

Plasterer & Cement Mason

APRIL 2024



OPCMIA GENERAL PRESIDENT E D I T O R I A L

The Soul of Unionism

esar Chavez, one of the great labor leaders and civil rights activists of the 20th century, once said, "you are never strong enough that you don't need help." Those words are the very definition of solidarity, which, in turn, is the soul of unionism.

A single employee is never strong enough to deal one-on-one with their employer with regard to any workplace issue. It is only through collective action that employees can help each other to improve their wages, benefits, and other terms and conditions of employment. And, by organizing a union like the OPCMIA in their workplace, employees have a voice

in the decisions that can shape their

lives, enabling them to improve their skills through training, earn more through greater work opportunities, and build a better life for themselves, their families, and their communities.

These principles apply not just in a workplace,

but also within a union. That is why we must work together, at all levels of our organization, to strengthen our Union. For example, one of our signatory contractors wanted to use OPCMIA Cement Masons to perform work on a major infrastructure project. The project would have provided years of work to these Cement Masons. However, the contractor was forced to assign the work, at least initially, to another craft. Yet, no one is as productive, skilled, and trained as an OPCMIA Cement Mason. The International Association helped the Local Union regain that lost work. The OPCMIA's Jurisdictional Department filed a jurisdictional dispute, made the right arguments before an arbitrator, and prevailed in that case. This victory represented the work - and the help - of not just the International Association and that one Local Union, but also many OPCMIA Local Unions across the United States who provided the evidence that we needed to present our case. We became stronger, and we were victorious.

There are more examples throughout the OPCMIA. Over the past several months, the International Association has conducted organizing blitzes across the United States, from Phoenix, Arizona to Nashville, Tennessee. These blitzes unite the International Association's International Representatives and International Field Representatives with a Local Union's officers and business agents with the principal objective to organize the unorganized. These blitzes are showing positive results, because of the hard work being done

KEVIN D. SEXTON

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El Alma De La Union

ésar Chávez, uno de los grandes líderes sindicales y activistas de los derechos civiles del siglo XX, dijo Uuna vez: "nunca se es lo suficientemente fuerte como para no necesitar ayuda". Esas palabras son la definición misma de la solidaridad, que, a su vez, es el alma de la unión. Un solo empleado nunca es lo suficientemente fuerte como para manejar a su empleador con respecto a cualquier problema en el lugar de trabajo. Es solo a través de la acción colectiva que los empleados pueden ayudarse mutuamente a mejorar sus salarios, beneficios y otros términos y condiciones de empleo. Y, al organizar un sindicato como el OPCMIA en su lugar de trabajo, los empleados tienen voz en las decisiones que pueden dar forma a sus vidas, lo que les permite mejorar sus habilidades a través de la capacitación, ganar más a través de mayores oportunidades de trabajo y construir una vida mejor para ellos, sus familias y sus comunidades.

Estos principios se aplican no solo en el lugar de trabajo, sino también dentro de un sindicato. Es por eso que debemos trabajar juntos, en todos los niveles de nuestra organización, para fortalecer nuestra Unión. Por ejemplo, uno de nuestros contratistas signatarios quería utilizar OPCMIA albañiles de cemento para realizar trabajos en un importante proyecto de infraestructura. El proyecto habría proporcionado años de trabajo a estos albañiles de cemento. Sin embargo, el contratista se vio obligado a asignar el trabajo, al menos inicialmente, a otra embarcación. Sin embargo, nadie es tan productivo, hábil y capacitado como un albañil de cemento OPCMIA. La Asociación Internacional ayudó al Sindicato Local a recuperar el trabajo perdido. El Departamento Jurisdiccional de la OPCMIA presentó una disputa jurisdiccional, presentó los argumentos correctos ante un árbitro y prevaleció en ese caso. Esta victoria representó el trabajo, y la ayuda, no solo de la Asociación Internacional y de ese sindicato local, sino también de muchos sindicatos locales de OPCMIA en todo Estados Unidos que proporcionaron la evidencia que necesitábamos para presentar nuestro caso. Nos hicimos más fuertes y salimos victoriosos.

Hay más ejemplos a lo largo de la OPCMIA. En los últimos meses, la Asociación Internacional ha llevado a cabo campañas ofensivas de organización

en todo Estados Unidos, desde Phoenix, Arizona hasta Nashville, Tennessee. Estos campañas unen a los Representantes Internacionales de la Asociación Internacional y a los Representantes Internacionales sobre el terreno con los funcionarios y agentes comerciales de un sindicato local con el objetivo principal de organizar a los no organizados. Estas campañas están mostrando resultados positivos, debido al arduo trabajo que se está realizando para visitar los lugares de trabajo, educar a los empleados sobre sus derechos a organizarse y hablar con los empleadores sobre los beneficios de firmar un acuerdo de negociación colectiva con la OPCMIA. La Asociación Internacional tiene la intención de expandir estos campañas organizativos a áreas geográficas adicionales para ayudar a más sindicatos locales a solidificar su participación en el mercado, aumentar su base de miembros y expandir su base de contratistas signatarios.

Lo más importante es que necesitamos miembros como usted que se unan a los funcionarios y empleados de nuestra Asociación Internacional y sus Sindicatos Locales en nuestros esfuerzos de organización y reclutamiento. Cada miembro tiene el potencial de ser un organizador exitoso. Todo lo que se necesita es un momento para hacer una conexión. Si ve o conoce a un yesero, albañil de cemento o peón de taller sin representación, aproveche esa oportunidad para hablar con él, explicarle cómo ser parte de la OPCMIA ha mejorado su vida y hágale saber cómo puede obtener los beneficios de la representación de OPCMIA. Si ve o conoce a un yesero, albañil de cemento o "shop hand" sin representación, aproveche esa oportunidad para hablar con él, explicarle cómo ser parte de la OPCMIA ha mejorado su vida y hágale saber cómo puede obtener los beneficios de la representación de OPCMIA. Si ve o conoce a alguien más que trabaje directa o indirectamente con yeso, cemento o cualquiera de los otros materiales que usamos en nuestros oficios, hable con ellos también. Un esfuerzo individual puede no parecer mucho, pero cuando decenas, cientos e incluso miles de miembros se unen en esta causa, esa energía e intensidad realmente se sumarán, fortaleciendo el alma de nuestra organización.

General Secretary-Treasurer



Richard A. Bailey

The New Year is Upon Us & Spring is Around the Corner

his is an important year for our Union, the 53RD International Convention will take place in Las Vegas in August of this year. The dates the convention will take place are August 11th through 16th.

We began the New Year by attending the 50th Annual World of Concrete Trade Show in Las Vegas. Several International Officers and members attended this event. The Steel Edge Women, which consists of female journey and apprentice Cement Mason and Plasterer members from throughout the US and Canada; performed live hands-on demonstrations over the three days at the World of Concrete for thousands of attendees, showcasing their skills. We also showcased our cutting-edge VR Riding Trowel Machine and Fireproof Sprayer VR equipment. Our state-of-the-art equipment is also used as recruitment and training tools at our training centers throughout the US and Canada at some of our local unions and at job fairs.

There has never been a better time to promote our trade or join as a member, with plenty of work opportunities throughout the US and Canada. Our union is more diverse than ever, with more women and minorities becoming members and playing an active role in union leadership positions. If you know a person who you think would be a good candidate for membership in our union, male or female, who wants to learn a trade or is in the trades but works non-union, pass the word; we want them under our umbrella.

The International finances and membership are stable and continue to grow. This has afforded us the funding to put more boots on the ground, organizing and protecting our work jurisdiction. Work on the horizon looks strong according to our industry partners and the US and Canadian Government economic forecast. Interest rates have begun to subside, which will increase more spending in the private construction market.

