2024 hasta el 16 de Agosto de 2024, la 53ª Convención de la Operative Plasterers' & Cement Masons' International Association será en Las Vegas Nevada en el Caesars Palace. Por favor, tómese el tiempo para leer la comunicación en esta revista sobre la próxima Convención 2024.**



## ITF Executive Director

**Tony Longbrake**



# Fourth Annual Instructor Training Program

The OPCMIA-ITF held its fourth annual ITP (Instructor Training Program) July 10-14, 2023. The annual ITP held at Washtenaw Community College in Ann Arbor, MI is a significant event where instructors from all over the country gather to receive training, share knowledge, and network within our industry. The ITF would like to send a special thank you to OPCMIA for providing a reception on Sunday night. Due to a prior engagement Mr. Sexton was unable to attend but he sent General Secretary-Treasurer Richard Bailey to represent the OPCMIA. Mr. Bailey took time to address the instructors and said, "Only because of the foundation of the apprenticeship and training programs have I been able to advance to where I am today," "apprenticeship training provides a skill which leads to a livable wage." Mr. Bailey spent time the next day visiting the campus at WCC and sitting in on the courses. The ITF received high praise from GS Bailey for the training. We appreciate him taking time out of his busy schedule to visit.

OPCMIA instructors play a crucial role in imparting knowledge and skills to our members, ensuring the industry's growth, and quality standards are maintained. Events such as the ITP provide a platform for instructors to exchange ideas,



learn about the latest industry advancements, and collaborate on effective teaching methods.

Instructors continued their training on instructor development courses 1 – 4 that are designed to develop and enhance the skills and abilities of instructors. These courses are intended to help instructors improve their teaching techniques, communication skills, classroom management strategies, and other aspects related to effective instruction.

This year, hands-on training in Robotic Total Station, MEWP (Mobile Elevated Work Platforms) formerly Aerial lifts, and frame scaffolds was held. Hands-on training allowed attendees to actively engage with the materials, tools, and techniques relevant to their field, providing a more



immersive and practical learning environment. The introduction of the hands-on training this year was a huge success! This helped highlight the value and effectiveness of incorporating practical learning into a training program. The positive response from participants indicated that the hands-on approach enhanced their learning experience, allowing them to engage more deeply with the subject matter and gain valuable skills they will pass on to our members.

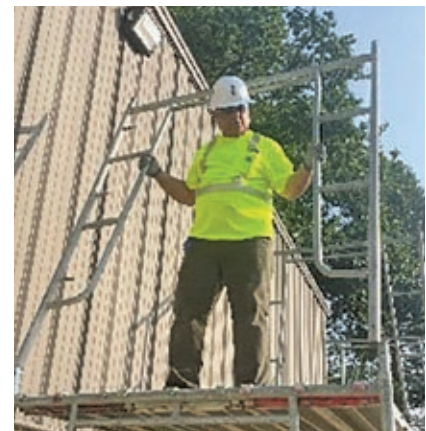
Due to conflicts with the 4th of July holiday over the next few years we have had to make an adjustment to the ITP schedule. We are happy to announce that we have secured dates for the ITP through 2028. Next year's event will now take place June 10-14, 2024. Our goal was to keep the training as consistent as possible from year to year. We hope to see everyone back as well as new faces next year at ITP 2024!!! **SAVE THE DATE!!!** As always, the ITF will be sending out notices and registration links as early as possible.

EVENT	LOCATION/DATE
OSHA 502	Columbia, MD February 27-28, 2024
OSHA 510	Columbia, MD April 29 – May 2, 2024
Summer ITP	Ann Arbor, MI June 10-14, 2024
OSHA 502	Columbia, MD July 16-18, 2024
OSHA 500	Columbia, MD September 9-13, 2024
Coordinator Meeting	Location TBD October 8-10, 2024

As 2023 comes to a close the ITF has already put together next year's training schedule. Be on the lookout for notices and registration links and register as early as possible. You can also check the ITF website for dates and locations.

If your program needs training 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 do not have that form, please contact the ITF to receive it.

