

SHEET METAL | AIR | RAIL | TRANSPORTATION

SMART[®]

THE MEMBERS' JOURNAL | SPRING 2021



BUILDING BACK SMART

8

WOMEN IN
CONSTRUCTION WEEK

22

ARTICLE & TIMELINE:
FIRST 100 DAYS

37

TWO PERSON FRA
ACTION OVERTURNED

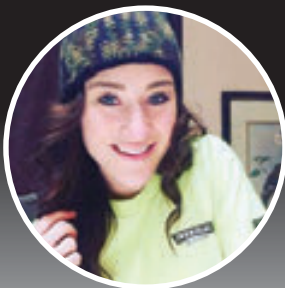
Help Spread Awareness About Careers in Sheet Metal

My Job is My Gym

*"I get so excited when someone (especially a woman) comes to me inquiring about getting into the trades. It's the best decision I have ever made."
#mjmg*



*As I did more research on women in trades, and learned of the incredible benefits, I gave it a shot! And, I'm so glad that I did!
#mjmg*



#MJMG

Get the SMACNA-SMART Brand Ambassador Program Recruiting for You

The SMACNA-SMART Best Practices Market Expansion Task Force has launched a recruitment initiative to help address the industry's labor shortage issue. The Brand Ambassador program uses an evidence-based approach to attract new recruits to the sheet metal trade, leveraging the positive experiences of apprentices, journeypersons, and other members of the industry who love the trade.

Suggest your apprentices become Brand Ambassadors and actively spread the word about the advantages of SMACNA and SMART careers to friends and family via social media. It's easy! Those interested in being Brand Ambassadors should tag posts with the hashtag of our recruiting campaign #MJMG. Exemplary brand ambassadors will receive \$100 Amazon gift cards.

For more information visit facebook.com/IndustrialAthleteOfficial and instagram.com/industrialathleteofficial/



For more details on these and other resources visit pinp.org





INTERNATIONAL ASSOCIATION OF
SHEET METAL, AIR, RAIL AND
TRANSPORTATION WORKERS, AFL-CIO & CLC

1750 New York Avenue, N.W.
Washington, DC 20006-5386

The Members' Journal
(ISSN: 1528-2805) published quarterly
by the International Association
of Sheet Metal, Air, Rail
and Transportation Workers (SMART),
1750 New York Avenue, N.W.,
Washington, D.C. 20006-5386.

Periodical postage paid at Washington,
D.C. and at additional mailing office.
Subscription prices: \$7.50 per year per
member. Change of address coupons
should be sent to SMART.

Postmaster – send address changes to:
The Members' Journal
1750 New York Avenue, N.W.
Washington, D.C. 20006-5386

Canada Publication Mail Agreement
No. 40009551
Return undeliverable Canadian addresses to:
Circulation Dept.
P.O. Box 1051
Fort Erie, ON L2A 5N8
Email: canadian_returns@smart-union.org

Printed in U.S.A.
Spring 2021 • Vol. III • No. I



JOSEPH SELLERS, JR.
General President

JOSEPH POWELL
General Secretary-Treasurer

General Vice Presidents:

DEREK EVANS
ARTHUR B. TOLENTINO
GARY MASINO
RICHARD H. WERNER
CHRISTOPHER L. GRIFFEY
JAMES PAQUETTE
LUTHER MEDINA
TIM CARTER
SCOTT PARKS
MIKE MOONEY
BILL KENYON
JEREMY R. FERGUSON
GREG HYNES
CALVIN J. STUDIANT
BRENT LEONARD
JOHN D. WHITAKER III
CHADRICK J. ADAMS

Editor:

JOSEPH POWELL



CONTENTS

SPRING 2021

2 General President's Message

Labor Reaps Rewards
of 1st 100 Days

3 General Secretary- Treasurer's Message

Now Is the Time to Build
Back Better

4 TD President's Message

6 Local 58 Members Build World's Largest Silicon Chip Plant

7 TABB Contractors on the Front Lines During COVID-19

8 SMART Sisters Take Center Stage

9 Canadian Affairs

10 Locals Mobilize to Assist Texas Members

11 Member Spotlight

12 Putting the Brakes on Long Trains

14 Rail, Mechanical & Engineering Report

15 Remembering Union Member Who Served as Secretary of Labor

17 SMART, SMACNA Partner on Diversity

18 Online Safety Report Form Launched for TD Members

19 Outdoors

20 Member Rights Under the LMRDA

22 Special Focus: Build Back Union

35 Leadership Appointments

37 Court Derails Trump FRA Overreach

38 LU 20 Welcomes Longtime Indiana Contractor

39 Funds Spotlight

39 Davenberry Recognized
40 Get Up to \$600 for Preventive
Care from SASMI

41 Local News

41 Local 66 Signs Brewery,
Gets Own Beer Line
42 Local 9 Graduates SMART Heroes
43 Local 265 TinHers of the Future
43 SMART Army Local 83
Winter Soldiers
44 Local 66 Youth to Youth
Program Flourishes
46 New Local 58 Training Facility
47 SE Region Locals Launch
Cornhole Competition

48 Let Us Always Remember

ON THE COVER:

Building Back Better
for All Members





GENERAL PRESIDENT'S MESSAGE

GENERAL PRESIDENT
JOSEPH SELLERS, JR.

First 100 days a victory

We have long heard the phrase, "Elections have consequences." This past election reflects the concrete truth behind the power of your vote and how it can be used as a force for positive change.

Nowhere is it more apparent for many members than in the gains made for working families in the American Rescue Plan (ARP) that the Biden Administration, the US Senate and House of Representatives have succeeded in passing. This piece of legislation put people and workers on the agenda by restoring the health of our nation — our economic and our physical health. Because of the change in the White House, as well as the slim pro-worker majority in Congress, the elected officials SMART endorsed were able to secure \$86 billion in federal financial assistance to protect the retirement benefits of workers and retirees in critical and declining multiemployer pension plans.

Make no mistake, SMART's Sheet Metal National Pension Fund **is not** among those listed as financially troubled. As a side note, SMART-TD railroad members mostly rely on Railroad Retirement. Over a decade ago, our leaders began addressing shortfalls in the retirement system that were being predicted, produced through no fault of the nation's workforce. Due to the effects of the 2000 – 2001 recession, then 2008 – 2009 financial crisis and lax bankruptcy laws, Wall

Street CEOs reversed their pension promise made to their employees while keeping their golden parachutes. We saw what the disastrous effects of these trends would look like and sacrificed to ensure our retirement funds would be secured for now and for future generations of members.

The retirement security included in the ARP is without any of the onerous strings that were previously put on the table by Senate Republicans and the past administration when pension aid was being considered. No eleven-fold premium increase. No additional union or employer fees. No retiree tax/benefit cuts. No devastating plan requirements.

After a lifetime of hard work, working people deserve to retire with dignity. We are proud of our negotiated multiemployer pension plans, which have provided retirement income security for millions of working people for decades.

However, since the 1980s, multiemployer plans have been jeopardized because of a series of bad policy decisions. Unfair trade deals decimated domestic industries, reckless deregulation occurred in trucking and housing, and pension plan tax policy all were contributing factors.

The COVID-19 pandemic only exacerbated the dire situation for these plans and reinforced the need for immediate action. Last year's layoffs across every sector of the American economy resulted in an

unprecedented loss of plans' contribution income.

Thanks to the victories obtained in the 2020 election, we are seeing relief for working families. We see legislation that finally benefits those who built America and not the 1 percent who have received bailout after bailout and mammoth income tax cuts, only to leave the rest of us holding the bag. This Administration has held a laser-like focus on the other 99 percent of us and has committed to uphold the campaign promises from the past election. As you will see in this issue of the Members' Journal, this includes COBRA assistance for those who lost their jobs during the pandemic as well as funding to ensure our brothers and sisters at Amtrak can return to work. It also equips sheet metal members with new work opportunities through funding to retrofit antiquated HVAC systems in our schools and public buildings. These are only a fraction of the pro-worker agenda items acted upon in this Administration's first 100 days.

Thanks to the Biden-Harris Administration and the Democratically led Congress, millions of Americans who worked their entire adult life to secure a safe retirement will have peace of mind.

Fraternally,

Joseph Sellers, Jr.
General President



Now is the time to build back union

The Biden-Harris Administration's new infrastructure proposal may be the most significant investment in new American jobs since FDR's New Deal in the 1930s.

The nation's infrastructure has been left in shambles for far too long due to years of gridlock in Washington, D.C. With a new administration and Congress turning its focus to rebuilding America, now is the time for real action that addresses these needs and helps working families.

The Biden-Harris infrastructure proposal, called the American Jobs Plan, focuses on more than roads and bridges, which may be the first words that come to mind when the term "infrastructure" is mentioned. It also includes modernizing the nation's rail system to meet passenger rail capacity taken for

“ ”

The nation's infrastructure has been left in a shambles for far too long due to years of gridlock in Washington, D.C.

granted by nations in Europe, and to better compete with China's ultramodern freight rail system. In addition, the plan would fund the retrofitting of public buildings, including schools and colleges, so that air systems are up-to-date, efficient and safe for occupants in a world where the next pandemic could be right around the corner.

The energy sector is another area that has significant infrastructure needs, as well as pent-up and growing demand for the safe delivery of energy to cities, businesses and homes. America's current energy infrastructure — including the generation, storage, transmission and distribution of energy — is inadequate to meet our

current needs, let alone future demands. The American Jobs Plan will provide critical investments needed to modernize the nation's energy delivery systems, including power generation facilities that will employ thousands of sheet metal workers working to ensure the availability of affordable energy for all Americans.

Overall, our infrastructure needs are vast and will only continue to grow without decisive action from Washington, D.C.

Due to the Biden-Harris Administration's support for high labor standards, the American Jobs Plan will also secure a broad pathway to the middle class for hundreds of thousands of Americans, through new union jobs in all sectors of the trades, and by putting existing members to work. It will also ensure that the next generation of American construction workers remain among the best-trained, safest and well-equipped in the world.

This support for strong labor standards shows the Biden-Harris Administration understands that the labor movement is the best avenue to easing pandemic-related job and financial insecurity that has placed a heavy burden on so many working families. For union members, this will be a major employment shot in the arm, with a plethora of new work opportunities in the immediate future — and the kind of jobs that keep members busy for years to come.

The time is now to take action. Contact your Senators and Congresspersons about this important pending infrastructure legislation at <https://actionnetwork.org/letters/rebuild-americas-infrastructure>. What we do today will lay the groundwork for future generations of Americans to compete in a rapidly changing world.

Fraternally,

Joseph Powell
General Secretary-Treasurer



PRESIDENT – TRANSPORTATION DIVISION'S MESSAGE

PRESIDENT – TRANSPORTATION DIVISION
JEREMY R. FERGUSON

Time to rise to the challenge

Brothers and sisters —

As we turn from enduring a difficult winter and the challenges of a pandemic that has tested our resilience and our country for more than a year, our organization has continued to press ahead to better serve you.