November of this year the United States presidential election takes place. I appeal to all members, regardless of their political beliefs, to vote. If you are not registered to vote, get registered. This right should not be taken lightly, the democratic process works in this country when you participate. Just like you vote for your union officers, who you trust will look out for you and your family's best interest, the United States Presidential Election is important too. What laws are passed; what bills are funded; all have a direct effect on you and your family.

In closing, I wish all the members, active and retired, a Healthy, Happy, and fruitful spring. If you can go in January and February, you can March right on through!

Fraternally yours, Richard A Bailey

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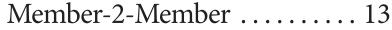
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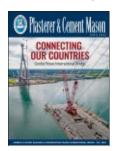




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In Memoriam 45



COVER

Gordie Howe International Bridge Connecting the United States and Canada

On May 14, 2015, the Prime Minister of Canada along with the Governor of Michigan announced the plans for a new publicly owned bridge.

Kevin D. Sexton, Editor

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Executive Vice President

Todd A. Lair



Commitment to Diversity and Inclusion

The Operative Plasterers' and Cement Masons' International Association is a powerful and influential labor union that represents skilled workers in the construction industry, particularly those involved in plastering, cement masonry, and related trades. One of the notable initiatives undertaken by the OPCMIA is its participation in events like the World of Concrete, where live demonstrations play a crucial role in showcasing the skills and expertise of our members. The inclusion of The Steel Edge Women in these demonstrations is of paramount importance as it not only highlights diversity within the industry but also promotes gender equality and empowers women in traditionally male-dominated fields.

The World of Concrete is a premier event in the construction industry,

providing a platform for professionals to explore the latest technologies, products, and techniques related to the concrete industry. Live demonstrations at such events serve as an effective means to illustrate the practical application of various construction skills. In this context, the participation of the Steel Edge Women in these demonstrations is significant for several reasons.

Firstly, the involvement of women in live demonstrations challenges stereotypes and breaks down gender barriers that have historically limited women's participation in certain trades. By showcasing the skills of Steel Edge Women in plastering and cement masonry, the OPCMIA sends a powerful message that competence and expertise are not confined by gender. This can inspire more women to consider and





pursue careers in construction, contributing to a more diverse and inclusive industry.

Secondly, the inclusion of Steel Edge Women in live demonstrations helps address the existing gender gap within the construction sector. Women have been traditionally underrepresented in these trades, and their involvement in events like the World of Concrete helps raise awareness about the opportunities available to them. It also emphasizes the importance of fostering an inclusive environment that welcomes individuals based on their skills and capabilities rather than their gender.

Furthermore, live demonstrations featuring Steel Edge Women serve as a practical educational tool. They provide a visual and tangible representation of the proficiency and precision required in



plastering and cement masonry work. This hands-on experience can be particularly inspiring for aspiring professionals, encouraging them to consider careers in these trades and pursue training and education to develop similar skills.

The OPCMIA's participation in events like the World of Concrete, with a focus on live demonstrations involving the Steel Edge Women, is instrumental in shaping the future of the construction industry. It not only showcases this union's commitment to diversity and inclusion but also serves as a catalyst for change by inspiring and empowering women to excel in traditionally maledominated fields. Through these initiatives, the OPCMIA contributes to creating a more equitable and skilled workforce in the construction sector.

GENERAL PRESIDENT

KEVIN D. SEXTON

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to visit jobsites, educate employees about their rights to organize, and talk to employers about the benefits of signing a collective bargaining agreement with the OPCMIA. The International Association intends to expand these organizing blitzes to additional geographic areas in order to help more Local Unions solidify their market share, grow their membership base, and expand their signatory contractor base.

Most importantly, we need members like you to join the officers and employees of our International Association and its Local Unions in our organizing and recruitment efforts. Every member has the potential of being a successful organizer. All it takes is a moment to make a connection. If you see or

know an unrepresented Plasterer, Cement Mason, or Shop Hand, take that opportunity to talk to them, explain to them how being a part of the OPCMIA has improved your life, and let them know how they can gain the benefits of OPCMIA-representation. If you see or know anyone else who works directly or indirectly with plaster, cement, or any of the other materials we use in our trades, talk to them as well. An individual effort may not seem like much, but when tens, hundreds, and even thousands of members join together in this cause, that energy and intensity will really add up, strengthening the soul of our organization.

General President

Vice President Director of Jurisdiction



Chester Murphy

Modern Day Technology Friend or Foe?

A fter reading the title many of you may have had the first thought of, "Technology eliminates jobs". Those thoughts are legitimate, and in many cases, the technology that has been introduced in the concrete and plastering industries has proven to be accurate.

The 1939 invention of the walk-behind trowel machine has significantly cut down on the number of cement masons required to finish a slab. And if that wasn't enough, along comes a ride on power trowel machine. Now we have even fewer cement masons needed to finish that slab. These are a few examples of how technological advances have changed the concrete industry. Is it for the better, we may ask? The answer to that is very subjective and has been and will continue to be debated with every technological advancement. Some may wonder what are the positives of a walk behind or a ride on trowel machine? Physically, these advancements have made our jobs less strenuous, and fewer injuries are a result. The negative of course is we are doing more work with fewer people.

As the Director of Jurisdiction, the one constant I can say about the advancements mentioned above is that in most areas across the country, our cement masons are the ones operating a walk behind and ride on power trowels. This is huge because if our predecessors had not been progressive enough to embrace the technology and claim this as part of our traditional scope of work (the finishing of concrete) you can rest assured another craft would have been happy to operate these tools.

If you talk to anyone who has been around the plastering industry for multiple decades and the subject of drywall is being discussed, you will see them cringe. Why? Because not so long-ago interior



plaster that had been around for thousands of years was the main material used on the interior of buildings and houses. To a plasterer the invention of gypsum being compressed between two layers of paper was ludicrous. This is an example of not embracing technological advancements in an industry. Subsequently another craft (tapers) was established to finish drywall. The Invention of plaster pumps eliminated many jobs due to the high productivity increases achieved by spraying the material on the wall through a hose versus applying plaster products with a traditional hawk and trowel.

These are just a few advancements in this past century that have refined the way we perform our work. As history has proven, technology is inevitable. We need to embrace the new technologies that come our way and ensure that whatever changes within our industry that occur, we remain the skilled workforce performing all concrete, plaster, and shophand-related work, regardless of what materials or equipment evolves to perform those tasks.

Canadian Vice President

Chris Feller



Canadian Building Trades Union -Year in Review

have often been asked what the Canadian Building Trades Unions (CBTU) does for us. While the CBTU is often misunderstood it does valuable work that benefits our members throughout their careers. The advancements are primarily achieved by lobbying the Federal Government, often a lengthy and arduous task.

In 2023 the CBTU was successful in strengthening the Investment Tax Credit (ITCs) for clean electricity and clean technology. This was a monumental step for skilled tradespeople and employers. The ITCs offer up to 30% in tax credits to employers who adhere to labor requirements. These requirements include prevailing wage based on union compensation and apprenticeship requirements that stipulate at least 10% of the work hours must be completed by registered apprentices. As we move forward to a net zero mandate more of our members will be employed on such projects because it puts our contractors on an equal basis with non-union contractors. In Spring of 2023 the Tradespeople Tool Deduction doubled from \$500 to

\$1000 a measure that directly impacts our worker's wallet.

Last year we also saw the continuation of the Apprentice Service Program (ASP). This program rewards contractors that hire a registered first year apprentice in a Red Seal Trade with a financial incentive of \$5000 and \$10000 if the apprentice identifies as being from an under-represented group. Our union apprenticeship programs have also received a shot in the arm by the continuation of the Union Training Innovations Program (UTIP). This is funding available to purchase the latest most technologically advanced equipment by our apprenticeship programs.