The ITF would like to wish everyone a very safe and Happy Holiday Season!!





# OPCMIA Steel Edge Women

**Kilah Engelke**



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

## Proud Of What We Do and Why

One duty that falls on all of us is to be organizers and ambassadors to the general public about our trades. Some of us are organizing when we do not mean to be! When someone asks about unions, about our wages and benefits, and why you 'pay money' to go to work like some say that do not understand who we are we must take the opportunity to organize them. It is perceived that most of us that do this work are men. I thought it might be a good idea to talk about, from a woman's perspective, why we chose our trade.

I have a substantial contact list of sisters within the United States and Canada. We've been doing virtual caucuses the fourth Saturdays in January, April, July, and October and we've been holding them now for over a year. We have met every year, for 10 plus years now, at the traveling Tradeswomen Building the Nation Conference. The past few years we've performed together at World of Concrete and every year we build on our display, always trying to do better than the year before. This year, we invited nominations from all around the United States and Canada for representatives to be on our World of Concrete Crew. We are starting to grow in numbers in the training department, union staff, and as field foremen and leaders. We have met at Convention and participated on committees, and we see each other on projects in all ranks throughout the OPCMIA. No matter what we keep in touch, and we are there for each other.

To get an idea of some of the main sentiments that women in our trades want, and what a woman contemplating getting into our trades would want to know about our paths, I reached out to our sisters, and this is what I found out:

There were consistencies to our answers coming from



sisters from all different walks of life including words like, independence, stability, team, pride, challenge, fulfillment, and growth. Whitney from KCMO said, 'working as a cement

mason has given me the tools to excel in any platform.' When you are trained by the best to do some of the hardest work, it is easy to believe that you are more prepared for whatever comes next and everyone that gave an answer expressed this, in one way or another. Marilyn from Seattle pointed out that, 'being a union tradeswoman has given me the financial independence and self-reliance that I did not have in my twenties.' And that sentiment was related by basically every submission. Sabrina and Julie from Illinois both talked about the value of our wages allowing them to not be controlled by anyone other than themselves as single moms. Everyone that responded mentioned the value of sisterhood and how inspiring and important it has been to them as they grew through or as they continue to grow through our trades. These women have unwavering pride that they are excited to share and project toward future generations of Cement Masons and Plasterers.

There were also a few additional but not repetitive points of view. Coming from me, almost every day was like the next big game. I'm an athlete in non-work life and after high school, there is little that can meet that organized competition level (unless you are a collegiate athlete) and to me our big placements always felt like one of the big games. I always felt motivated to be better, perform better, and to be a critical player. That feeling was like a big volleyball match for me, and I loved it – even on the hardest, worst days...it was a battle with my team, and I couldn't get enough. A few others

*Continues on page 44*



# OPCMIA Headquarters Officers & Staff – Columbia, Md



October has been designated as Breast Cancer Awareness month for the past twenty-five plus years. It is a time when we focus on awareness and sharing information to combat this disease. As we continue to support and promote awareness we remember

*“Cancer is a word,  
not a sentence.”*

– John Diamond

OPCMIA Officers and Staff supports and encourages all to continue to focus on early detection and support of those in need.