The core purpose of SMART-TD is to aggressively and vigorously defend the safety and well-being of workers and to promptly field the concerns of its membership. Ever since the installation of my administration in 2019, we have been moving ahead to make dynamic changes internally and externally to the union. We want the services you are entitled to as a union member to be delivered promptly and effectively to your satisfaction, pandemic or not.

To this end, a number of technology-related projects have been completed. More are in the works — all undertaken with the intent that we provide the best value and representation that your union can offer and that you deserve as a part of SMART-TD.

Some of these include:

- The creation of online Safety Condition and Technology Failure Reports to properly document and address membership issues and concerns in a more timely manner. We have received thousands of submissions with a vast majority of these concerns successfully addressed by officers since their launch.
- Significant improvements to the SMART phone app, with more on the way, which will provide even more functionality, utility and information. These include new features such as messaging functions, virtual membership cards, a listing of Local, State Legislative and General Committee information and contact options to members.
- A revamped website is in the works that will improve and expand members' experience to find answers and information that they need.

- After receiving numerous requests, we have recently created a membership option to receive the TD News electronically instead of print in efforts to reduce delivery time while saving production and mailing costs.
- We are also in the process of expanding Field Service assistance for local treasurers by providing additional representatives who will be available during select evening and weekend hours.
- We have increased our efforts of communicating with our members and officers, soliciting ideas and suggestions via personal phone conversations and surveys. This includes responding to each and every phone call and email to those that have contacted my office with issues, concerns or questions. As I have stated several times, I value each and every member and your thoughts and ideas are important to me.

These are but a small example of the many projects we are working on, but few are more important than the efforts underway to adapt and improve our efforts to educate members and officers.

While we are disappointed that 2021 marks the second straight year we have not been able to have an annual regional meeting due to COVID-19, we're making adjustments. We plan to have smaller regionally focused training sessions when and where it is safe to do so. We're also in the process of establishing virtual training online through the SMART University initiative that's being developed. These will provide officer training and resources, both visually with videos as well as with supporting documents and presentations.

Externally, we are working at being more visible as well.

Legislative directors in 14 states are working to get two-person crew bills introduced after our successful case in the Ninth Circuit Court of Appeals. They're also working on fighting back against Precision Scheduled



Railroading (PSR) with 10 states working on bills to limit train lengths.

No doubt, it's been a rough period, but our team is built for facing adversity, and more importantly, have the experience and determination to address it.

Many members have been furloughed at the whim of carriers thanks to PSR. We are fighting back by telling all of those who would listen about the increased danger posed by this mode of operation and about carriers wanting to cut freight crews. The in-depth article that Vice Magazine put together in late March is just one example. We are looking to expand these conversations and are reaching out to additional media outlets, as well as each and every state capital. We now have doors held open, often receiving invitations to tell our side of the story and have our voices heard on Capitol Hill, which is a complete reversal of what we have had to endure the past four years.

There's much to be positive about as we roll ahead. Amtrak members who had been furloughed

because of the pandemic are back on the job thanks to the American Recovery Plan championed by Joe Biden. The American Jobs Plan infrastructure bill that Biden unveiled March 31 contains many of the good, transportation-related provisions that last year's H.R. 2 had, such as bus and transit operator protection and mandating two-person freight crews. We'll need to all work together, be active and have our collective voices heard loud and clear to get this done, but we can do it.

We're going to keep making your union the best it can be by serving, protecting and responding to you. You are the union. We are here for you. Let's go!

Please stay safe out there, and God bless.

Jeremy R. Ferguson
President, Transportation Division

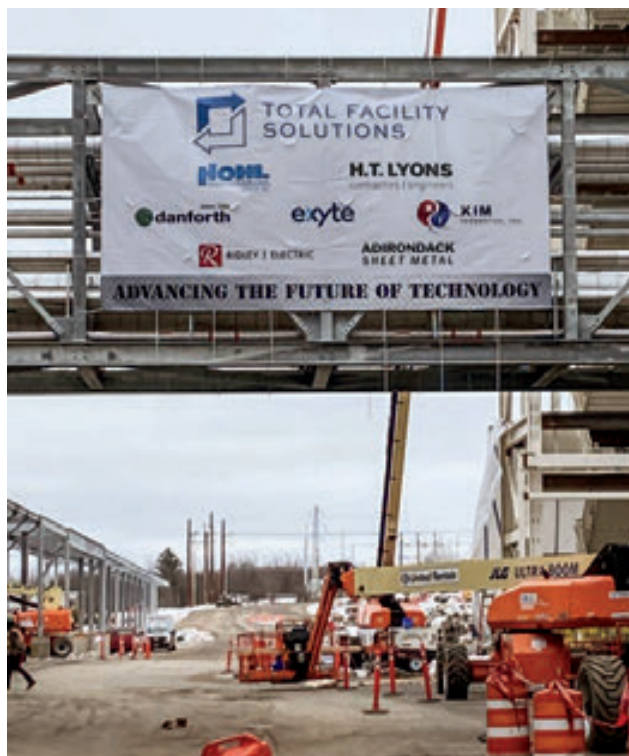
Central NY sheet metal workers building world's largest silicon carbide plant

Cree Inc. is building the world's largest silicon carbide device manufacturing facility, and it is being built in SMART SM Local 58's (Syracuse and Central NY State) jurisdiction in Marcy, N.Y.

The company is one of the world's largest manufacturers of LED lighting and semiconductor products for power and radio-frequency applications. Cree invested \$1 billion to match a \$500-million grant from New York State to build the world's largest silicon carbide manufacturing plant. Cree's product families include LED fixtures and bulbs, blue and green LED chips, high-brightness LEDs, lighting-class power LEDs, power-switching devices and RF devices.

Site grading started in the fourth quarter of 2019, building construction commenced in the first quarter of 2020 and building completion and clean room move in are scheduled for the second quarter of 2021 with 18 more buildings that will be going up on this site in addition to the two under construction.

John W Danforth Company currently has the sheet metal portion of this project with some fabrication assistance from Adirondack Sheet Metal (Both are signatory with Local 58). Titan Roofing secured the roofing contract for both buildings on site. Thanks to the Central and Northern New York Building Trades Council this project has gone 98% union even without the presence of a Project Labor Agreement.



Currently Local 58 has 80 members working on this over \$10 million sheet metal project. Half of those are SMART members that have traveled in from around the country to lend a hand completing this phase of construction.

Local 58's Business Manager Tony Castrello states that "a project of this size in Local 58's jurisdiction has really helped make work easier for his staff (Business Representative Mike Moran and Organizer Jeff Foster) when it comes to recruiting new members from open shops within the area.

Castrello added that "Local 58 appreciates every sister and brother that has traveled from around the country to give us a hand with this enormous project and in making it a success." ■

Union contractors on the front lines during COVID-19

Whether the general public realizes it or not, the heating, ventilation and air conditioning industry has been center stage during the COVID-19 pandemic. Testing, Adjusting and Balancing Bureau (TABB)-certified HVAC contractors in particular have been on the front lines, testing and balancing airflow for healthcare facilities so they can treat COVID patients, while also providing for the general health needs of their communities.

Hospitals require constant testing and adjusting of airflow to keep patients safe, and their needs have grown exponentially during the pandemic.

Fisher Balancing, a New Jersey-based HVAC company and union signatory contractor helmed by President Matt Sano, has seen its business grow substantially. The company has worked with the healthcare industry for many years

to provide testing and balancing, said Sano, but when the pandemic hit, technicians went into overdrive, turning regular patient rooms into COVID-19 isolation rooms.

Philadelphia-area testing, adjusting and balancing (TAB) technicians at Fisher Balancing sometimes worked 12- to 24-hour shifts converting entire hospital wings into isolation rooms at local hospitals. Within a few weeks of the initial outbreak of COVID-19, Fisher's crew had helped convert more than 250 regular rooms to negative airflow rooms at the University of Pennsylvania's Hospital and the Children's Hospital of Philadelphia.

Not all balancing firms could provide the services that Fisher does. All members can earn certifications through training provided through a joint partnership between the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART) and the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA).

Union-provided training guarantees Fisher employees have the skills and certifications necessary to provide the same TAB expertise the company has provided for 20 years.

"The training our employees receive as SMART apprentices and journeymen is unparalleled," Sano said. "The TABB certifications our employees hold also ensure that they have the knowledge and experience needed to do this kind of work."

To convert individual rooms to isolation rooms, TAB professionals modify the airflow, switch standard rooms to negative pressure rooms and verify the number of times the

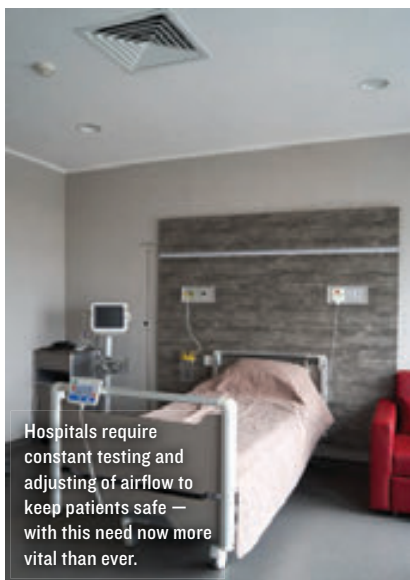


air changes in the room to ensure health and safety.

According to CDC guidelines, a single-patient airborne infection isolation room must have negative pressure relative to other parts of the facility. The negative pressure causes air to flow from the corridors to the isolation room, but air cannot escape to other parts of the facility when the door is closed and the ventilation system is operating properly. Air from the isolation room can be exhausted directly to the outdoors or passed through a special high efficiency air (HEPA) filter that removes most of the droplet nuclei before it is returned to general circulation.

Beyond healthcare facilities, Fisher Balancing has seen an uptick in work for casinos, malls, restaurants and other retail clients. Sano said he expects engineering to change going forward, as building owners will want to be prepared for these types of catastrophic events as well as respond to state mandates regarding airflow rule changes in some facilities.

Hidden behind walls or tucked high up in ceilings, HVAC systems are often ignored by the public, but during these unprecedented times, ventilation has become critical to health and safety. ■



Hospitals require constant testing and adjusting of airflow to keep patients safe — with this need now more vital than ever.

SMART sisters take center stage during Women in Construction week

SMART held a series of events recognizing Women In Construction Week from Sunday March 8 through Saturday the 13th. During this week, the Union held socially distant events from an opening video featuring General President Joseph Sellers and SMACNA President Angie Simon where both were joined by members of the SMART Women's Committee and outlined the importance of diversity within the sheet metal trade.