The CBTU also promotes communication and information sharing between provinces. The council has also been essential in promoting Women in the trades.

In closing, as the CBTU does not always do a good job in "self-promoting" it tirelessly works in the background to make the lives of our members better in all of Canada.

OPCMIA Political Outlook





Third Party Candidates

With the majority of issues on whom one would vote for President, most are fixated around age. And I will not argue that is not a concern for both democrats and republicans. While President Biden is the older candidate, former President Trump is closing in on eighty himself. Age is a complicated issue when both candidates are issuing their own gaffes, memory lapses, who is the leader of certain countries, or whom was in Washington when certain events happened. By the end of the election, those concerns on both sides could be a wash.

With this said, a more concerning political plot is unraveling in the form of third-party candidates. This is not a new phenomenon in American presidential politics to be sure. Many believe that having other people run who are not obliged by either major political party is a good thing for Americans. It gives a choice for those that are not happy with either candidates running under the banner of democrat or republican. It takes away the age issue, and all that it entails, and makes people believe they are making a difference by giving their vote to what essentially is a vote for "None of the above." Fortunately, or unfortunately, depending on how you look at it, those votes have in modern era politics been nothing more than "moral victories."

Ross Perot, Jill Stein, Ralph Nader, to name a few, but have tipped Presidential elections in each case. Each one of those instances were little more than moral victories for those candidates. The trouble with third party candidates is since we have an electoral college instead of a direct vote, 2,3, 6% can swing a state to one of the other two major candidates, who are going to win that state. In recent past it has affected democrat candidates and not republican candidates. Think Al Gore in Florida, or Hillary Clinton in a few battleground states. Without a third-party candidate we would have had different results. If you are a republican, you can

say, well, that was a good thing. If you are a democrat, it leaves a bitter taste in your mouth and hopes that someday we will have direct elections for president.

Here is some food for thought going into this year's presidential election for both republicans and democrats. One candidate, Robert Kennedy Jr. is polling anywhere from 22-24% in head-to-head three-way polls with Biden and Trump. And by the looks of it he is polling from both democrats and republicans evenly. In an unusual situation this year republicans are as concerned about his third party run as much as democrats. By the way, in my eyes, he is neither a liberal nor a conservative, he is all over the map. I could not tell you what kind of an administration he would run, but he will confuse many voters into voting for him as the younger "Un" politician.

He will not be the only third-party candidate for sure. Several other people are looking at joining in the fray, such a as Cornell West and Jill Stein, to name just a couple. And a few republicans are looking also. Which could be problematic for Trump.

The bottom line is this. One of the two major candidates is going to win. A vote for Jill Stein is a vote for Trump. A vote for RFK Jr. could be a vote for Biden in the battleground states. A vote for a third-party candidate is a vote for "none of the above." "None of the above can't serve." If you are one that believes in moral victories, then this is your year. Just remember moral wins are just that. Nothing more. So, whether you believe in a candidate that supports unions and has proven it, or you believe in a candidate that you believe will clean the swamp or a myriad of other reasons. Vote for one of them. Close to the one that most closely resembles your political thoughts.

Your vote for a third-party candidate may just be enough to cost your candidate the election. You never know.

International Representative Political Organizer



Ryan Stepano

Your Voice, Your Vote

n age-old question still looms on our society since the founding of this great nation, which is why do we vote? Proverbial in nature but seldom acknowledged in the media unless it fits a political narrative. The answer to that question is quite easy, we vote because we give a DAMN. When we vote we are empowered by a historical precedent of standing against the rising tide of tyranny. We vote because we have a voice, we have beliefs to uphold, and finally it gives us the wheels to push progress forward in our favor. Suffrage gives

a voice to the voiceless. It can propel leaders and decimate malevolent ones. It is your choice to vote or not to vote. I will tell you this, "to not vote is still a vote."

Throughout this year you may notice a political canvassing or mailing campaign in your local area personifying this very subject on voting. We have learned a substantial amount of membership in this organization are unregistered to vote, which in turn means we are vastly underrepresented. I will be the first to say it that is unacceptable for America's oldest building trades union. We have been a trend setter paving the way for change for over a century and we



must continue that progress in the political arena. I will never push one party over the other, however you wish to register with a "D," "R" or "I" associated with your name, but its high time that the OPCMIA membership throw the hat in the ring and make a change.

I will make this easy for you, I have requested that a "Get Registered to Vote" flyer be added to this journal's edition to download the OPCMIA app and register under voter resources. 4 minutes out of your day to have a voice that can make a difference. Your vote is critical and needed for positive outcomes in America and especially the labor industry.

OPCMIA Legal Perspective

O'Donoghue & O'Donoghue LLP



The Law's Uncertain Future

his year will determine many things from a legal perspective, including whether the law will A advance in ways that help hardworking people or whether that law will march backwards in ways that will hurt them. As you read this article, the United States Supreme Court is considering Loper Bright Enterprises v. Raimondo. The case involves fishing companies that have taken issue with a rule issued by the National Marine Fisheries Service. This rule requires employers to bear the costs of observers on boats used to fish herring. Under what is known as the Chevron doctrine, courts are required to defer to the agency's rule if it is based on a reasonable interpretation of an ambiguous law. The doctrine is founded upon the rather indisputable fact that administrative agencies, like the National Marine Fisheries Service, are staffed with experts who contribute to these rules. As long as the rules are reasonable, it is not for a court to second guess those experts.

Except that, in *Loper Bright Enterprises*, the Supreme Court stands ready to not only second-guess the experts, but to jettison the *Chevron* doctrine entirely. In so doing, the Supreme Court would deprive administrative agencies of the ability to deal with complicated issues that may arise years or decades after the laws have been passed. The Court would also deny the agencies the ability to interpret their own governing statutes, which is indispensable when it comes to enforcing those laws. The repeal of the Chevron doctrine would have significant effects upon a wide range of issues that affect workers, including but not limited to environmental protection, public health, consumer protection, workplace safety and even labor rights.

Take, for example, the National Labor Relations

Board, which is charged with enforcing the National Labor Relations Act. The Act provides employees, like you, with the right to organize and engage in protected activity. Yet, the Board has engaged in a multitude of interpretations concerning the Act's coverage, the scope of protected rights, and the remedies for violations. The *Chevron* doctrine required federal courts to defer to these interpretations because Congress did not spell out every aspect of labor law in the Act. While some courts have ignored Chevron, the doctrine nevertheless provided a basis for arguing in support of interpretations that protect workers' rights and advance collective bargaining. If the Supreme Court gets rid of the Chevron doctrine, we will lose that argument going forward.

Both the Act and the Board face additional challenges. Two major companies, SpaceX and Trader Joes, have challenged the constitutionality of the National Labor Relations Board and its enforcement process before federal courts. Another large company, Starbucks, has challenged the Board's ability to seek injunctions in federal court, which is based on Section 10(j) of the National Labor Relations Act. The Supreme Court has accepted Starbucks' case, which will be decided this term along with the case in *Loper Bright Enterprises*.

Just a few years ago, these cases would not have made the news, as the legal theories they are based upon lack merit. However, with the increased number of conservative judges on the federal bench, up to and including the Supreme Court, these cases have become concerning given those judges' hostility toward administrative agencies.

MEMBER-2-MEMBER ORGANIZING INCENTIVE PROGRAM

At a Glance

TONAL A

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 brining in the third Unrepresented Employee into the OPCMIA.
- The maximum amount of New Member Incentives that can be paid to an eligible rankand-file member is \$600.00 per calendar year.
- A rank-and-file member may participate in the program by sending a request for a New Member Referral Form from the M2M Administrator either by e-mail or mail to the following:

M2M Administrator Operative Plasterers' & Cement Masons' International Association

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

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

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

OPCMIA NPLIATE Executive Director



Gerald Kriskovich

Generation Z The Future of The Construction Industry

n abundance of contractors and local unions that are struggling to hire younger candidates for the blue-collar trades say the same thing. Today's younger generation just does not want to work in jobs that require physical labor. While it may be true that many young males and females are not as physically active as previous generations were, saying they do not like to work hard in physically demanding trades may not be totally true. These younger workers may want to work smarter not harder.