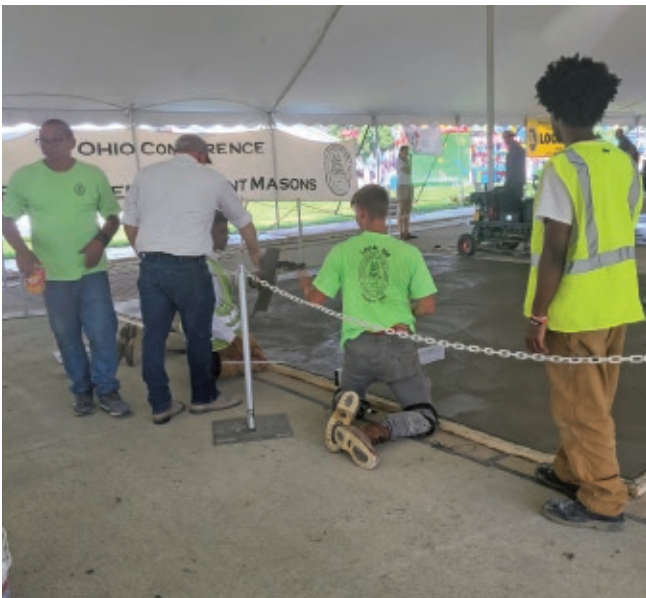
# Ohio State Fair - Columbus, OH

The Ohio State Fair has been a tradition of the state since 1850. The fair has been held in 10 different cities of the state and after a two-year hiatus, the fair returned and was held at the Ohio Expo Center and Fairgrounds in Columbus, OH beginning July 26th – Aug. 6th.

This year the OPCMIA was represented by locals 109, 132, 404, 886, 926, and the apprentices of local 526. All hands-on skill levels were showcased. This is a testament to the dedication and growth of our organization. A collage of photos.









# Ohio State Fair - Columbus, OH







# Archery Range At Cuivre River State Park – Troy, Mo

The Union Sportsmen's Alliance has created a USA's Work Boots on the Ground (WBG) program. Through this program union members volunteer their time and skill to improve public access to the outdoors.

The teamwork of Union Sportsmen's Alliance (USA), OPCMIA local 527, IUOE local 513, and local businesses completed a multi-phase recreational expansion project of earthwork and flatwork for the new archery range at the Cuivre River State Park located near St. Louis and St. Charles metro areas.

These efforts helped to increase recreational opportunities for the many visitors the park gets throughout the year who enjoy nature. The new range will have five Americans with Disabilities Act-compliant shooting lanes with sheltered targets that progress from 10 yards to 50 yards, elevated shooting platform with its own set of targets, wheelchair accessible sidewalks from ADA-compliant parking lot that will connect the shooting stations and targets, and a concrete walk that will extend to the platform which will include a lower ADA-compliant shooting lane.

The donations of material, hours, skill, and labor brought this project to fruition. The new state-of-the-art archery range is one of the many ways organized labor shows camaraderie.





## Local 90 – East Saint Louis, MO

Local 90 held their end of the summer BBQ on Saturday, September 23rd, 2023, at the Pleasant Ridge Park in Fairview Heights, IL. Fun had by all!



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

Mr. William Cannon signed up with the OPCMIA local 300 out of Monterey, CA on December 3, 1970. He is the recipient of a 50-year gold card and certificate. Mr. Cannon for all you have done, the OPCMIA thanks you, and Congratulations!!





# Local 400 – Northern, Ca



**Congratulations Brother Willie Sanders for 70 years of dedicated service to the OPCMIA. We thank you for all you have contributed to our organization. (L to R) Business Agent, Jose V. Jimenez, and Brother Willie Sanders 70-year recipient.**



**Retired member Brother Geroyice G. Pickett receives his 40-year gold card and certificate. Congratulations!**



**Congratulations to 40-year gold card and certificate recipient Brother Raul Canchola**



**Congratulations to 40-year gold card and certificate recipient Brother Claybern L. Fowler**



# Local 400 – Northern, Ca



**Celebrating 30 years of service, Brother Mario Rodriguez, and Brother Raymond L. Vice, congratulations!**



## Commitment to Future Generations

Celebrating the 19th Annual scholarship fundraiser award recipients. To date locals 300 and 400 have raised a combined \$890,000, providing \$2,500.00 each in awards yearly to the winners. The locals are committed to providing support for our children's educational dreams.

(L) Cody Bik Local 400, recipients are sitting and standing, (Standing 2nd from R) Emilio Aldana, Business Manager-Financial Secretary Local 300, and Israel Vargas, Business Agent of local 300, presented scholarships to the recipients of each local.



**Cement Masons Local 400 stands in solidarity with Screen Actors Guild (SAG AFTRA).**

# Local 514 – Detroit, MI

After a three-year hiatus the Labor Day Parade returned to Detroit, MI. Members of local 514 marched in solidarity with labor and community to show future generations the strength of all entities working together, and what the union stands for!