Due to the requirements around social distancing, events were held online through Zoom sessions and pre-recorded videos. On Monday the 9th a series of videos were released outlining meal preparation strategies and recipes for members faced with busy days balancing home and work life. Tuesday featured an online fitness class hosted by yoga instructor Nadia Zerka that was free to all SMART members. Thursday featured a well-attended SMART Women's



SMART Local 17 sheet metal worker Shamaiah Turner showed attendees how to make a new drink called "the Riveter's Revel" in preparation for the SMART Women's Team Building Happy Hour on March 13

Committee Trivia Night where members from across all SMART industries participated in a competition where they could win prizes. Participants were challenged in a series of different categories, all taking place via Zoom, that delved into Women in History, Women Leaders, Women in Labor and Women in Hollywood along with bonus questions focused on SMART history.

This event was not limited only to sisters in the sheet metal industry. Longtime Amtrak conductor Carol Jones — who is also a local chairperson with SMART-TD Local 1361 out of New Haven, Conn. — shared her story on video of coming up

in the transportation industry and working as a pioneering woman in the passenger rail sector. She talked about some of the challenges TD sisters have faced in passenger rail and what pioneers such as herself have done to pave the way for future sisters.

On Saturday, the SMART Women's Committee hosted a Team Building Happy Hour where attendees were asked to share stories about their mentors and early experiences in the trade. Also at this event, #SMARTWomenRocks was revealed which is an ongoing event where sisters are asked to send painted rocks to each other in order to build connections across the vast geographic distances separating attendees.

This was only the first of what will be many more similar events in the years ahead. In the next issue of the Journal, look for some of the artwork submitted for the SMART Women's Committee art and photo competitions as well as hear about a new and important campaign that allows all members the chance to play their part in having our sisters' backs on the jobsite, worksite and on the rails across North America. ■

Tools & Tiaras

Tools & Tiaras was the sponsored organization during this year's recognition of Women in Construction Week. The organization is one committed to advancing the interest of young girls and women who want to pursue careers in the construction trades.

According to Mechelle McNew, SMART Women's Committee Chair and Local 464 BM (Ponca City, OK), "it's important for young women to see themselves represented, and to see women respected and celebrated in the trade. This gives them a goal to work toward and aspire to, while equipping them to serve as future leaders."

Tools and Tiaras places tools in young women's hands and teaches them that "jobs don't have genders" by introducing them to the skilled women who forged a path for them in the trades.

DIRECTOR
CHRIS PAWISTY

Looking forward in 2021

Brothers and sisters,
The past year has been a challenging one for both SMART and for Canada. As a nation, we have had to deal with school closures, lockdowns, unemployment, family separation, COVID-19 illnesses and the loss of loved ones. It has been a difficult time for all our members and their families. But it is during the hard times that we realize what is most important. The little things in life recede and the well-being of our fellow citizens takes centre stage. The efforts of our members to stay on the job during the COVID-19 pandemic have meant that we have continued to help build the infrastructure necessary for the delivery of critical goods and services, particularly health care services.

Amidst this struggle to keep the economy moving, many of our members have been essential frontline workers. For that reason, the efforts we make to stay safe are paramount. Following simple guidelines, like wearing masks and maintaining physical distancing, are basic tools for doing that. The vaccines will help, but they are only part of the solution. If we want to get back to some semblance of normalcy, we will need to stay vigilant and disciplined well into the future when it comes to safety protocols on job sites and in our shops.

No doubt, for all the challenges we have faced in the last 12 months, the COVID-19 pandemic has also presented us with opportunities to renew our commitment to building our union. Now is not the time to take our foot off the gas. We have had to adjust to conducting union business, local union elections and monthly meetings on virtual platforms, and we should recognize that electronic and computerized means of communication present us with continuing opportunities for growth. We can employ these tools to organize from a distance, as well as spread the word in creative ways about unionization and the benefits that come with it. Exploring the many ways technology can advance the interests of our members is an urgent task.

I am personally committed to taking this union forward in these trying times, and I invite all our members to join me in this mission. In this, I am inspired



by the example set by my predecessor. On September 18, 2020, we sadly lost Director of Canadian Affairs James Jackson, who was a brother in more than just union terms. Brother Jackson was tireless in his commitment to protecting the interests of our members on the shop floor, the picket line, the job site and in the boardroom. He raised his voice so all of us could be heard. I am honoured to continue his fine work, and I want to thank General President Joseph Sellers and the SMART General Executive Council for appointing me as Brother Jackson's successor and giving me the opportunity to do that. I offer my pledge that the Canadian Office will continue to make our voices heard at all levels of government and throughout this great land.

So, as we look forward in 2021, may we see better days around the corner. May we soon meet again and safely interact as one.

In solidarity, I remain, fraternally yours,

Chris Pawisty
Director of Canadian Affairs

SMART locals mobilize to assist Texas



Local 565 BM Jesse Buell: "ThermaStor has always been a great company to work with and it's no surprise to me that they continue their benevolence. Local 565 is overwhelmed and appreciative that ThermaStor insist they help in the recent disaster down South. It was also the membership's pleasure to produce these 12 units knowing where they were going and the impact they were making. Thank you ThermaStor for partnering up with Local 565 and donating to our Sheet Metal Workers International Scholarship Foundation disaster relief fund.

SMART Sheet Metal Locals 73, 219 and 265 organized a "Texas water drive" to gather donations of bottled water and ship truckloads to families in Texas who lacked access to clean water in the wake of the state's winter storms and power outages.

ThermaStor, a signatory of SMART SM Local 565 in Wisconsin (production) also donated twelve fan units to assist members affected by water line breaks, while SM Local 20 in Indiana donated plumbing materials and construction supplies to members who experienced burst pipes and other property damage. SMART Local 214 in Louisiana also rushed donated water and other supplies to affected members in Texas — all part of a massive multi-pronged mobilization effort to assist fellow SMART members.

As Texas' power grid collapsed during frigid temperatures in February, causing some households to also lose access to clean water due to interrupted supplies or burst pipes, SMART Army organizers and coordinators across North America began asking what they could do to help. They communicated with other members of the union in Texas and were told people needed clean water more than anything else.

"I hope it helps them with a small amount of relief to have the very basic necessity of water," said Tom Syron, a Local 265 journeyman who lives in Plainfield, Ill. Syron reached out to his local union president to see

what they could do to assist and then helped spearhead the relief effort for his local.

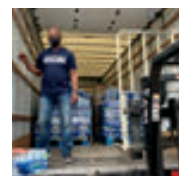
Local 265, which represents members serving the blue-collar counties outside of Lake and Cook counties in northeastern Illinois, launched a social media campaign to raise awareness of the specific need for water among its members, as well as the community at large, and began to solicit donations. In less than 48 hours, the union mobilized to secure 16 pallets of water and two 26-foot trucks. Local 73 soon joined the effort, filling a third truck with donated water bottles. The three trucks rolled out from the Chicago suburbs for Texas early the morning of Feb. 24, carrying more than 30,000 bottles.

In Indiana, SMART Local 20 members purchased and donated more than \$2,000 in residential plumbing supplies and fittings and shipped it all to SMART locals in Texas. The supplies were given to members facing significant plumbing repairs after pipes froze and leaked during power outages.

"I could not be prouder of our members, our friends, our families and local employers that have contributed to this effort," said SMART Local 265 President/Business Manager John Daniel.

Daniel said donations came from hard-working members of the three SMART locals, as well as area employers, including John Hancock (which does record-keeping for the union's pension plan), The Dobbs Group of Greystone Consulting, Calibre CPA Group, Segal Consulting and Baum Sigman Auerbach & Neuman LTD.

SMART has more 7,500 members in Texas. The week of the deep freeze, the union contacted locals across the country and quickly organized a national peer-to-peer text bank in which individual union activists from outside Texas reached out to members in Texas and asked how they were doing, did they need any help, and if so what would be most helpful. The text banking was critical to assessing what was happening on the ground. ■



Member Spotlight

SMART member named Tradeswoman of the Month

The Tradeswomen Heroes Award is given by North America's Building Trades Unions (NABTU) and recognizes four outstanding tradeswomen per month – two apprentices and two journeypersons – nominated by local, state, and international leadership. The award is a joint effort of NABTU's Tradeswomen's Committee and its Apprenticeship and Training Committee that highlights outstanding female workers within the 13 NABTU-affiliated unions.

For March 2021, Louise Medina, a journeyperson and business representative from Local 265 in Carol Stream, Ill., was recognized for her work within the labor movement on behalf of her fellow members. Also a member of the SMART Women's Committee, she has displayed leadership at her local and throughout North America with her advocacy on behalf of her fellow sisters.

Medina has had an interest in the trade since high school. She took every technology class offered, including CAD, small engines, tool & die, woodworking and welding. She took a different route after high school and followed in her family's footsteps in the food industry, but after some time realized that there were no benefits provided comparable to what she could receive as a union member.

Sister Medina applied for the sheet metal apprenticeship program in early 2000 because of the benefits it had to offer.

Looking back on her early years, Medina notes some of the challenges: "Every day has different situations. Most jobs were commercial and industrial sheet metal work, which consisted of installing equipment, measuring and installing ductwork, installing specialty metals, welding, and from time to time fabricating ductwork in the shop."



"Louise is a champion for all our members, current and future alike," said Local 265 Business Manager John Daniel. "Her life experiences, both professionally and personally, provides me with perspective that I could not have if she were not in the board rooms."

SMART General President Joseph Sellers, who got to know Medina through her work on the SMART Women's Committee, added that "Louise is a remarkable leader known for her intelligence, integrity, and commitment to representing members in the manner they deserve." ■

SAFETY CONCERN?

Don't ignore it. Report it.

For states and properties that don't already have a reporting system in place, SMART-TD has launched a Safety Condition Report for members to share their concerns.



These reports are confidential and you can request a direct response from an officer.

SMART mobilizes to fight dangers of long trains

In their quest for more profits, Class I railroads in the United States over the past four years have embraced Precision Scheduled Railroading (PSR) by placing increased shareholder returns and lower Operating Ratios (the chief measurement used by big Wall Street investors) above customer service, the needs of the public and the safety of their workers.

One of the main symptoms of PSR is an increase in train length.

Carriers have continued to make freight trains longer to the point where they now present hazards to the public by blocking crossings and to workers by making them harder to operate. A train is a complex system subject to the laws of physics and to the potential for mechanical failure — the more cars added to a train, the more chance there is for something to break down, the longer distance it takes to stop and the harder it is to handle.

Members of the U.S. Congress have been made aware of the challenge trains of two or three miles or even longer can cause. The Government Accountability Office issued a report in May 2019 titled “Freight Trains Are Getting Longer And Additional Information Is Needed To Assess Their Impact.”

The Federal Railroad Administration, in response, launched a way to collect data on blocked crossings online in December 2019. PSR hasn’t stopped since then and neither has the use of long trains.

A bipartisan group of five U.S. senators — Jerry Moran (R-Kan.),

Deb Fischer (R-Neb.), Jon Tester (D-Mont.), Amy Klobuchar (D-Minn.) and Gary Peters (D-Mich.) — members of the U.S. Senate Committee on Commerce, Science and Transportation — introduced legislation March 22 allowing for the continued collection of reports by FRA on blocked crossings.