Construction jobs have always been very physical, especially the plastering and cement mason trades, and only appeal to a certain percentage of the workforce. By utilizing the correct marketing and recruitment skills these trades have the capability of appealing to a much larger group of candidates, including the youngest of workers. Many individuals are interested in the blue-collar field but are not aware of what the construction trades have to offer.

There has been a great deal of chatter and attention given over the years regarding the millennial generation but there has not been enough talk about Generation Z and their value to the workforce, especially the construction trades.

In recent research, the millennial generation ranged in age from twenty-three through thirty-eight. Contractors and local unions that utilize this demographic in their recruitment efforts are often disappointed with the results. One reason there have been less than desirable results, is that due to the current age of the millennial generation, it is often too late to inspire these individuals to pursue a career in the construction industry.



The Generation Z group ranges in age from nine to twenty-two. As the construction industry and OPCMIA look to build its future workforce, Gen Z is where more focus may be placed to increase our membership as a whole. Generation Z is a much different demographic than millennials represent. It has been proven that job security and livable salaries are two examples that are extremely important to this generation. During the economic downturn in 2008 many Gen Z individuals witnessed their parents lose many things in their life including but not limited to their careers and life savings. Many have grown up seeing their older siblings become overwhelmed with student loan debt and other financial hardships. They have also witnessed people who they are acquainted with, may have not completely reeked the benefits of their college education, and have failed to make a desirable salary to support their families.

Since Gen Z was created, they have always been in the presence of computers, smartphones,

The expertise of all construction trades including plasterers and cement mason workers is needed nationwide. Generation Z will be satisfied knowing that once they get started in the trade there will be plenty of job opportunities to keep them busy for years to come.

This work is also meaningful, which is important to Gen Z. There is something very satisfying about driving by projects that have been completed and saying, "I helped build that, I poured that concrete!"

social media platforms and other technology that is constantly changing. I guess we can say this generation has always been plugged in. It is apparent that Generation Z tends to be a little impatient in everyday life. All of this is due to the way they have grown up. If they have a question or concern, they just Google it or ask Siri, to receive an immediate response, and most of the time a significant amount of their questions are answered to their satisfaction. When you take all the characteristics mentioned into consideration, a construction company can have success in recruiting Generation Z candidates to benefit their companies in different areas.

Technology has dramatically changed the construction trades. The OPCMIA has adapted Virtual reality plastering and cement mason applications that are being used nationwide at many apprenticeship programs and pre-apprenticeship programs. VR is not only being used for training but is an excellent resource for recruiting new members into our trades. This high-tech working environment can offer appeal to the younger generation that grew up with technology.

Learning management systems (LMS) are also being utilized and paperback books are becoming a thing of the past. Tablets, phones, and computers are the most common resources to access our curriculums to give apprentices and journeymen the necessary skills to be successful and enhance their careers. This high-tech working environment can offer a great deal of appeal to the younger generation that grew up with technology.

As mentioned, Generation Z has a desire for job security. With the great demand in our industry for skilled workers to fill the open job vacancies and where infrastructure projects are coming to life. The expertise of all construction trades including

plasterers and cement mason workers is needed nationwide. Generation Z will be satisfied knowing that once they get started in the trade there will be plenty of job opportunities to keep them busy for years to come.

This work is also meaningful, which is important to Gen Z. There is something very satisfying about driving by projects that have been completed and saying, "I helped build that, I poured that concrete!"

In terms of making good salaries, the construction trades including plasterers and cement mason occupations make good livable wages and have excellent fringe benefits. There is also the strong potential for career advancement due to the fact that most construction companies promote from within.

Taking all of this into consideration, the preapprenticeship and local apprenticeship models are in perfect alignment with the construction industry and OPCMIA's desire to build its future workforce. These programs help young people accelerate their career choices and opens pathways to higher education which ultimately leads to successful lives and careers.

Apprenticeship and training have been a primary focus of the OPCMIA and NPIJATF as of late. We have been very successful in raising our membership through training and apprenticeship but there is always much more to do.

In Solidarity, Jerry Kriskovich

TTF Executive Director

Tony Longbrake



Heat Illnesses

s we head into spring and summer, it's time to start thinking about heat illnesses and how to protect our members. Did you know that construction workers compose 6% of the total workforce and that 36% of all occupational heat-related deaths were from constructions workers? Studies have also shown that cement masons are 10 times more likely to die from heat than the average construction worker. That's more than roofers and other trades.

Recognizing the signs of heat illnesses such as heat stroke and heat exhaustion not only in yourself but also in your co-workers and knowing what to do could save a life.

What to look for:

HEAT STROKE: Can be anything from confusion and seizures to slurred speech, and high body temperature are just a few indicators.

HEAT EXHAUSTION: Includes headache, thirst, nausea, heavy sweating, dizziness, and weakness.

Fortunately, there are ways to help reduce those numbers. It starts with training and changing the mind set of today's construction workers.

The following tips will help with lowering your chances of a heat related illness:

- Take frequent breaks in the shade or in an airconditioned room, if available.
- Drink plenty of water and stay hydrated.
- Avoid caffeine and sugar drinks when working in high heat.

The Center for Construction Research and Training (CPWR) has created material to help

2024 Instructor
Training Program
June 10-14!!!!
Register Today!!!

combat heat illnesses. If you are a JATC instructor or a foreman on the job I highly recommend you visit CPWR. com, and in the search bar type in hot weather. There you will find information you can provide to our members

to help protect themselves from heat illnesses. The National Institute for Occupation Safety and Health (NIOSH) also provides information on Occupational Exposure to Heat and Hot Environments. You can visit their website at *www.cdc.gov*.

The ITF has created training material that can be found on the LMS. We can also help provide training to our members at your local JATC. If you would like assistance from the ITF, please contact us at 443-535-1900 or send in the training request via email to mlair@opcmia-itf.org. We have a responsibility to help protect our members.

El Año Nuevo Está Sobre Nosotros y La Primavera Está a La Vuelta De La Esquina

ste es un año importante para nuestra Unión, la 53ª Convención Internacional tendrá lugar en Las Vegas en Agosto de este año. Las fechas en que se llevará a cabo la convención son del 11 al 16 de Agosto.

Comenzamos el Año Nuevo asistiendo a la 50a Feria Anual World of Concrete Trade Show en Las Vegas. Varios Oficiales Internacionales y miembros internacionales asistieron a este evento. Las Steel Edge Women, que consiste en mujeres viajeras y aprendices de albañilería de cemento y yeseras de todo los Estados Unidos y Canadá; realizó demostraciones prácticas en vivo durante los tres días en el World of Concrete para miles de asistentes, mostrando sus habilidades. También exhibimos nuestra máquina de paleta de montar VR y el equipo VR de pulverizador ignífugo. Nuestros equipos de última generación también se utilizan como herramientas de reclutamiento y capacitación en nuestros Centros de Capacitación en los Estados Unidos y Canadá, en algunos de nuestros Sindicatos Locales y en Ferias de Empleo.

Nunca ha habido un mejor momento para promover nuestro comercio o unirnos como miembro, con muchas oportunidades de trabajo en los Estados Unidos y Canadá. Nuestra Unión es más diversa que nunca, con más mujeres y minorías que se convierten en miembros y desempeñan un papel activo en los puestos de liderazgo de la Unión. Si conoce a una persona que cree que sería un buen candidato para ser miembro de nuestra Unión, hombre o mujer, que quiera aprender un

oficio o que esté en los oficios pero trabaje fuera de la Unión, comparte el mensaje; los queremos con nosotros.