# Local 528 – Seattle, WA

The Retiree Luncheon was held on August 25th and was well attended by members and their guests. Early risers could get in a game of golf before the luncheon, and we recognized many of the attendees as new retirees and others with their milestone accomplishments.



**PLASTER RETIREES:** (L to R) Tony Rossberg, Nick Sykes, Ed Case, Rick Parkos, Brad Baller, Kevin Sykes, Jeff Trulson, Craig Kalmey, Cary Stanhope, Instructor Rosie Bernard, and Ron Molzahn



**CEMENT MASONS RETIREES:** *Front*, (L to R) Robert Kercher, Eunice Bias, Eddie Crandell, John Kearns, Carl Hougum, Loren Linder  
*Middle*, (L to R) Steve Teets, Joe Harrington, Jaime Johnston, Dan Snider, Jeff Ableman, Jerry Kyle, Angelo Torrejon, Mike Wentz, Kenny Ingersoll, Jim Jefferson

*Back*, (L to R) Lonnie Cameron, Todd Hanson, Scott Weise, Dave Stevenson, Roger Bettermann, Tracy McAtee, Frank Benish, Bob Foster, Mark Wentz, Al Blouin



# Local 528 – Seattle, WA



**VOTED BEST IN THE SHOW:** Cement Mason, Dave Perrie and his '23 Ford T-Bucket, voted best in show at the 2nd Annual Car Show



**Congratulations to Cement Mason recipients receiving their 50-year gold cards and certificates!** (L Ctr to R) Brother Kenny Ingersoll, and Brother Angelo Torrejon



**Congratulations to Plaster recipients receiving their 40-year gold cards and certificates!** (L to R) President, Travis Metzger; Brother Cary Stanhope and Brother Ron Molzahn; Business Manager, Eric Coffelt



**August 1, 2023, Union Meeting:** (L to R): Kristen Bianchi, Rosie Bernard, Nancy Nickles, Danika Aldana (with her baby), Maria Duenas-Pineda, Lucille Nicholson, Florans Torres (flowers), Haddassah (Rena) Plotke, Juliette Haines, Brittani Cain (kneeling), Teresa Ort, Amanda Henry-Mendoza (back, red shirt), Eunice Bias, Marilyn Kennedy, Theresa Wiles, (back), Shalice West (blue), Chelsea Kenner, Ashleigh Hulse, Robin Odegard, Jeannie Hogg. Local 528 currently has 100 Steel Edge Women as part of our 2,100 memberships.



# Local 538 – Omaha, NE, IA, SD

Beginning a new career can be very exciting! Congratulations to two determined young men who have graduated from the Central Iowa Apprenticeship and Training Trust from Area #21, Des Moines, Iowa.



(L to R) Business manager and Financial Secretary Adam Nevins, Brother Gaige Thompson



(L) Brother Phillip Harmison



(L) 25-year recipient Brother Steve Cox, Area #21 Des Moines, Iowa



(R) 25-year recipient Brother David Exline (right), Area #21 Des Moines, Iowa



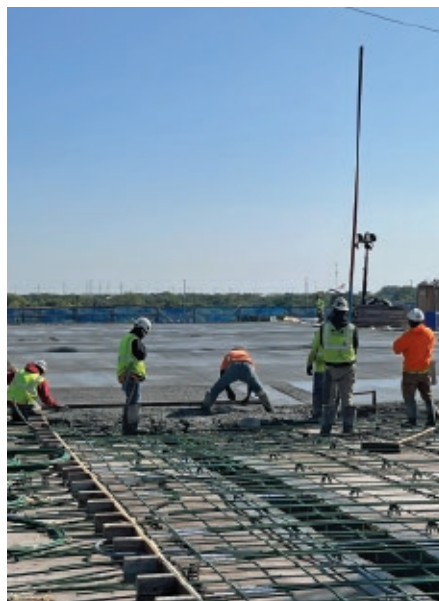
(R) 25-year recipient Brother David Vaught



(L) 30-year recipient Brother Robert Thorson



Brother Ralph Hawkings, 50-year member passed away in March 2023. Accepting his gold card and pin on his behalf, are his daughters. Not pictured 50-year gold card recipient Brother Larry Sorensen, and 60-year recipient Brother Russell Barger, Jr.