But data collection isn’t enough. These longer trains tax our infrastructure. They do not fit in track sidings. They increase safety risks for our members and the public. A well-publicized incident in Michigan on CNN showed a train derailed above a highway overpass in downtown Detroit in December 2019. The carrier, Conrail, was habitually consolidating three transfer jobs into a monster-sized train so it didn’t have to pay as many workers to do multiple runs.

News articles around the country also continue show a lack of urgency and concern on the part of the railroads as crossings can be blocked for hours at a time or even longer.

In East Toledo, Ohio, WTVG TV showed video of children on March 18 climbing onto and under a stopped train that blocked their route home from school.

In Ardmore, Okla., KTEN TV reported on March 15 that a rail crossing that had been blocked by a BNSF train for four days.

And at least one death — that of 65-year-old Bunkie, La., man Leo Blalock in June 2019 — was attributed to a long train operated by Union Pacific that blocked every crossing in the town and prevented the ambulance Blalock was in from

reaching a hospital. UP faces a wrongful death lawsuit as a result.

When asked about the problems that long trains cause during a recent Legislature hearing in Nebraska, a BNSF railroad representative mentioned that the issue of a crossings being blocked should be handled at the local level with a cooperative effort between mayors or others in local government.

As if a town of a couple of thousand people in Nebraska has the resources to fund a grade separation or to engage in a legal struggle with a railroad that rakes in billions each quarter.

So how can we combat this?

For one, a number of state legislative directors are submitting or working on bills to get train lengths limited. There are five states in the nation’s midsection that have introduced legislation this year with another five in the process of formulating their own bills.

Illinois State Legislative Director Bob Guy has rolled out H.B. 2524, a train length bill in his state that would limit trains length to 8,500 feet. That bill was referred in early March to the General Assembly’s Regulation, Roads & Bridges Committee.

Hearings have been held in Nebraska and Iowa on their legislation. Kansas has a bill pending. State Legislative Director Gerald Sale of Arkansas saw his bill introduced in committee but did not receive sufficient votes to pass into the full House.

That length was not an arbitrary choice. It’s a bit longer than a mile-and-a-half, close to what the average length a train was before



U.S. railroads' PSR obsession began in 2017. Now it is not unheard of for members to operate trains of 16,000 feet — more than three miles long.

Nationally, last year's H.R. 2 — the Moving Forward Act — had provisions to limit how long trains could block rail crossings, a dangerous and life-threatening result of these longer trains. With

infrastructure a focus of Congress and the Biden Administration, these provisions could again be introduced.

TD leaders in the National Legislative Department, Greg Hynes and Jared Cassity, have been working to get the new Congress up to speed on our issues, but it's much more effective if we all speak.

Politicians listen to the people who elected them and live in the places they are supposed to represent.

The fight against long trains and PSR is not going to be an easy one to win, and pro-business forces have money to dangle in front of them.

However, our votes mean more and there are more of us than there are of them. The fight will continue. ■

Sheet Metal industry women recognized for their leadership

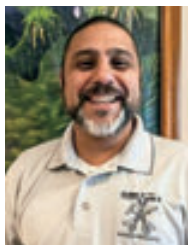
Construction Dive recently released its 2021 Construction Champions Award for Tradeswomen leaders and its list was dotted with women from across the sheet metal industry. Among those recognized were Angie Simon, President and CEO of Western Allied Mechanical as well as current SMACNA President; Shamaiah Turner, sheet metal journeyman from SM Local 17 in Boston; Lisa Davis, a journey-level worker from SM Local 16 in Portland who serves as an HVACR

Service and TAB Specialist for the International Training Institute; Leah Rambo, Director of Training from the SM Local 28 Training Center in New York City, and the SM Local 66 SMART Women's Committee in Seattle.

Recognized leaders were selected for their work shaping the commercial construction industry and promoting the industry's career benefits for all. These sisters were chosen from a group of over 800 nominees from across the building trades. ■

Railroad, Mechanical and Engineering Department report

The Railroad, Mechanical and Engineering Department is excited to relaunch the Department's Report in the Member's Journal. This page is devoted to news for members belonging to the local unions and General Committees under this Department. Be sure to check future issues for the latest updates coming from the Department. This report features two local chairpersons from the Department.



Local Chairperson Ricardo "Joe" Persaud – Local 396

Brother Ricardo "Joe" Persaud is the Local Chairperson of Local 396. He has worked for New Jersey Transit for the past twenty-one years, and he has held the position of Local Chairperson for nineteen years while

working at the Meadows Maintenance Facility (MMC) in Kearney, New Jersey.

Local Chairperson Persaud is very proud of his job. It started when he attended his first Railroad Convention in Denver in 2007. When he was there, he was able to meet other members, who inspired him to be a better leader. New Jersey Transit was his first union-paid job, and he explains, "Being union, we put out quality work for good pay along with excellent benefits through the Collective Bargaining Agreement." He brings his knowledge from the Mechanical field, along with his experience on how to run a business, dealing with customers, and good leadership, to his position.

Local Chairperson Persaud battled COVID late last year. On the Tuesday before Thanksgiving, he went to the emergency room after feeling a sharp pain in his left lower back and was diagnosed with a kidney stone. Through the Thanksgiving holiday, he was not feeling well and was extremely tired. After experiencing some concerning symptoms, he went back to the hospital, where he was going to undergo a procedure. Prior to the procedure, he received a COVID test, and he tested positive. He spent two days in the hospital and returned home for one day. However, he soon had to return to the hospital, and he

spent fourteen days in isolation while fighting COVID. Local Chairperson Persaud commented, "While stuck in isolation, it was comforting knowing my family were covered by my union benefits bargained for under our CBA." He thanks his SMART brothers and sisters who reached out to him while he was in the hospital. His union family helped him keep his spirits up while he was fighting COVID. Fortunately, he is now recovered.

Local Chairperson Persaud is 49 years old. He has been married to his best friend for the past nineteen years, and he has two beautiful daughters, Ava, who is seventeen years old, and Jenna, who is sixteen years old. He grew up in Rahway, New Jersey, and now resides in Woodbridge, New Jersey. Both of his parents are from the Amazon in South America. When he is not working, he likes to grow vegetables, including hot peppers, and work on his herb garden. He also likes to barbecue and smoke ribs. He loves to watch his daughters dance competitively, and he especially looks forward to when his family takes their yearly road trip.



Local Chairperson Matthew Haile – Local 78

Brother Matthew Haile is the Local Chairperson for Local 78. He is from Heber Springs, Arkansas, and now lives in Greenbrier, Arkansas. He has been a SMART member for 13 years and has served as the

Local Chairperson for nine years. He has also held the position of Financial Secretary-Treasurer and Vice Local Chairperson.

He works for Union Pacific Railroad as a sheet metal worker welder with sixteen years of service. He is proud of his craftsmanship and brings his ability to handle complex modifications to the job. Before working for Union Pacific, he worked in the aerospace industry as a structural mechanic for Rohr and Dassault Falcon Jet.

Local Chairperson Haile is 43 years old. He has been married for twenty years to his wife, Bertiz, who works as the Secretary for Iron Workers Local 321. He has a

sixteen-year-old daughter, Libby, who attends Guy Perkins High School and loves playing softball. When he is not working, he loves to watch his daughter play softball. He also enjoys riding ATVs and off road/trail ride in his Jeep. When asked what we might be surprised to know about him, he responded, "My wife says that deep down I'm a big ol' teddy bear!"

Local Chairperson Haile is proud to be a SMART member because being a union member has helped him provide a good life for his family.

Funeral Assistance

SMART Mechanical members and family members who incurred funeral expenses as a result of a COVID-19 death may be eligible for a funeral

assistance benefit from the Federal Emergency Management Agency.

If you have incurred funeral-related expenses due to COVID-19, we urge you to follow the link below. There you will find the toll-free number to call, along with eligibility requirements, FAQ, and other useful information.

The link below has been updated from a previous email. ■



COVID-19 FUNERAL ASSISTANCE | FEMA.GOV

[HTTPS://WWW.FEMA.GOV/DISASTERS/
CORONAVIRUS/ECONOMIC/FUNERAL-ASSISTANCE](https://www.fema.gov/disasters/coronavirus/economic/funeral-assistance)



Second union member to serve as U.S. labor secretary was from SMART-TD predecessor

With the confirmation of former Boston Mayor Marty Walsh to be President Joe Biden's labor secretary approved by the U.S. Senate, a nearly 45-year absence of a union member serving as the head of the U.S. Department of Labor (DOL) has ended.

The last unionist to serve as U.S. labor secretary was W.J. Usery Jr., a member of the International Association of Machinists and Aerospace Workers, who was appointed by President Gerald Ford. He led Ford's DOL for about a year starting in 1976.

A nearly five-decade gap between union members serving as the top labor official in a president's cabinet would have been unusual earlier in U.S. history.

When the DOL was established in the early 20th century, it was

normal practice for a leader from organized labor to be tapped to lead the agency overseeing labor relations. The first two U.S. secretaries of labor were union members. In 1930, one of SMART-TD's predecessor unions saw one of its leaders ascend to lead the DOL during one of the darkest economic times our nation has known. As the third secretary of labor, William N. Doak from the the Brotherhood of Railroad Trainmen (BRT) helped establish a lasting legacy.

Doak was born Dec. 12, 1882, in Wythe County, Va., and began a railroad career as a switchman with Norfolk and Western near the turn of the century. According to a biography published on the Library of Virginia's website, he joined BRT in 1904 and was elected a general chairperson in 1908.

In 1916, Doak was elected BRT vice president and became the organization's national legislative representative in Washington, D.C. He continued to work on railroad labor relations matters, including serving on adjustment boards, arguing before congressional committees and adjusting how rail negotiations were handled on a regional level. The National Mediation Board (NMB) was established in the 1920s, at a time when Doak had an active presence on Capitol Hill for the BRT, and he no doubt had a hand in how it operated.

In 1922, he was elected BRT first vice president and in 1927 he was elected as assistant to BRT President William Granville Lee. Doak served as acting BRT president for a time while Lee traveled abroad. He also ran unsuccessfully for political

office on three occasions, including for Virginia State Senate, the U.S. House of Representatives and the U.S. Senate.

In 1928, Doak was elected to a combined post of national legislative representative and editor of the Brotherhood of Railroad Trainmen's publication, *The Railroad Trainman*. A personal friend of Herbert Hoover, Doak also worked on Hoover's successful presidential campaign and served as a labor committee advisor for the Republican National Committee. Upon taking office in 1929, President Hoover eyed Doak as a possible labor secretary nominee, but opposition from the American Federation of Labor scuttled that nomination.

However, after the Great Depression struck, Hoover changed course and nominated Doak to lead the DOL in 1930. In collaboration with his immediate predecessor, James J. Davis, who became a U.S. senator representing Pennsylvania after leaving as labor secretary, Doak's crowning achievement was helping the Davis-Bacon Act become federal law in 1931. The legislation established prevailing wage laws that benefit our sheet metal brothers and sisters and other union laborers to this day.