Las finanzas internacionales y la membresía son estables y continúan creciendo. Esto nos ha proporcionado los fondos para poner organizar y proteger nuestra jurisdicción de trabajo. El trabajo en el futuro parece sólido de acuerdo con nuestros socios de la industria y el pronóstico económico de los gobiernos de EE. UU. y Canadá. Las tasas de interés han comenzado a disminuir, lo que aumentará el gasto en el mercado privado de la construcción.

En Noviembre de este año son las elecciones presidenciales de los Estados Unidos. Pido a todos los miembros, independientemente de sus creencias políticas, que voten. Si no está registrado para votar, regístrese. Este derecho no debe tomarse a la ligera, el proceso democrático funciona en este país cuando se participa. Al igual que usted vota por sus Dirigentes sindicales, en quienes confía que velarán por sus mejores intereses y los de su familia, las elecciones presidenciales de los Estados Unidos también son importantes. Las leyes que se aprueban y los proyectos de ley que se financian; todos tienen un efecto directo para usted y su familia.

A modo de conclusion, les deseo a todos los miembros, activos y jubilados, una primavera saludable y feliz.

Fraternalmente suyo, Richard A Bailey

OPCMIA Steel Edge Women



Kilah Engelke

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

Building on Strong Energy

he Steel Edge Women have had an EPIC few months and the energy and passion for our work is getting stronger every day. In December 2023, we were together in our Nation's capital to celebrate with NABTU at Tradeswomen Building the Nation. The conference itself was attended by four thousand tradeswomen and allies from around the world and to say it was a powerful experience is an understatement. Not only was it a record-breaking year for conference attendance, but it was also a new attendance record for the OPCMIA. We had forty-one registered Plasterers and Cement Masons from around the US and Canada participating and that included TWO Local Business

Managers (Kevin Farley of 502 and Todd Gray of 599) and our General President, Kevin Sexton.
One of the most impactful parts of the conference was not

parts of the conference was not the numbers, but more so the dynamic, powerful, and genuine conversations that took place in the OPCMIA Caucus...where even our brothers were visibly moved by the energy generated and the passionate conversations all with the goal of making our culture and our part of the industry stronger and better. Advice is passed along from the veterans to the apprentices, and from the leaders to the hopeful leader and perspectives are shared from different regions. Connections were made and the







doors opened to informal mentoring opportunities, and everyone left with a full bucket of fire to feed from as we return to our locals to continue the daily grind. Thanks to everyone who recognizes the importance of this valuable experience for our tradeswomen and tradesmen alike and we hope to see you in New

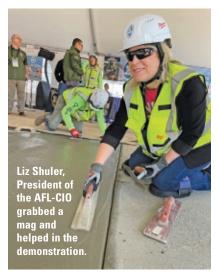
Orleans for TWBN 2024. Be prepared for registration to open early this summer!

Our next BIG win came at World of Concrete in January where we were able to assemble a crew from women around the country. We once again had a show where people that had never worked together before came together and seamlessly accomplished a powerful display of what our training, our skill, our work ethic, and our passion for our trades can do. To build on the record breaking, we helped OPCMIA double the lead retrievals from last year and became the second to the top booth for leads in the entire show. That means that

more people stopped and wanted to see our work than almost any other display at the World of Concrete! I know I speak for the entire crew when I say that we are so proud to have been a part of making that happen.

Once again, we left very little open for criticism as

Continues on page 20









OPCMIA

APPOINTMENTS

JOEL SANTOS

Appointed Chief of Staff

Effective January 29, 2024, General President Kevin D. Sexton announced the appointment of Joel Santos to the position of Chief of staff of the Operative Plasterers' and Cement Masons' International Association. The



OPCMIA General Executive Board unanimously approved the appointment of Brother Santos as Chief of Staff.

EVARISTO OCAMPO



Appointed International Representative

Effective January
1, 2024, General
President Kevin D.
Sexton announced
the appointment of
Evaristo Ocampo to the
position of International
Representative of the
Operative Plasterers' and

Cement Masons' International Association. The OPCMIA General Executive Board unanimously approved the appointment of Brother Ocampo as an International Representative.

THOMAS J. RUPERT (TJ)

Appointed International Representative

Effective January
1, 2024, General
President Kevin D.
Sexton announced the appointment of Thomas
J. Rupert (TJ) to the position of International
Representative of the
Operative Plasterers'
and Cement Masons'
International
Association. The



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

Visit our website OPCMIA.org



OPCMIA STEEL EDGE WOMEN

Kilah Engelke

Continued from page 21

far as our product is concerned, which is something that we all take VERY personally. One BIG final point of mention happened when our special guest of honor, Liz Shuler, President of the AFL-CIO, made the trip to be present and talk with our team, and she even grabbed a mag! We appreciate all the nominations from the locals who wanted their Steel Edge Women on the tools at the show and look forward to once again bringing together a crew of the best of the best in 2025 based on your prideful recommendations.



PROJECTS

Helmets to Hardhats Shoot Honoring Our Troops

On October 13, 2023, Helmets to Hardhats hosted Point at Pintail Clay Shoot tournament held in Queenstown, MD in honor of our Troops. OPCMIA members were present for the occasion with OPCMIA General Secretary-Treasurer, Richard Bailey.









A Project for the Ages

"The Gordie Howe International Bridge" Connecting the United States and Canada

On May 14, 2015, the Prime Minister of Canada along with the Governor of Michigan announced the plans for a new publicly owned bridge. The Gordie Howe International Bridge was named after a famous Detroit Red Wing's Hockey player. Gordie Howe was a proud Canadian native and played 26 years in the National Hockey League. For 25 years of his 26-year career he played with Detroit, MI leading them to 4 Stanley Cup Victories. This bridge is appropriately named after Gordie and connects the United States and Canada.

The first OPCMIA members from local 514 started working on the bridge site for BNA (Bridging North America) in March 2020. All Port of Entry buildings, site road work, the Interstate I-75 road, bridges, and ramps are finished concrete. The construction of this bridge, the Port of Entry and the roads should be concluded in 2024.

For full project information go to: https://www.gordiehoweinternationalbridge.com/en







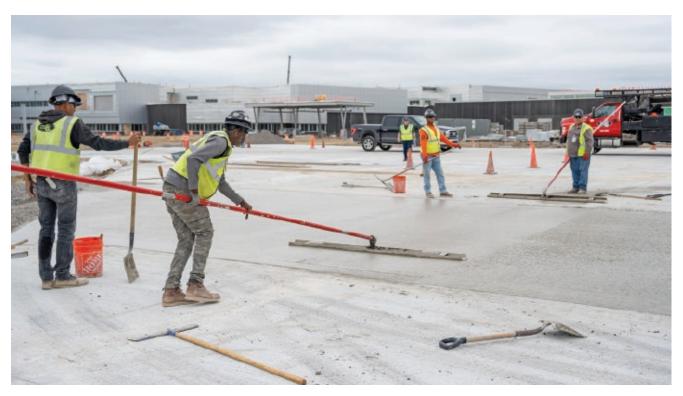


PROJECTS

"The Gordie Howe International Bridge" Connecting the United States and Canada











Union Apprentices Complete Volunteer Projects

Two State Parks Outside St. Louis, Missouri

"It's awesome for our folks to apply their training to real-world projects," says OPCMIA Local 527 Coordinator/Instructor Scott Downs. "When we train in the classroom, we pour concrete, break it up, and throw it away. But to do a project like this in the community is rewarding. It gets us out of the classroom, into the field, and into the weather. Students can go back to these places 20 years later and show their kids what they did."