A Place to Take Off - Local 538 members working for contractor, Northland Concrete on the Sioux Falls Airport Project.





## Local 538 – Omaha, NE, IA, SD





# Local 592 – Eastern & Southern, PA

## Years of Distinction

Congratulations to Local 592 members for their dedicated years of service to our organization.



(L to R) Brother Delwood Williams recipient of 25-year gold card and certificate, and Brother Michael D. Baker, Sr. recipient of 50-year gold card and certificate.

## The Membership Continues to Grow

Congratulations to Local 592 2023 Apprentice graduates!



Front Row (L to R) Anthony Ditri, Apprentice Instructor, Michael Clarkson, Matthew Hartman, Kevin Everett, Mike Sabatini, Financial Secretary, Geoval Bell, Chris Quigley, E-Board Member, Steven Goushian, Khalif Graham E-Board Member  
Back Row (L to R) Joe Moskausk, Funds Administrator, Dennis Fife V.P., Phillip Hoffmaster, James Walls, Jacob Bowen, Michael O'Neill Jr., Stephen Patterson, Colton Minnix, Frank Belusik, Apprentice Instructor, Rob Petracci, Apprentice Coordinator, Mark Wildsmith, President, and Justin Liebers. Not pictured Grant Lepard and Gage Daly.

## Coming Together Within the Community

The Woodbury High School in Gloucester County, New Jersey will be displaying a wall of plaques. Apprentice Instructor, Frank Belusik along with apprentices Dalton and Owen Dobleman poured and finished the slab which will be the base for this magnificent display. Great job!

A collage of pictures displaying their skill and dedication to the community.





# Local 592 – Eastern & Southern, PA



## Donating Time and Skill

First and second year apprentices with their instructors donated their time and skill setting up, pouring, and finishing sidewalks on a Habitat for Humanity Project in Clayton, NJ.

Working on the project were, in no order:  
Instructors - Leonard Landi and Michael Sabatini,

Jr, 1st Year Apprentices - Dewayne Baker, Casey VanHorn, James Galasso, Austin Gallen, Michael Gittinger, Keon Wells, Darien Holliday, Michael Hulsey, Wayne Pekarski, Jesse Salinis, Patrick Viereck, Devin Williams, Jr, Timothy Wolfe, 2nd Year Apprentices - Dalton Dobleman, George Gittinger, David Krmpotich, Su-Layman Elliot.







# NEWEST OPCMIA MERCHANDISE



*Playing Cards*



*Logo Watch*

*Black Tumbler*



*Heavy Hooded  
Pullover*





# Local 692 – State of Indiana

**B**ringing Back the City  
Collage of Photos  
depicts the revitaliza-  
tion project in In Fort  
Wayne, IN. The project is  
inclusive of parking garag-  
es, retail, and restaurant  
space as well as apartment  
buildings.



# Local 797 – Las Vegas, NV

**M**embers since 1997 and 1998, congratulations to 25 and 30-year pin and certificate recipients. Thank you for your dedication.



(L to R) Business Manager/Financial Secretary, Marc Leavitt, Brother Charles Wilson, Jr., and President, Paul Benigno!



(C) Brother Amado Cobian is a 25-year member!



Brother Guillermo Araiza is a 30-year member!