"Doak was sensitive to unemployment matters and supported studies of public works programs and unemployment insurance to offset the effects of the Great Depression," historian Jonathan Grossman wrote

in an article marking the 75th anniversary of the Department of Labor that was published in the February 1988 issue of the *Monthly Labor Review*. "But economic conditions worsened during his relatively brief tenure, and he was overwhelmed by the worldwide economic disaster."

After serving as DOL head for the majority of Hoover's Depression-ravaged term, Doak left the post in March 1933, after Franklin Delano Roosevelt took office, and returned to his BRT leadership position as national legislative representative.

Just months later, on Oct. 23 of that same year, Doak passed away at age 50 from cardiovascular disease. The work he did as a labor leader continues to reverberate through our organization to this day. ■

Local 85 members honor retired business manager, 1st general vice president

Ronald Whatley retired recently as Business Manager of SMART SM Local 85 in Atlanta, GA and 1st General Vice President. Local 85 sheet metal workers, looking to honor him for his contribution to the local an industry over his long career teamed up with Georgia-SMACNA and purchased brother Whatley a Polaris Ranger side by side along with a union-built stainless steel tool box crafted by members at RF Knox.

Whatley, worked in the union sheet metal industry for 48 years with 26 of those years serving Local 85 as a Business Representative (October 1994 – January 2005) and Business Manager (February 2005 – November 2020). According to



current Local 85 Business Manager Steve Langley, "Whatley helped guide his local through a dramatic period of growth and always put

the members interest above all else. He will be sorely missed by all of us here in Georgia and his brothers and sisters across North America." ■

SMART, SMACNA partner together on diversity initiative

In recognition that working together on diversity, equity, and inclusion within our industry would be the most effective way to effect real and lasting change, SMART and SMACNA have engaged in ongoing discussions about recruiting and retaining a diverse and inclusive workforce with the skills to meet our needs now and in the future.

In an initial step affirming our joint objectives, the SMACNA Board of Directors and the SMART General Executive Council adopted the following statement at their respective January 2021 meetings:

SMACNA and SMART recognize that diversity strengthens our workforce, benefits our communities, and makes the unionized sheet metal industry stronger and more competitive by reflecting the communities where we operate and the people we serve. To affirm our commitment to diversity and inclusion, we

have agreed to develop, with the help of experts, a coordinated strategic plan with long-term and short-term objectives which will be evaluated and adjusted as necessary. Our unified goal is to shift the mindset of management, labor leaders, and our respective memberships to recruit, welcome, and retain the most competent and skilled workforce available while embracing differences in age, ability, ethnicity, sex, gender identity, national origin, language, marital status, political affiliation, race, religion, sexual orientation, and other characteristics that

make individuals unique. SMACNA and SMART are strongly committed to take the necessary steps to achieve our goal of a diverse industry with no tolerance of bullying, harassment, or discrimination. We will provide regular updates on our progress on the strategic plan and on our continued work to promote our shared values of diversity, inclusion, and equity.

SMACNA and SMART are now in the process of developing a strategic plan to help us reach our goals and build the foundation of an industry dedicated to equity and inclusion. ■



The logo of the new SMART Recruitment and Retention Council. More information coming in the next Journal.



THE SHEET METAL FUNDS HAVE MOVED

THE OFFICE ADDRESS IS:

3180 FAIRVIEW PARK DRIVE, SUITE 400, FALLS CHURCH, VA 22042

Online safety report form launched for TD members

To address the growing safety concerns of transportation members, the union has implemented a universal Safety Condition Report.

This form is a supplemental tool to report and collect data concerning unsafe working conditions, including COVID-19 issues, from all TD members.

If a state legislative board or general committee already has a procedure in place, members represented by that board or committee should continue to use that system.

With each submission, organizational information such as craft, local, carrier, state legislative director and general committee are loaded based on a member's selection using defined database values, ensuring an accurate submission so that the officers responsible for acting on the report are informed directly and in a timely fashion.

Members are presented a default list of safety hazards to choose, along with identifying the state and location of the unsafe condition. Additionally, the form updates based on the members. After submission, an automated email to the relevant state legislative director with jurisdiction and applicable general chairperson is sent as an initial notification. The state legislative director will take point in addressing the concern. These officers will access the full report details via the TD Connect portal, along with printing and exporting capabilities for further collaboration with local officers so that the unsafe conditions can be addressed.

Rail members, please note: The Railroad Technology Event report remains as a separate reporting mechanism due to the amount of detail and complexities that topic requires.

It is important to note that the data collected by this report and the information within are kept and used solely within our SMART union computer system and are used by officers to assist in addressing the issues presented by members.

"Membership safety and well-being is a founding principal of this union, but we cannot assist without being properly informed of the unsafe issues facing our fellow brothers and sisters." SMART-TD President Jeremy R. Ferguson stated. "These reports are to enhance our safety efforts as many carriers lack proper and effective reporting mechanisms. Our SMART Constitution lists safety as our local legislative representatives'

primary mission, stating 'They shall report to their Locals regarding the handling of all alleged unsafe or unsanitary working conditions found to exist, or reported to them, within their jurisdiction. They shall undertake to correct such conditions through appropriate measures consistent with the local and national policies of the Transportation Division.' Therefore, we ask that you also forward this information as soon as possible to your local legislative representative or other SMART union officer for proper handling. If you are unsure who they are or how to contact them, please contact our office."

"It is imperative that we all accept the personal responsibility to properly document known unsafe conditions, acts and security concerns," added Ferguson. "If more people would take the time to do this we could, over time, address most of the long-standing concerns we have. Without documentation, nothing will ever change — the issues and concerns will continue to remain and often grow until a very unfortunate situation such as an injury, accident or fatality brings to light what many knew was a problem long ago but failed to address."

SMART TD Chief of Staff Jerry Gibson hopes that the use of this form will bring hazards that have been taken for granted or tolerated by workers to light.

"Sadly, we hear one particular scenario too often," said Gibson. "Someone says, 'That has been an issue for a long time' or 'Everyone knows that is a problem' at a particular property. Yet everyone assumes that someone else has written the unsafe condition up and unfortunately, no one has. The issue remains and the carriers use that against us by stating the very same thing — 'That has been like that forever, and no one has said anything or taken issue with it.'"

"This online reporting process is here to change that," added Gibson. "Your union's leadership wants to raise our safety standards. The carriers will no longer be allowed to dictate our level of personal safety... enough is enough. Only when we, as a collective group, choose to properly address our issues and concerns can we expect others to comply with those demands."

The Safety Condition Report is accessible directly from the SMART-TD tab as both a banner and as a menu item — look for the blinking yellow box to the right of the website representing caution. ■

OUTDOORS

Email ppimentel@smart-union.org
with details and photos from
your recent outdoor adventures.

SMART Outdoors

Visit the Union Sportsmen Alliance, a union operated non profit dedicated to union members who hunt, fish, shoot, camp, hike and enjoy the outdoors.



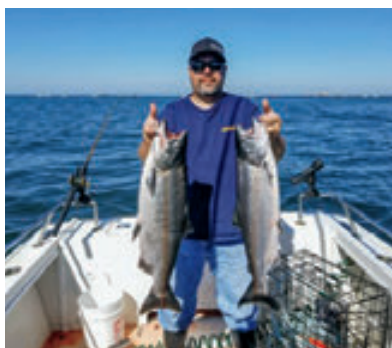
SMART SM Local 5 sheet metal workers David Denton (left) and Rick Stiles. Behind the camera is Greg Maples, who caught two East Tennessee stripers on beautiful Norris Lake.



SMART SM Local 28 member Brian J Tierno with a New York brown bear from a trip in upstate New York.



SMART TD GO 887 member Kevin Smith with a 400-pound blue marlin he caught in Lahaina, Hawaii.



SMART SM Local 55 member Sean Van Pelt with a recent catch.



Jeff Hann from SMART SM Local 280 in Vancouver, British Columbia, with a bull moose from his last hunt with his father.



SM Local 24 member Greg Rowe with a bass he caught using a plastic lure in Ohio.

DIRECTORY OF VARIOUS FUNDS

Sheet Metal Workers National Health Trust Fund and SMW+

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
Goodlettsville, TN 37070-1449
(615) 859-0131

Sheet Metal Workers National Pension Fund

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
(703) 739-7000
1-800-231-4622
(For Plan Participants Only)

Lori Wood,
Funds Administrator
smwnpf.org

National Energy Management Institute

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
(703) 739-7100

David Burnett, Administrator
nemionline.org

SASMI—Stabilization Agreement of the Sheet Metal Industry

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
(703) 739-7250
1-800-858-0354

Ken Colombo, Administrator
sasmi.org

International Training Institute for The Sheet Metal and Air Conditioning Industry

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
(703) 739-7200

James Page, Administrator
sheetmetal-iti.org

Sheet Metal Occupational Health Institute

3180 Fairview Park Dr., Ste. 400
Falls Church, VA 22042
(703) 739-7130

Randall Krocka, Administrator
smohit.org

Member rights under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

Union member rights Bill of Rights

Union members have:

- Equal rights to participate in union activities.
- Freedom of speech and assembly.
- Voice in setting rates of dues, fees, and assessments.
- Protection of the right to sue.
- Safeguards against improper discipline.

Copies of collective bargaining agreements

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports

Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer elections

Union members have the right to:

- Nominate candidates for office.
- Run for office.
- Cast a secret ballot.
- Protest the conduct of an election.

Officer removal

Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships

Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition against certain discipline

A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition against violence

No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union officer responsibilities and financial safeguards

Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine and/or imprisonment.

Bonding

Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor organization reports

Union officers must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Retain the records necessary to verify the reports for at least five years.

Officer reports

Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer elections

Unions must:

- Hold elections of officers of local unions by secret ballot at least every three years.
- Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- Permit candidates to have election observers.
- Allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on holding office

A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans

A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines

A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA. The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U. S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov. ■

Dangers of Precision Scheduled Railroading hits the mainstream

SMART members and leaders, joined by those from the AFL-CIO Transportation Trades Department spelled out why U.S. freight railroads' obsession with Precision Scheduled Railroading (PSR) increases the danger to the public and railroad workers alike.

Created by the late Hunter Harrison during his time at Canadian National, the goal of PSR is to limit costs and overhead on train shipments by utilizing longer trains, and eliminating the resources devoted to shipping products. Rather than gearing rail shipments according to customer needs that are having products shipped, PSR focuses on costs and maximizing dividends and profit for railroad shareholders to the detriment of all other stakeholders in the industry.

VICE Magazine journalist Aaron Gordon spoke with TD President Jeremy Ferguson and AFL-CIO TTD President Greg Regan about degradation in the safety culture of freight railroads because of PSR in an in-depth article published on March 22. "It's going to end up like Boeing," President Ferguson warned.