Volunteers from Operative Plasterers' and Cement Masons' International Association (OPCMIA) Local 527 completed Union Sportsmen's Alliance (USA) Work Boots on the Ground conservation projects in two Missouri state parks in February. The projects took students from the classroom into the field, helping improve state parks while learning a trade.

At Castlewood State Park west of St. Louis, apprentices from the St. Louis Cement Masons Local 527 Joint Apprenticeship Program worked alongside their instructors and a volunteer from Blue Line Lawncare & Landscaping to pour a 40' x 30' slab of

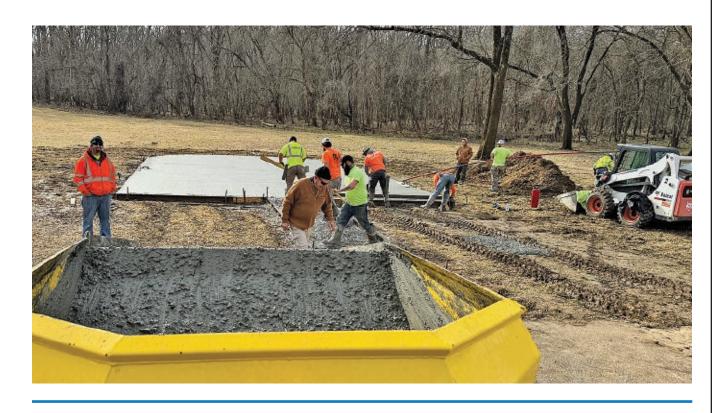


concrete and a sidewalk for an event space by the Meramec River.

Northwest of St. Louis at Cuivre River State Park, apprentice volunteers from Local 527 poured concrete pads for air conditioner units outside the barracks at Camp Derricote, a group camp used by members of 4H, Scouts, and the public.

In total, Local 527 instructors and apprentices donated nearly 400 hours to Castlewood and Cuivre River parks in February, wrapping up the USA's first two Work Boots on the Ground infrastructure projects of the year.





Tradeswomen Build Nations Conference – Washington, DC

December 1, 2023, the 13th Annual Tradeswomen Build Nations (TWBN) Conference was held in Washington, DC. The event was supported by North America's Building Trades Unions (NABTU), OPCMIA International, and United Healthcare. To kick off the event Union Sportsmen's Alliance hosted an All-Women's Hike at the Great Falls Park located 15 miles from Capitol Hill for the 130 tradeswomen from 19 states which also included Canada and Denmark. In attendance was OPCMIA Vice President, Alise Martiny.





Local 11 – Northern, IL

JATC Class of 2024

ocal 11 Office of Apprenticeship would like to congratulate the class of 2024 for completing their 3rd year of classes through the JATC.

(L to R Standing) Russell Bernabei,
Damien Campbell, Jordan Gilty,
Brandon Rosas, Frank Scavelli, Alan
Pico, Trey Dowdy, Eduardo Benitez
Jr., Jason Serrano, Lukas Burger,
Joseph Moloczyj, Matt Trieloff
Cement Mason Instructor, Jesus
Sanchez-Cardenas, and Scott Luther
(L to R Kneeling) Ethan Lindsay,
Joseph Savoia Coordinator



Local 18 - Illinois

uring a state affair attended by Illinois Governor Jay Robert Pritzker, apprentice graduate Sabrina Duncan addressed the audience on the benefits of the apprentice program and being a member of local 18.



(L to R) Governor Jay Robert Pritzker, Sister Sabrina Dunkin

Local 72 – Spokane, Tri-Cities, Wenatchee, N. Idaho, State of Montana

Year in Review

The year 2023 was a great year for the OP&CMIA Local #72. In March 2023 the **Annual Survival Day** was held and 15 new apprentices signed up! **During the Survival** Day, Apprenticeship Instructor Don Wigen invited all applicants to his classroom and put their concrete knowledge and physical abilities to the test having them complete tasks they will encounter on jobsites. While **Survival Day was** taking place the Business Manager, Agents and journeyman joined to help supervise the tasks.





Local 72 has not only welcomed in many new apprentices, but over the course of 2023 they have been instrumental in the success of apprentices becoming skilled journeyman. (L to R) graduate Brother Daniel Fraga and Apprenticeship Instructor Don Wigen



(L to R) Retired Brother Gordon McCleary awarded his wife, Sister Catherine McCleary with her 25-year gold card and certificate.



Local 72 – Spokane, Tri-Cities, Wenatchee, N. Idaho, State of Montana

(L to R) In support of Brother Don Wigen, Justin Johnson, Mike Wright, and Todd Torreson congratulate Brother David Camargo on 30 years of service as he receives his gold card and certificate.



Attendance at the regular monthly meetings has been growing each month and management have been implementing new fun ways to keep members active in their Local.

This year the local 72 started a new tradition at their August meeting, a car show! Members drove in their cars, and bikes to show them off. The Business Manager Mike Wright went above and beyond creating a special trophy for the event winner. This year a beautiful blue Harley Davidson-Chubby Boys Edition driven by **Brother Kyle Brockmier** absolutely stole the show!







To close out the year Local #72, area 2 had a wonderful holiday party for members. The turnout was spectacular, and the food was delicious, prizes were raffled off and those who received them were ecstatic to say the least. Members and office staff gathered with their families and enjoyed the time together for the holidays. We had an especially great time with the ugly sweater contest, with Brother Jeremy Holmes taking home the win. All in all, it was a great success for area 2 and their first annual holiday party!

Local 90 – E. St. Louis & Staunton, IL

Donation Job the OP&CMIA Local #90, E St. Louis, did on Saturday, October 7,2023, in Collinsville, IL.

(L to R) Apprentice A. J. Welle, Richard Best, Jason Foley, Gezette Best, Apprentice William B. Fennoy, Sean Foley, Robert (Robbie) Buck, Eric Smith, Apprentice Daniel Foley, Steven Allison, and James Buck

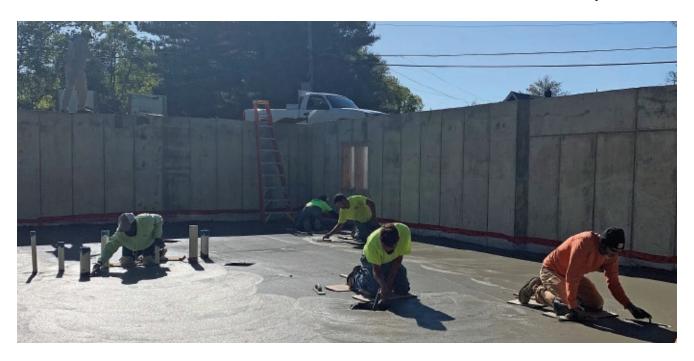








Local 90 – E. St. Louis & Staunton, IL



On December 9th, 2023, below, members of Local 90 Rang the Bell for the Salvation Army at the Dierbergs store in Shiloh, Illinois. Not pictured are Brothers Ryan Gross, Roger Lowry, and Pat Huskey.



Brothers Tyler Foley and Daniel Foley



Brothers Robert (Robbie) Buck and Travis Craig



Brothers William B. Fennoy and Lucas Chance



Brothers Sean Foley and Shannon Foley



October 23rd through October 26th
Local 90 participated in the
Belle Clair Fairgrounds in
Belleville, Illinois. Cement Mason
Apprenticeship Instructor, Robert
(Robbie) Buck, Apprenticeship
Coordinator Steven Allison held
demonstrations to showcase the
trades work, and Apprentices Kevin
Fosnock shared his experience as
an apprentice to interested students
attending the fair.





Local 254 – Albuquerque, NM

new Netflix studio being built in Albuquerque NM had several of our skilled workers from local 254 on the project.