# NOTICE TO EMPLOYEES COVERED BY OPCMIA Union-Security Agreements

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

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

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

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

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

## OPCMIA’s Agency Fee Policy

### 1. DEFINITION OF “NON-MEMBER.”

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

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

- (A) Any employee who is a non-member and who pays agency fees pursuant to a union-security clause in a collective bargaining agreement in the United States has the right to object to the use of their fees for activities that are not reasonably related to the collective bargaining process. For purposes of this Policy, such activities will be referred to as “non-chargeable activities.” Expenses incurred as a result of these activities will be referred to as “non-chargeable expenses.”
- (B) If a non-member elects to object to non-chargeable activities, then their agency fee will be reduced to reflect those activities that are reasonably related to the collective bargaining process. For purposes of this Policy, activities that are reasonably related to the collective bargaining process will be referred to as “chargeable activities.” Expenses incurred as a result of these activities will be referred to as “chargeable expenses.”
- (C) Chargeable expenses include, by way of illustration, charges incurred for negotiating and enforcing collective bargaining agreements, dealing with employers on employment related matters and union administration. Non-chargeable expenses include, by way of illustration, charges incurred for political support of candidates, community service activities, and legislative activities.
- (D) For the calendar year of 2022, an independent auditor determined that the percentage reduction in the agency fee is 11.41%. In other words, an independent auditor determined that 11.41% of the OPCMIA’s expenditures in the calendar year of 2022 were for non-chargeable activities and 88.59% of the OPCMIA’s expenditures during that same timeframe were for chargeable activities. These percentages are revised after each calendar year.
- (E) Because an equal or greater amount of an OPCMIA Local Union’s expenditures are spent on chargeable activities, Local Unions may exercise the option of presuming that the OPCMIA’s percentage of non-chargeable activities applies to the Local Union. Alternatively, the Local Union may calculate its own percentages of non-chargeable and chargeable activities.

### 3. PROCEDURE FOR FILING OBJECTIONS

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

their return to the unit in accordance with Paragraphs 3(B) through 3(D) of this policy.

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

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

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

- (C) Each objection must contain the following information: the non-member's full name, the non-member's address, the local union to which the non-member pays agency fees, and the non-member's social security number. Each individual non-member must file an objection; no petition objections will be accepted.
- (D) Objections must be post-marked during the period of December 1, 2023 through December 31, 2023; provided, however:
- (1) An employee who was a member of the OPCMIA, but who subsequently resigns from membership and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a former member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after the effective date of resignation.
  - (2) An employee who is hired or transferred into the bargaining unit covered by a union-security clause at any time and who becomes a nonmember and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a non-member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after choosing to become a non-member.
- (E) Upon receiving a proper request from an objector, the General Secretary-Treasurer shall notify such objector that the request is perfected and shall provide a summary of the major categories of expenditures showing how the reduction is calculated. To obtain the summary and the reduction, the OPCMIA will retain an independent auditor to determine the OPCMIA's total operating expenditures for all purposes, the expenditures made for chargeable activities, and the expenditures made for non-chargeable activities. The independent auditor will then calculate the ratio of chargeable expenses and non-chargeable expenses. The General Secretary-Treasurer shall use this ratio to determine the reduction in the agency fee.

#### 4. PROCEDURE FOR FILING CHALLENGES

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

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

Challenges must be filed with the General Secretary-Treasurer; challenges filed with a Local Union will not be accepted. If an objector

files a challenge with a Local Union, the Local Union shall timely notify the objector that the challenge has been misdirected. It is the objector's obligation to file the challenge in a proper and timely manner.

- (B) If an objector chooses to challenge the calculation of the percentages, there shall be an appeal before an impartial arbitrator chosen through the American Arbitration Association's Rules for Impartial Determination of Union Fees, as issued and amended.
- (1) Any and all appeals shall be consolidated and submitted to the American Arbitration Association ("AAA"). Appeals shall be heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing. If a hearing is held, any challenger who does not wish to attend may submit their views in writing by the date of the hearing. If the presentation will be made in writing, the arbitrator will set a date or dates by which all written submissions must be received and will decide the case based on the evidence submitted. The OPCMIA bears the burden of justifying its calculations.
  - (2) While the appeal is pending, the General Secretary-Treasurer will hold in escrow a portion of the fees paid by the objectors to ensure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their payments than that calculated by the General Secretary-Treasurer, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.
  - (3) The Union shall pay the costs of the arbitration. Objectors shall bear all other costs in connection with presenting their appeals (travel, witness fees, lost time, etc.). Objectors may, at their expense, be represented by counsel or other representative of choice.
  - (4) A court reporter shall make a transcript of all proceedings before the arbitrator if a hearing is held. The transcript shall then be the official record of the proceedings.
- (C) An objector who has filed a timely objection and who believes that the reduction provided by the Local Union to which they pay agency fees is inaccurate, the objector may challenge that reduction through the procedures established by the Local Union. If the objector files challenges to the reductions determined by the OPCMIA and the Local Union, those challenges will be coordinated.