Gordon's article touched upon many topics that members are unfortunately already well aware of, including: the severe reduction of rail employees which has greatly impacted safe operations, the increase of fatigue associated with the same demanding work but with a reduced work force, the practice of railroads to have inspectors spend less time inspecting cars, the deferral of needed maintenance and potential

safety issues being glossed over so that dwell time is not increased. It paints a very realistic and clear picture of how the railroads' operating ratios and profits have been placed well ahead of safety and all in the name of PSR.

But by questing for those increased returns on Wall Street, the lessons learned from past operational mistakes could conceivably end up costing railroads in the long run, subjects interviewed in the article say.

This article is essential reading, and it can be found on the VICE website at the QR code below. ■



[HTTPS://WWW.VICE.COM/EN/ARTICLE/3ANGY3/FREIGHT-RAIL-TRAIN-DISASTER-AVOIDABLE-BOEING](https://www.vice.com/en/article/3angy3/freight-rail-train-disaster-avoidable-boeing)

BUILDING BACK UNION

SEE SPECIAL FOCUS AND EXPANDED
ARTICLES BELOW:

- TABB CONTRACTORS ON FRONTLINE
- FIRST 100 DAYS: WINNING FOR WORKERS
- COURT REVERSES TRUMP 2PC RULE

p. 7

p. 22

p. 37

VISIT OUR YOUTUBE PAGE
AT WWW.YOUTUBE.COM/SMARTUNION OR SCAN
THE QR CODE TO VIEW A
VIDEO ABOUT THE BIDEN-
HARRIS ADMINISTRATION'S
1ST 100 DAYS



The first 100 days: How the Biden-Harris Administration is winning for workers

“Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family — the 40-hour workweek, paid leave, health care protections, a voice in your workplace — is because of workers who organized unions and fought for worker protections.”

The words above could have been written or spoken by any of thousands of union organizers or leaders across the United States in recent decades. They could be part of the narration to a union video or the rousing prelude to a call-to-action at a union rally.

But they aren't. Instead, they come from the Biden-Harris 2020 campaign website, which is peppered with promises to stand with regular working Americans, support the creation of good union jobs and strengthen collective bargaining and worker organizing.



We know campaign promises are one thing... and post-election actions and reality are another. So, what has the Biden-Harris Administration done for workers thus far?

Are they walking their pro-worker talk? Below is a summary of actions to help working Americans under the first 100 days of the Biden-Harris Administration:



01.20.2021

President Biden Fired Aggressively Anti-Union NLRB General Counsel

Just hours after his inauguration, President Biden took the unprecedented step of firing the sitting general counsel of the National Labor Relations Board, Peter Robb, who had been blasted as an anti-union zealot. During Robb's tenure at the NLRB, the board significantly expanded employers' powers, allowing them to search workers' cars and personal items, eject union organizers from public spaces, withdraw union recognition more easily, discriminate against union members in the workplace, thwart protests, and disregard the rights of workers at subcontractors and franchises, among other harm done to workers' rights. His assistant, who took over in his place and shares the same views, was next in line to replace him. Biden terminated her immediately thereafter. One of Robb's priorities had been to try and limit the legality of Project Labor Agreements. Two suits filed by Robb aimed to create new case law on PLAs, which would have had disastrous impacts on work hours for all construction union members. They were rescinded by Robb's Biden-appointed replacement.

to help keep workers safe from COVID-19 exposure." This action aimed to save lives and protect workers who regularly face dangerous conditions while serving their communities during the pandemic. Strong enforceable standards built into the order require employers to develop workplace safety plans, implement science-based protection measures, train workers and report workplace COVID outbreaks.

01.21.2021

Biden Appoints Amit Bose to Replace Former Rail CEO Ron Batory Atop FRA

On Jan. 21, President Biden appointed Amit Bose, who had served as deputy administrator for the Federal Railroad Administration (FRA) during the Obama administration, to the same position for his administration. Bose later was elevated to the position of FRA acting administrator and is in line to become the permanent FRA administrator.

"We're excited to be working with Amit Bose," said SMART Transportation Division National Legislative Director Gregory Hynes. "We've had several conversations and he understands and supports our issues. It's a welcome new day for rail labor."

01.21.2021

Biden-Harris Administration Issued Emergency Safety Protection Order

On Day 2, President Biden underscored that worker safety will be a top priority under his administration, signing an executive order directing OSHA to produce "clear guidance for employers

01.22.2021

New Administration Set \$15 Minimum Wage for Federal Contractors

President Biden signed an executive order that ordered the Office of Personnel Management (OPM) to establish a \$15 minimum wage for all federal contractors.



01.22.2021

President Biden Selected Union Steelworker to Lead OSHA

President Biden selected former United Steelworkers' safety official James Frederick to lead the U.S. Occupational Safety and Health Administration (OSHA), signaling a commitment to tougher federal enforcement of workplace safety standards as the nation continues to battle a COVID-19 pandemic that has killed over 500,000 Americans. Frederick worked for 25 years in the Steelworkers' health, safety, and environment department.

01.22.2021

President Picked Building Trades Official to Lead Wage and Hour Division

Jessica Looman was the executive director of the Minnesota Building and Construction Trades Council before she was selected to head the Department of Labor's Wage and Hour Division. She previously worked as general counsel for the Laborers District Council of Minnesota and North Dakota. In between, she served as the deputy commissioner of the Minnesota Department of Labor and Industry.

Her appointment is of particular importance and offers a very stark contrast with the previous administration, which issued an eleventh hour change to prevailing wage laws. If kept in place, the change would have had a disastrous impact on prevailing wages, pricing out high-road signatory contractors from projects. The change also would have given employers on public projects the leeway to pay someone performing commercial work the residential wage instead, which typically would be significantly lower.

01.22.2021

President Selected Union Attorney to Lead FLRA

President Biden promoted union attorney Ernest Dubster to be the chairman of the Federal Labor Relations Authority (FLRA). This agency oversees disputes between the federal government and federal unions. Dubster previously worked as legislative counsel for the AFL-CIO and as a law professor teaching collective bargaining and arbitration.

01.22.2021

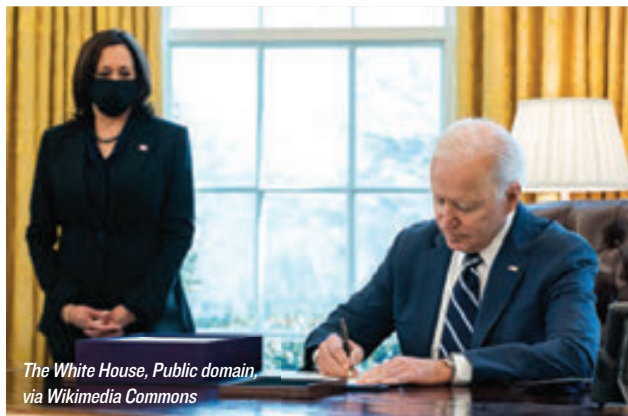
President Fired Entire Anti-Union Federal Labor Board

President Biden's work to rid the government of Trump's anti-union appointees continued with his decision to oust the 10 members of the Federal Service Impasses Panel (FSIP). This panel decides contract disputes between federal unions and the government. It was stacked with anti-union picks that included leaders from the American Legislative Exchange Council, or ALEC, which crafts "right-to-work" (for less) legislation for state elected officials, as well as bills aimed at eliminating prevailing wages (including the infamous Act 10 bill in Wisconsin). The board also included appointees from the Heritage Foundation, and another individual from a top union-busting law firm. President Biden offered the 10 appointees the chance to resign, which eight did. The other two were fired. When those appointees were on the board, the government won 90% of the cases that came before the FSIP – meaning federal employee unions won only 10%.

01.25.2021

President Biden Issued Buy American Executive Order That Closed Previous Loopholes

While the Trump administration used the right-sounding "Buy American" words and rhetoric, it never put into place policies to effect meaningful change regarding the purchase of American-made goods and services. Five days into office, President Biden signed an executive order that directed the federal government to strengthen its Buy American standards. This required more of the product to



*The White House, Public domain,
via Wikimedia Commons*

be made in the United States, cut red tape for buying these items, and made it easier for small and medium sized manufacturers to get federal contracts. The government spends about \$600 billion a year on American-made products and is expected to add another \$400 billion as part of Biden's Build Back Better program.

01.25.2021

President Named Far More Labor-Friendly NLRB General Counsel

The week after firing Peter Robb as NLRB general counsel, President Biden named Peter Sung Ohr as the NLRB's acting general counsel. A career NLRB attorney, Ohr had been the board's regional director of Region 13 in Chicago. Now as the NLRB's top attorney, he gets to choose many of the cases the board hears and write directives that tell regional offices how the NLRB should enforce the law. In his first week on the job, Ohr repealed a dozen Trump-era anti-worker directives that had targeted unions. He also threw out a case that would have prevented unions from negotiating commonsense neutrality agreements with employers.

01.26.2021

President Issued Order to End Federal Private Prisons

Near the end of his first week in office, President Biden issued an executive order directing the federal government to stop contracting with private prisons. Private prisons are for-profit ventures that reduce prison employee wages and take jobs from union corrections officers. Training and security standards are often much lower at private prisons. According to a 2012 study by The Sentencing Project, private prison employees earn an average of over \$5,000 less than government employee prison staff and receive 58 fewer hours of training, leading to higher employee turnover and decreased prison security. In addition, a 2016 Justice Department report found that private prisons had a 28 percent higher rate of inmate-on-inmate assaults and more than twice as many inmate-on-staff assaults. According to the American Federation of Government Employees (AFGE), which represents employees with the Federal Bureau of Prisons, federal prisons staffed by union employees are "more cost-effective, more efficient and much safer than their for-profit counterparts."

01.27.2021

Biden Signed Executive Order Calling for Union Labor to Build New Climate Infrastructure

Realizing that the shift to clean energy is a tremendous opportunity to create jobs, President Biden signed an executive order directing the federal government to lead the way by focusing public dollars on American-made products, including renewable

energy goods and clean vehicles, and that high labor standards be attached to every federal incentive for clean energy. The president also explicitly called for investments communities that produce coal and other fossil-fuels to create good jobs in new industries and by cleaning up abandoned mines and wells.

01.29.2021

President Biden Signed Order Mandating Masks on Interstate Travel

President Biden underscored his commitment to the safety of air, rail and transit employees and passengers with a mask mandate that covers anyone who flies, takes a passenger train like Amtrak, or travels on busses such as Greyhound or Peter Pan that cross state lines. This order was followed up on January 29 by the Centers for Disease Control, as directed by the president, and imposes a mask requirement on all public transportation systems including rail, vans, bus and motorcoach services.



In an announcement of the order sent to Federal Railroad Administration stakeholders and partners on January 31, an FRA representative wrote the following: "Science-based measures are critical to preventing the spread of COVID-19. Mask-wearing is one of several proven life-saving measures, including physical distancing, appropriate ventilation and timely testing that can reduce the transmission of COVID-19. Requiring masks will protect America's transportation workers and passengers, help control the transmission of COVID-19, and aid in re-opening America's economy."