(L to R) Brothers Benito Avila Cruz, Erasmo Monreal, Pablo Rangel and Business Manager/Financial Secretary Ronald Hubbard



(L to R) Brothers Sammuel de La Cruz, Jose Acosta, Ronald Hubbard & Jesus Estrada

Local 400 – Northern, CA

ocal 400 conducts an Apprentice Hybrid class to continue to offer the best in training instruction.

Pictured are the students who are striving to become skilled in their trade.



Local – 514 Detroit, MI

Outstanding Craftsmanship of Local 514 Members Recognized

n October 23, 2023, Governor Gretchen Whitmer was present at the Grand opening of the Second Avenue Bridge over I-94 in Detroit, Michigan. At the request of the governor's office, OPCMIA Local 514 members and contractors were in attendance to be recognized for their outstanding craftsmanship of this one-of-a-kind bridge.

The investment of \$34.6 million included \$3.9 million for the infrastructure investment and jobs Act (IIJA), and \$1 million design innovation grant from the federal technology and innovation deployment program (TIDP).

The original Second Avenue Bridge was demolished in January 2020. The skeleton of the new structure was built on the Wayne State University campus which is adjacent to I-94. The proximity of the site allowed for the unique design to undergo numerous structural tests without disrupting traffic on one of the state's busiest freeways. In July 2022 crews moved the skeleton of the bridge over the freeway. After the successful transition, additional testing on the structure continued before opening the bridge to traffic in December 2023.





Local 527 - St. Louis, MO

n December 14, 2023, Local 527 held their Member Service Awards Event which honored graduating apprentices, 25, 30, 40, 50, and 60-year service members. Congratulations to all and thank you for your service!



GRADUATING APPRENTICES (L to R) Front row -Aleiandro Avala, TiMvra Granger, Zach Perkins. Back row - Business Representative Jim Renick, Business Manager Kurt Dierkes, Apprenticeship Coordinator Scott Downs, **Business Representative** Dan Flavin, Apprentices Matt Ritter, Bryan Matteson, Demonta Cox, Apprenticeship Instructor Jeff Caputa, and Financial Secretary Brad Campbell.

April 2024 3:



Local 527 – St. Louis, MO



25- YEAR MEMBERS (L to R) Front row – Brothers John (Jake) Fry, Shawn Barber, Michael Pyatt, Mickey Haynes, Michael Walter.



30-YEAR MEMBER – Brother Rodney Compton (center)



40-YEAR MEMBER - Brother Michael Roy (center)



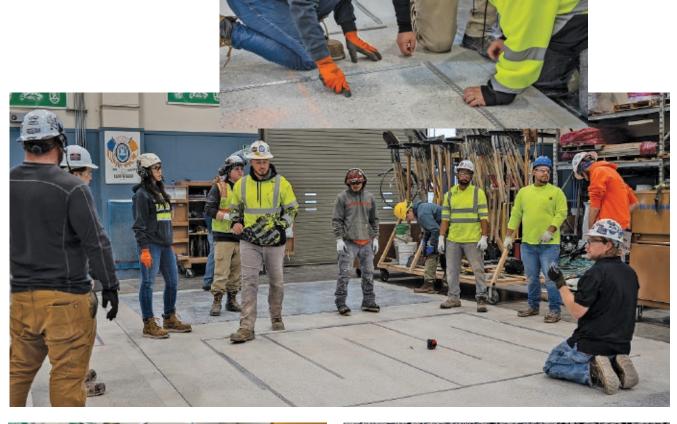
50-YEAR MEMBERS – (L to R) Front row – Brothers, Michael Schwent and Garry Nelson



60-YEAR MEMBER - Brother Othmar Schumer (center)

Local 528 – Seattle, WA

n this collage of photos, local 528 apprentices learn to work with zinc strips, to finish a Terroxy Resin floor. Through a grant polishing equipment was secured for further training.









Local 538 – Omaha, Nebraska, Iowa, South Dakota

s local 538 continues to grow its membership. We extend our congratulations to Brother Cameron Karr of local 538/Area 561 Cedar Rapids, IA on graduation from the apprenticeship program..



(L to R) Brother Cameron Karr and Business Manager/ Financial Secretary Adam Nevins



After 50 years of service Brother Steven Hamilton of local 538/Area 561 Cedar Rapids, IA receives his gold card and pin. Congratulations and thank you for your service.

Local 555 – Portland, Astoria, & Medford, Oregon

n Saturday, December 9th, local 555 honored their members at a Holiday dinner. Honored for their service were graduating apprentices, and years of service awards.

Congratulations to All!

HOLIDAY PARTY SERVICE AWARD WINNERS 25, AND 50 YEARS OF SERVICE (L to R) Apprentice coordinator Jeremy Kendall, Brothers Brett Hinsley 25 years, Bill Buie 50 years, James Bullinger 50 years, Business Manager Geoff Kossak





GRADUATING APPRENTICES – (3rd L to R) Apprentices Ryan Long, Rafael Lita, Joel Evener Leon, Jesus Araujo Contreras, Apprentice Instructor Jeremy Kendall, Blake Bennett, Trystan Scott

Local 568 - Utah

e continue to empower our members by setting them up for success.



Local 568 members under the instruction of instructor, Josh Arnold, passed their OSHA 10 training course. Congratulations!



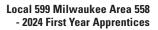
Local 599 – State of Wisconsin

ocal 599 Area 257 Members celebrate the Holiday!

(L to R) Brothers Mike Saley, Keith Nolte, Rick Lee, Don Fitzgibbons, Matt Ganhs, Area 257 Business Agent, and Tim Graf



In Milwaukee,
First and Second
year apprentices
will receive their
training instruction
from Apprentice
Coordinator, Jon
Mattsen and Apprentice
Instructor, Pete
Zimmermann.







(L to R) Nikolas Moat, Brandon Callow (on the saw), Adam Livingston



Miron Construction company awarded member Brother Todd Fredrick the Golden Trowel Award for work performed on the Wolfpack Green Bay, WI project.

Local 755 – Los Angeles, CA

Congratulations to the women and men of local 755. Thank you for your service!



(L ctr) Members of local 755 gather to celebrate Brother Raymond Lopez as he receives his 30-year gold card and certificate.



(L to R) Brother Tod Sides, Business Manager/Financial Secretary Carlo Perez, 25-year gold card and certificate recipient Brother Gordon Ekstorm, Brother Sal Yanez, and Brother Robert Reyna



(2nd L to R) 50-year gold card and certificate recipient Brother Louie Montero, Brother Robert Zamora, and the locals Disneyland shop steward Brother Juan Vasquez



Local 755 – Los Angeles, CA



(L to R) Retired Business Manager Brother Chuck Cortez, 25-year gold card and certificate recipient Charlie Ariza



(R) Sister Michelle Millay recipient of 30-year gold card and certificate



Retired Business Manager Chuck Cortez is presented with his 44-year retirement plaque by President Dave Cohen



(R) Brother Michael Binczek presented with his 40-year gold card and certificate

Local 797 – Las Vegas, NV

elebrating our members! Thank you for your service!



(R) Brother Jorge Gastelum recipient of his 25-year gold card and certificate $\,$



Brother Marvin Gebers recipient of his 25-year gold card and certificate



(L to R) Vice President Pablo Leos, President Paul Benigno, 25-year gold card recipient Brother Darren Enns, Business Manager/Financial Secretary Marc Leavitt



Local 797 – Las Vegas, NV



(Ctr) Brother Armando Ojeda recipient of his 25-year gold card and certificate



Brother Terry Brown recipient of his 30-year gold card and certificate.



Local 797 softball team participated in the 2023 Southern Building Trades Tournament.

IN MEMORIAM

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

October 1, 2023, THROUGH October 31, 2023

ROY M. UYEDA

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 Roy M. Uyeda who passed away March 06, 2023. Brother Uyeda was 97 years old and a member of the International since November 03, 1952 – 70 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.