#### 5. PAYMENT OF THE REDUCED AGENCY FEE

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

#### 6. OTHER PROVISIONS

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





## Work Hard, Play Hard!

Retired Vice President Gordon McCleary took time out of his busy schedule to hunt in New Mexico in September where he took this fine antelope buck.



### THE OPCMIA STEEL EDGE WOMEN

#### Kilah Engelke

*Continued from page 24*

mentioned being able to change their life in a positive way after getting caught up, in one way or another. There is huge value in being able to fight through adversity and get yourself back on your feet with hard work. Veronica from Northern California uniquely detailed a long tradition that she was a part of that continued for generations.

The next time you find yourself talking to someone about the details of joining our organization and painting a picture of what it's like on the job, and what it means to you, aka organizing, hopefully if that person doesn't look like you, you can use the ideas you've read and discuss them as if your sisters are standing there with you! Remember and note that these reasons why we all joined our trades as women seem to align very closely with the reasons that men joined the trades. We are more the same than we are different, and I hope reading this helps you to see that and prepares you to talk about it and encourage someone to take the next steps towards a membership and career with OPCMIA, regardless of their gender.

By the time this reaches you, we will be anticipating the 2023 Holiday season.

On behalf of myself and the Steel Edge Women of the OPCMIA, Happiest of Holidays to you and your families!



### SALUTING OUR VETERANS

Read and share stories of our brothers and sisters who served in the armed forces of the US and Canada.



#### Of the Moment! Sculpting a Union's Future!

We look back on the 100th anniversary of the International Association of Plasterers and Cement Masons.

Visit our webside at  
**OPCMIA.org**

# IN MEMORIAM

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

**June 1, 2023 THROUGH June 30, 2023**

**MANUEL TEMORES**

*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 Manuel Temores who passed away April 30, 2023.

Brother Temores was 81 years old and a member of the International since December 04, 1991 – 31 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.

**HAROLD A. COOK**

*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 Harold A. Cook who passed away February 9, 2023. Brother Cook was 83 years old and a member of the International since August 16, 1971 - 51 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.

**July 1, 2023, THROUGH July 31, 2023**

**LEONEL LORTA**

*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 Leonel Lorta who passed away May 10, 2023. Brother Lorta was 85 years old and a member of the International since January 02, 1973 – 50 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.

**August 1, 2023, THROUGH August 31, 2023**

**KEVIN LEE WADDELL**

*Local #538, Omaha, NE*

It is with deep sorrow and regret that the officers and members of Local Union 538 report the death of Brother Kevin Lee Waddell who passed away August 18, 2023.

Brother Waddell was 60 years old and a member of the International since August 23, 2005 – 17 years.

The officers and members of Local Union 538 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.

**September 1, 2023, THROUGH September 30, 2023**

**JERRY L. CLARK**

*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 Jerry L. Clark who passed away March 24, 2023. Brother Clark was 89 years old and a member of the International since July 06, 1973 – 50 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 JUNE 2023

502	Chicago, IL	Andre, Thomas G.
502	Chicago, IL	Arrambide, Luis E.
400	Sacramento, CA	Clarke, David R.
400	Sacramento, CA	Cook, Harold A.
886	Toledo, OH	Fowler, Richard J.
528	Seattle, WA	Hayes, Douglas S.
502	Chicago, IL	Jones, Larry P.
926	State of West Virginia	Kimball Sr, Edward
592	Philadelphia, PA	Kleiman, Lloyd W.
527	St. Louis, MO	Knott, Joseph P.
692	Indianapolis, IN	Kolanowski, Richard J.
400	Sacramento, CA	Lugo, Martin P.
132	Ohio & Kentucky	Merkle, Earl F.
502	Chicago, IL	Oury, John I.
518	Kansas City, MO	Russell, Bobby J.
502	Chicago, IL	Shvets, Yuriy
400	Sacramento, CA	Temores, Manuel
502	Chicago, IL	Travaglio, Vincenzo

JOURNAL OF THE OPERATIVE PLASTERERS' AND  
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Columbia, MD21046.