02.05.2021

Per Biden's Order, OSHA Released New COVID-19 Safety Guidance

OSHA issued enhanced COVID-19 safety guidance to help employers and their employees implement a COVID-19 prevention program and better identify risks that could lead to exposure and infection.

02.05.2021

Employee Advocate Appointed Senior Advisor on Unemployment Insurance

The Biden-Harris administration selected Michele Evermore for the newly created role of senior advisor on unemployment insurance within the DOL's Employment and Training Administration.

Evermore previously worked as a senior policy analyst at the National Employment Law Project, a non-profit that supports low-wage and unemployed workers. Evermore has been a prominent pro-worker voice throughout the pandemic, both as an expert in explaining the federal assistance available to workers, and as a vigorous advocate who addresses the inequities of unemployment assistance.



White House, Public domain, via Wikimedia Commons

02.17.2021

U.S. House Passed National Apprenticeship Act

With this new bill, union-sponsored registered apprenticeships will not only continue strengthening economic opportunities in every community, both large and small, they will also open pathways for more industries to recruit, train and expand productive and highly-skilled workforces.

02.17.2021

President Biden Nominated Labor Attorney to Serve as NLRB General Counsel

President Biden appointed Jennifer Abbruzzo, special counsel for the Communications Workers of America (CWA) and highly respected within the labor movement, to serve as the NLRB's new general counsel. During her labor career, she provided legal counsel on numerous initiatives that advanced worker power. She previously served as deputy general counsel and acting general

counsel at the NLRB. In her nearly 23 years with the agency, she helped to protect workers' rights from numerous corporate attacks. Once confirmed, she will replace acting General Counsel Peter Sung Ohr.

02.18.2021

Biden-Harris Moved to Eliminate IRAPs

In mid-February, the Biden-Harris Administration restricted funding for Industry Recognized Apprenticeships (IRAPs), an important step in rolling them back entirely. IRAPs are a dangerous initiative inspired by anti-union contractors aimed at undermining high-quality union apprenticeship programs and replacing them with a watered-down system of certifications. The IRAP program was the most serious political attack on building trades unions in over a generation. Cutting off IRAP funding is an important step in the fight to roll them back. Through his actions, President Biden took important steps to eliminate this existential threat to union apprenticeships. The Biden-Harris administration also brought back the Department of Labor's Advisory Committee on Apprenticeship, which provides much-needed industry-based input on policy, quality assurance standards and equitable enforcement.

02.22.2021

FRA Closed Comment Period on Proposed Rail Worker Fatigue Regulations

On Feb. 22, comments closed for a Notice of Proposed Rule-making (NPRM) for which the Federal Railroad Administration (FRA) sought input on how to address the problem of rail worker fatigue. The regulations would require certain railroads to develop and implement a "fatigue risk management program" as one component of their larger safety programs. The notice and closing of the comment period shows movement by the Biden-Harris administration on a long-delayed component of the 2008 Rail Safety Improvement Act (RSIA), which requires railroads to create safety risk reduction programs to address the hazards that railroad workers face on a regular basis. SMART-TD filed its comments in conjunction with another union representing rail operating personnel ahead of the comment deadline.

02.24.2021

Biden Signed Order Allowing Unions at DOD

The Defense Department employs about 700,000 civilian workers, about half of which are unionized. An executive order from the previous administration allowed the Secretary of Defense to eliminate collective bargaining rights for those employees at the DOD secretary's discretion. An executive order by President Biden reversed this anti-union directive.

02.25.2021

Biden Order Allowed DOL to Extend Unemployment Benefits to Those Who Refuse Work Due to COVID Concerns

Under the Biden-Harris administration, the Department of Labor released guidance extending unemployment benefits to workers who refuse to return to a job that is unsafe. The benefits eligibility now applies in circumstances where a worker refuses to return to work or accept an offer of work at a worksite that, in either instance, "is not in compliance with local, state, or national health and safety standards directly related to COVID-19." These health and safety standards include those related to the wearing of face coverings, physical distancing, and the provision of personal protective equipment consistent with public health guidelines. This extended eligibility is specific to Pandemic Unemployment Assistance (PUA), a type of benefit created and federally funded by the 2020 CARES Act. PUA covers self-employed individuals, independent contractors, and other workers who are not covered by traditional unemployment insurance programs.

02.26.2021

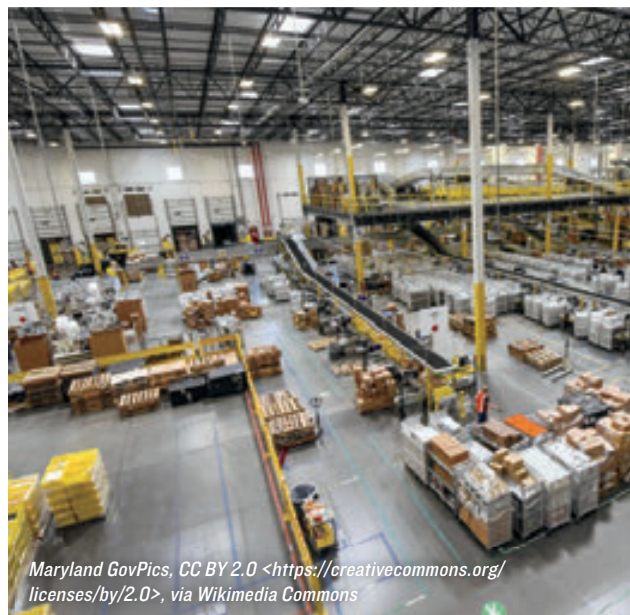
Major Court Victory for Freight Rail Labor Blocked Trump FRA Policy

In a legal victory that underscored the importance of electing presidents who will pick judges who understand worker issues, soon after President Biden was inaugurated, the United States Court of Appeals for the Ninth Circuit put common sense and safety ahead of profits and political favoritism. By vacating action by the Federal Railroad Administration (FRA) under the Trump administration to preempt all state laws and regulations concerning freight train crew size, the court ruling overturned one of the most blatant attacks on workers from the previous administration. While the decision was not a direct result of actions by the Biden Administration – the 3-0 ruling was made by judges nominated by Presidents George W. Bush, Barack Obama and Bill Clinton – the actions of President Biden and his appointees point toward a far more receptive audience in the nation's capitol in the fight to maintain two-person crews.



03.02.2021

Biden Announced Support for Amazon Organizing Drive



Maryland GovPics, CC BY 2.0 <<https://creativecommons.org/licenses/by/2.0/>>, via Wikimedia Commons

By announcing his support for Amazon warehouse workers in Alabama seeking to form a union, President Biden became the first president in over 70 years to come out strongly in support of a major union organizing drive. The last president who articulated this type of support was Franklin D Roosevelt. While the Alabama warehouse workers lost their election in April, the campaign – and the president's public support – inspired them and other Amazon workers across the country.

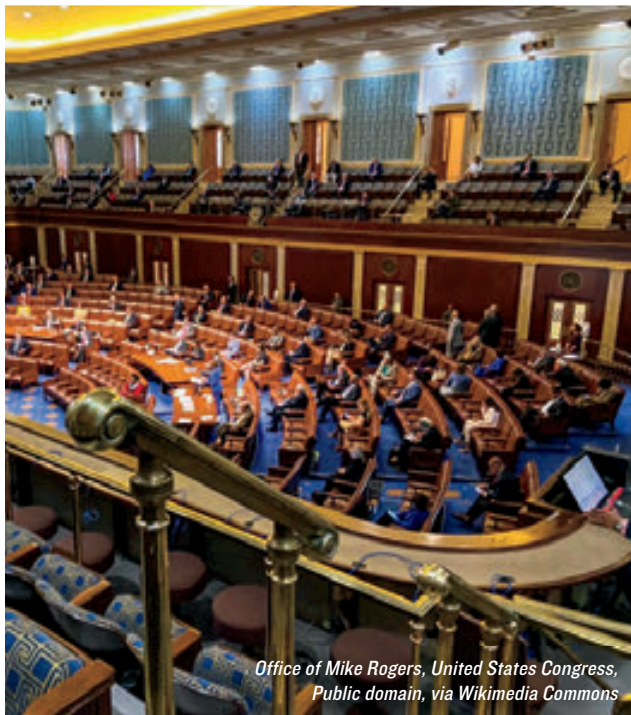
03.09.2021

House Passed Right-to-Organize Bill with White House Support

On March 9, the U.S. House passed the Protecting the Right to Organize Act, or PRO Act, which is the most significant worker empowerment legislation since the Great Depression. Among other improvements and reforms to outdated U.S. labor laws, it will:

- Help ensure workers who win union recognition can reach a first contract quickly.
- End employers' ability to hire permanent replacements to punish striking workers.
- Enhance the NLRB's power to fine companies that violate labor law, up to \$50,000 per violation.
- Weaken so-called "right-to-work" laws in the 27 states that allow employees who benefit from union contracts to choose not to join or pay union dues.

In early March, President Biden encouraged Congress to pass the PRO Act and the House swiftly passed it. The president had articulated his support for labor law reforms during his campaign, but with the PRO Act now introduced in Congress, his support is a powerful tool in helping ensure that all Democratic Senators support the bill. As of press time, the bill was the Senate Committee on Health, Education, Labor and Pensions.



Office of Mike Rogers, United States Congress,
Public domain, via Wikimedia Commons

03.11.2021

The American Rescue Plan

On March 11, President Biden signed into law the American Rescue Plan Act of 2021. The act is a \$1.9 trillion relief plan that will jumpstart the American economy. It puts real money behind the president's commitment to defeat the COVID-19 virus and to build back the U.S. economy back better than it was before the pandemic. This critical relief package has already delivered desperately needed federal support for hard-working Americans and will help rebuild our shattered economy with provisions that directly benefit SMART members.

The plan includes resources for COVID testing, logistics, vaccine production and distribution to save lives and reopen America. It secures health care coverage, extends unemployment benefits and provides direct cash support for tens of millions of American families. It also delivers badly needed state and local aid to safely reopen schools and keep our bus and transit systems safe. In addition, the legislation allocates \$170 billion to education, with much of that funding targeted to updating ventilation systems – putting sheet metal members to work as we monitor air quality and retrofit those same buildings to rebuild America's aging HVAC systems.

For SMART brothers and sisters on Amtrak who were idled due to no fault of their own, \$2 billion is provided to re-open routes and get them back to work.

03.11.2021

Multiemployer Pension Relief

Included in the American Rescue Plan signed by President Biden is a provision allocating \$86 billion for multiemployer pension plans facing financial uncertainty. Under the legislation, eligible plans will receive funding in an amount sufficient to ensure that full benefits are paid for the next 30 years, without any benefit reductions or any repayment obligations. Hundreds of multiemployer plans that cover millions of union members and retirees stand to benefit (SMART's pension plans are currently financially healthy).