November 1, 2023, THROUGH November 30, 2023

PHILLIP H. BAUMGARNER

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 Phillip H. Baumgarner who passed away September 24, 2023. Brother Baumgarner was 76 years old and a member of the International since September 28, 1970 – 52 years.

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

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

OSVALDO F. GAXIOLA

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 Osvaldo F. Gaxiola who passed away October 10, 2023. Brother Gaxiola was 49 years old and a member of the International since July 18, 2022 – 1 year.

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.

DONALD O. NELSON

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 Donald O. Nelson who passed away September 26, 2023. Brother Nelson was 86 years old and a member of the International since August 30, 1993 – 30 years.

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

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

December 1, 2023, THROUGH December 31, 2023

HENRY GOMEZ JR.,

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 Henry Gomez Jr., who passed away May 18, 2023. Brother Gomez was 85 years old and a member of the International since January 4, 1965 – 58 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.

JAMES A. EMERSON

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 James A. Emerson who passed away November 25, 2023. Brother Emerson was 83 years old and a member of the International since November 09, 1964 – 59 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.

January 1, 2024, THROUGH January 31, 2024

AVAMARIA HOSTEN

Local #891, Sacramento, CA

It is with deep sorrow and regret that the officers and members of Local Union 891 report the death of Sister Avamaria Hosten, who passed away January 05, 2024. Sister Hosten was 46 years old and a member of the International since June 12, 2000 – 24 years.

The officers and members of Local Union 891 extend their sincere sympathies to his family members and friends.

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

NAME

DEATH BENEFITS PAID IN OCTOBER 2023							
600	Los Angeles, CA	Arevalos, Angelo P.					
600	Los Angeles, CA	Arnswald, William R.					
526	Pittsburgh, PA	Belisky, Edward					
502	Chicago, IL	Brown, Roosevelt					
111	Erie & Niag Co, NY	Dahn, Michael J.					
527	St Louis, MO	Hamlett Jr, Jim R.					
300	Oakland, CA	Lee, Charles R.					
534	Boston, MA	McGillicuddy, John F.					
630	Honolulu, HI	Nelson, James M.					
527	St Louis, MO	Rudar, Gregory V.					
526	Pittsburgh, PA	Schmittlein, Frank J.					

LOC CITY, STATE

JOURNAL OF THE OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA (ISSN 0032-0136) at 9700 Patuxent Woods Drive, Suite 200, Columbia, MD21046.

Smith Jr, Charles R.

Uyeda, Roy M.

Viele, Pasquale



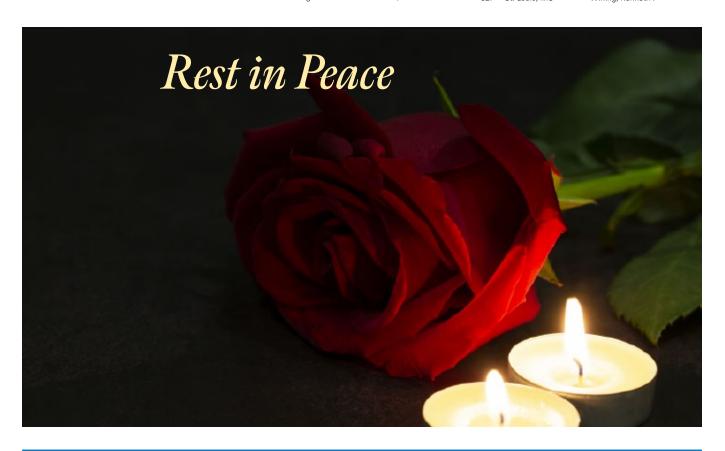
886 Toledo, OH

502 Chicago, IL

400 Sacramento, CA



LOC	CITY, STATE	NAME	LOC	CITY, STATE	NAME
DEAT	H BENEFITS PAID II	N NOVEMBER 2023	DEAT	TH BENEFITS PAID	IN DECEMBER 2023
300	Oakland, CA	Alderson, Lavelle	534	Boston, MA	Curran, Robert E
400	Sacramento, CA	Baumgarder, Phillip H	527	St. Louis, MO	Cusumano, Alex
780	New York, NY	Camastro, Nicholas	502	Chicago IL	Dibartolo, Ezio V
018	Central, IL	Clark, Charles R	592	Philadelphia PA	Elliott, Lawrence F
527	St. Louis, MO	Cusumano, Frank J	200	Los Angeles, CA	Fennell, Donald J
111	Erie & Niag Co NY	Dispenza, Loreto	886	Toledo, OH	Fritts, Martin J
534	Boston, MA	Donahue, Robert J	500	Corona CA	Higham, Jeffrey M
780	New York, NY	Donato, Louis	502	Chicago IL	Hill, Jon F
527	St. Louis, MO	Doris, James A	132	Ohio & Kentucky	Jones, Billy E
633	Minneapolis, MN	Dulas, Neil M	780	New York, NY	Logozzo, Giuseppe
780	New York, NY	Dumbainski, Philip	527	St. Louis, MO	Luetkenhaus, Gerald
600	Los Angeles CA	Franco, Thomas P	500	Corona CA	Moreno, Charlie
780	New York, NY	Genovese, Salvatore	527	St. Louis, MO	Ponder, Martin B
300	Oakland, CA	Gilbert, Douglas B	400	Sacramento, CA	Nelson, Donald O
502	Chicago IL	Godfrey, James W	886	Toledo, OH	Osterhout, William M
527	St. Louis, MO	Happe, Robert G	132	Ohio & Kentucky	Owens, Brian R
502	Chicago IL	Kendall, Larry E	886	Toledo, OH	Perry, Roger L
527	St. Louis, MO	Kocot, Andrew J	526	Pittsburgh PA	Rossi, Anthony
300	Oakland, CA	Kulikoff, Allen	527	St. Louis, MO	Shelton, George D
500	Corona CA	Manzanares, Joseph D	072	Spokane, WA	Songer, Beecher E
633	Minneapolis, MN	Mathies, Matthew P	592	Philadelphia PA	Tassi, Henry
111	Erie & Niag Co NY	Murray, Thomas D	404	Cleveland, OH	Timmons, Vernon J
502	Chicago IL	Neitzel, Frank K	527	St. Louis, MO	Wilfing, Kenneth F







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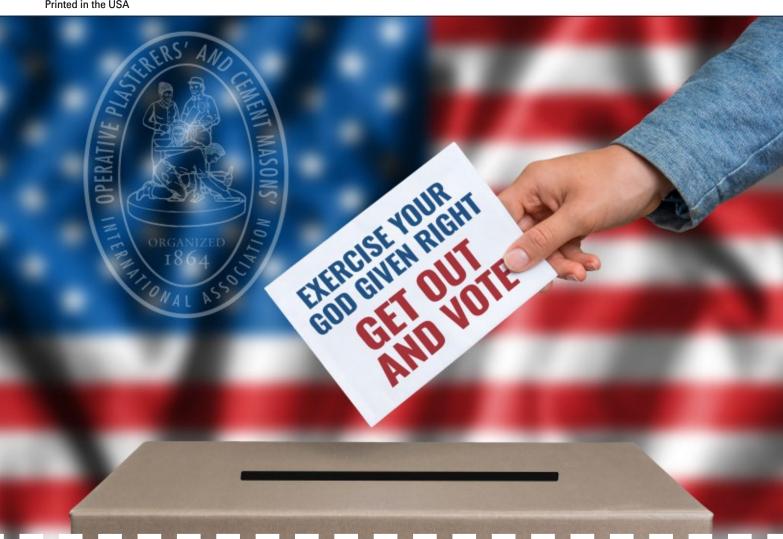
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