Printed on Union-Made Paper  
Printed with Union-Made Ink

LOC CITY, STATE NAME

### DEATH BENEFITS PAID IN JULY 2023

534	Boston, MA	Bairos, Antonio S
780	New York, NY	Castiglione, Leonardo
018	Central, IL	Dicks, Michael A
633	Minneapolis, MN	Dubay, Henry L
555	Portland OR	Halvorsen, Lee
592	Philadelphia PA	Hill, Arthur Lee
886	Toledo, OH	Kiessling Jr, Alpha H
600	Los Angeles CA	Knox Jr, Claude
400	Sacramento, CA	Lorta, Leonel
534	Boston, MA	Luz, Jose R
534	Boston, MA	MComiskey, Michael A
534	Boston, MA	Melchin, Ronald
500	Corona CA	Pacheco, Jose G
555	Portland OR	Peterson, Richard
600	Los Angeles CA	Puga, Rigoberto A
500	Corona CA	Rodriguez, Louis
500	Corona CA	Ruiz, Manuel
534	Boston, MA	Russell, John J
886	Toledo, OH	Shaffer, John P
400	Sacramento, CA	Soria, Marshall Vera
534	Boston, MA	Sweeney, John G

LOC CITY, STATE NAME

### DEATH BENEFITS PAID IN AUGUST 2023

600	Los Angeles, CA	Andrade, Able G
600	Los Angeles, CA	Brinar, Delmar W
592	Philadelphia, PA	Cannon, Hugh F
400	Sacramento, CA	Corral, Joseph H
514	Detroit, MI	Cruz, Erasmo
600	Los Angeles, CA	Dondanville, David F
502	Chicago, IL	Duszynski, William J
633	Minneapolis, MN	Fredrickson, Gordon D
633	Minneapolis, MN	Gonshorowski, Gervase J
265	Twin Cities, MN	Gouette, Gregory
600	Los Angeles, CA	Guevara, Daniel
600	Los Angeles, CA	Hernandez, Joe M
692	Indianapolis, IN	Hunley, Verlin L
600	Los Angeles, CA	Ismerio, Victor
600	Los Angeles, CA	Llamas, Antonio
633	Minneapolis, MN	Mason, Charles D
534	Boston, MA	McCarthy, Timothy
633	Minneapolis, MN	McHugh, James H
300	Oakland, CA	Nelson, Lawrence
797	Las Vegas, NV	Noland, Leslie G
400	Sacramento, CA	Padilla, Luis M
633	Minneapolis, MN	Parks, Larry W
528	Seattle, WA	Roberts, Steven A
502	Chicago, IL	Rohrbacher, Douglas
528	Seattle, WA	Sorenson, Gary R
527	St. Louis, MO	Straatmann, Gary
780	New York, NY	Wakulich, Gregory P
011	Northern, IL	Willis, Bryan L

### DEATH BENEFITS PAID IN SEPTEMBER 2023

400	Sacramento, CA	Carter, Lee A
400	Sacramento, CA	Clark, Jerry L
592	Philadelphia PA	Contriciano, Alfonso
143	Southern, IL	Corray, James M
526	Pittsburgh PA	Delbianco, Franco
528	Seattle WA	Hainey, Dominic
797	Las Vegas, NV	Holzworth, Curt
143	Southern, IL	Mosley, Bennie C
692	Indianapolis, IN	Nuss, Harold F
600	Los Angeles CA	Petro, Larry
692	Indianapolis, IN	Singleton, Robert B
300	Oakland, CA	Uliana, John
919	Vancouver, BC CN	Valente, Manuel
633	Minneapolis, MN	Wenlund, Allen R



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AND A UNION  
MEMBER.”**

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**BRIAN FARMER**  
AND I AM



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Brian Farmer is the  
Apprenticeship Coordinator  
for OPCMIA Local 633

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