"Reckless Wall Street behavior, industry deregulation and employer abuse of corporate bankruptcy have threatened the financial security of millions who've worked hard, only to have that promise stolen from them," said SMART General President Joseph Sellers in his March 2021 video message to members. "We now have a president who supports workers, retirees and their union. This administration put that commitment of 'guarantee' back into the 'Pension Benefit Guarantee Corporation' – without cuts to accrued benefits or taxation."

03.22.2021

Former Union Leader Confirmed as U.S. Secretary of Labor

On March 22, the U.S. Senate confirmed Marty Walsh as the U.S. Secretary of Labor. Known primarily for his work as the mayor of Boston, Mass. Walsh was previously a rank and file member of LIUNA who worked his way up in the trade. His appointment by the Biden-Harris Administration puts a union member in charge of the Labor Department for the first time in decades.

04.28.21

Biden Nominated Nation's First Made in America Director

On April 28, President Biden named Celeste Drake as the nation's first Made in America Director. The new position will shape and implement federal procurement and financial management policy to help carry out the president's vision of future manufacturing focused on ensuring goods are made in America by American workers.

Drake joins the administration from the Directors Guild of America, where she served as the executive in charge of government affairs. Prior to joining the DGA, she served as the trade and globalization policy specialist for the AFL-CIO, where she led efforts to reform the labor rules found in NAFTA and the USMCA and to reform the process by which Congress oversees and approves trade agreements to protect American jobs. ■



BUILDING BACK SMART

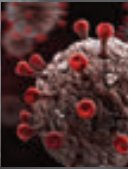


TIME LINE



12.05.2017

The U.S. Department of Transportation repeals an FRA rule from 2015 that would have required electronic controlled pneumatic (ECP) braking systems on rail tank cars that carry flammable materials, saying the cost was prohibitive and acceding to the lobbying efforts of the large U.S. railroads.



05.23.2019

The Trump Administration Federal Rail Administration reversed an Obama-era proposal that would have mandated two crew members in most locomotives. It also took the further step of banning states from requiring railroads to do so.

06.15.2017

President Trump signs an executive order seeking to allow employers the ability to create their own private apprenticeship programs without the wage rules, progression, safety and training standards found in registered apprenticeship programs.

12.20.2018

The Associated Press reports that an analysis by the federal Department of Transportation (DOT) did not take into account the benefit of hundreds of millions of dollars in damage reductions that would be gained when it repealed the rule about the advanced ECP braking systems in December 2017. DOT commented to the reporter that the miscalculation did not change its decision.

JUNE 2017

**NOVEMBER
2017**

**DECEMBER
2017**

JUNE 2018

**DECEMBER
2018**

MAY 2019

JUNE 2019

11.02.2017

GOP tax bill signed which included massive tax cuts for corporations and higher income earners instead of working Americans. Tax bill included provisions limiting deductions for state and local income taxes and property taxes, new limits on mortgage interest deductions, elimination of deductions like union dues and a 50% tax break on corporate foreign profits – making it financially rewarding for companies to move jobs overseas.

06.2019

Trump administration changed the rules about who qualifies for overtime pay, making more than 8 million workers ineligible and costing them over \$1 billion per year in lost wages.



06.27.2018

In a 5-4 ruling, a conservative Supreme Court rules against union security clauses in the public sector, expanding right to work into the public sector. The decision, originally 4-4, was reheard after the confirmation of Justice Neil Gorsuch, who provided the deciding vote.



01.06.2021

A crowd, assembled to hear from President Trump, storms the US Capitol to stop the certification of the 2020 election.

01.22.2021

President Picks Building Trades Official to Lead Wage and Hour Division

01.19.2021

Trump Housing and Urban Development Agency publishes new rules allowing residential prevailing wages to be applied to commercial projects. This would have lowered construction wages on many publicly funded residential housing projects. It was reversed by the Biden Administration.

01.21.2021

Biden-Harris Administration Issues Emergency Safety Protection Order

01.27.2021

Biden Signs Executive Order Calling for Union Labor to Build New Climate Infrastructure

01.21.2021

Biden Appoints Amit Bose to Replace Former Rail CEO Ron Batory Atop FRA



01.25.2021

President Biden Issues Buy American Executive Order That Closed Previous Loopholes

01.22.2021

President Fires Entire Anti-Union Federal Labor Board

JANUARY 1 - 19, 2021

JANUARY 20 - 31, 2021

01.20.2021

President Biden Fires Aggressively Anti-Union NLRB General Counsel

01.22.2021

President Selects Union Attorney to Lead FLRA

01.26.2021

President Issues Order to End Federal Private Prisons

01.13.2021

MI Congressperson Andy Levin wearing a familiar mask during impeachments proceedings against the previous President.



01.25.2021

President Names Far More Labor-Friendly NLRB General Counsel

01.22.2021

New Administration Sets \$15 Minimum Wage for Federal Contractors

01.29.2021

President Biden Signs Order Mandating Masks on Interstate Travel

02.05.2021

Per Biden's Order, OSHA Releases
New COVID-19 Safety Guidance

02.26.2021

Major Court Victory for Freight Rail
Labor Blocks Trump FRA Policy

02.17.2021

U.S. House Passes National Apprenticeship Act

02.25.2021

Biden Order Allows DOL to Extend Unemployment
Benefits to Those Who Refuse Work Due to
COVID Concerns

02.05.2021

Employee Advocate Appointed Senior Advisor
on Unemployment Insurance

FEBRUARY 2021

02.17.2021

President Biden Nominates Labor Attorney
to Serve As NLRB General Counsel

02.24.2021

Biden Signs Order Allowing
Unions at DOD

02.18.2021

Biden-Harris Moves to Eliminate IRAPs

02.22.2021

FRA Closes Comment Period on Proposed Rail Worker Fatigue Regulations

03.11.2021

Multiemployer Pension Relief

03.02.2021

Biden Announces Support for Amazon Organizing Drive

03.22.2021

Former Union Leader Confirmed as U.S. Secretary of Labor

MARCH 2021

APRIL 2021

03.09.2021

House Passes Right-to-Organize Bill with White House Support

03.11.2021

The American Rescue Plan

04.28.21

Biden Nominates Nation's First Made in America Director

Fischbach appointed to serve as director of business and management relations

Brother Tom Fischbach started his apprenticeship in October of 1979, and became a Journey person in January of 1985 as a member of Sheet Metal Local 22 in Northern New Jersey.

He worked on projects in the pharmaceutical, chemical, automotive, and communications industries during his 42 year career at Local 22. A foreperson who later went on to serve as an estimator and project manager, he became a Local 22 officer 1987 going on to hold the positions of Trustee, Executive Board member, Vice President, President and Financial Secretary/Treasurer. He was elected Business Representative in 1999 and then became Business Manager in 2006.

During his time as President/Business Manager of Local 22 Fischbach served as the President of the Metropolitan Association

of Presidents, President of the Mechanical Allied Crafts Council of New Jersey, 1st Vice President for the SMART New Jersey State Council, and Secretary Treasurer and Vice President of the Union County Building Trades. He also served as a Trustee for the International Training Institute along with other council and committee positions, until taking the position of Director of Business and Management Relations for SMART in July of 2020.

Fischbach has always been active in his local community, serving as a volunteer firefighter and Vice-Chair of the Lopatcong Township Planning Board. He brings his wealth of experience and expertise to a position where he reviews and processes National Building Trades Agreements and manages employer and construction end user relationships. He also manages national



contractor relationships, sets up and runs SMART Tripartite Conferences, attends multi craft meetings, and serves as liaison to SMACNA on industry needs while reviewing collective bargaining agreements and overseeing SMART National Agreements. Fischbach also serves as a member of key committees of the Metal Trades Department at the AFL-CIO. ■



Paswisty named executive director of Canadian affairs

Brother Chris Paswisty started his career in the sheet metal in May 1989 at Local 30 in Toronto and achieved his Certificate of Qualification in April 1996. He was first elected by his Local 30 brothers and sisters as conductor in June 1997, 13 months into his journeyman status.

He was elected to the Local's Executive Board in June 2000 and hired as full-time local union organizer in January of the following year. He became a Business Representative in 2003 and served in that position until

2010 when he was elected by the membership to serve as Business Manager/Financial Secretary Treasurer.

He served the membership of the Local in that capacity until January of 2014 when he was appointed by then General President Joseph Nigro to serve as International Representative for South Western Ontario. Last October, he was appointed by General President Sellers and the SMART GEC to serve as Executive Director of Canadian Affairs.

A resident of Peterborough, he is expecting his first grandchild in July 2021.

He comes from a strong union heritage. His grandfather, Arthur Bert Cooper, who passed away in March 2003 was a 60-year member of Local 30 and served in the Canadian Royal Navy during WWII. ■

Bill Kenyon appointed to SMART GEC

Southwest Gulf Coast Regional Council of Sheet Metal Workers President Bill Kenyon was appointed by the SMART General Executive Council on February 1, 2021, to serve as SMART's 11th General Vice President.

Kenyon began his career doing a six-month pre-apprenticeship, prior to serving a four-year apprenticeship at SMART Sheet Metal Local 54 in Houston, Texas. In a harbinger of things to come, he was awarded the outstanding apprentice award when he completed the program in 1996. At the start of his journey in the trade, he was employed by various contractors, starting at an HVAC shop, then working at a spiral pipe shop, then finally moving to a heavy industrial shop where he continued working as a journeyperson.

In 2000, Local 54 was accepting applications for an organizing/marketing representative, so he applied and was appointed to the position in October. While working in that capacity, he was appointed chair of the Houston Gulf Coast Building and Construction Trades Council Organizing Committee. He served the local as an organizer for the next nine years.

In June 2009, Brother Kenyon was elected by the Local 54 membership to the position of business



representative. While in that position, he also served on the Harris County AFL-CIO Executive Board from 2012 to 2019.

In 2012, he was elected to serve as Local 54's business manager/financial secretary treasurer and continued in that position until 2018. During that time, he served on the Texas Gulf Coast Area Labor Federation and was elected president of the Southwest District Council, where he served until the formation of the Southwest Gulf Coast Regional Council in 2016.

In 2018, Kenyon was elected to serve as the regional council's president. The council represents members from Local 54 (Houston), Local 67 (San Antonio-Austin, Tex.), Local 68 (Dallas) and Local 214 (Louisiana).

Kenyon's experience has reached beyond the borders of his regional council. He was appointed to serve on the Committee on Credentials and General Secretary-Treasurer's Report for the 1st and 2nd SMART General Conventions, and served on the SMART Strategic Planning Committee. He continues to serve as a trustee on the Sheet Metal Workers National Health Fund and for the SMART International Training Institute. ■

SOCIALLY DISTANT DOESN'T MEAN CUT OFF FROM YOUR UNION.

Download the SMART app to get union news, benefits info and to stay up to date with what's happening at the local and international levels.

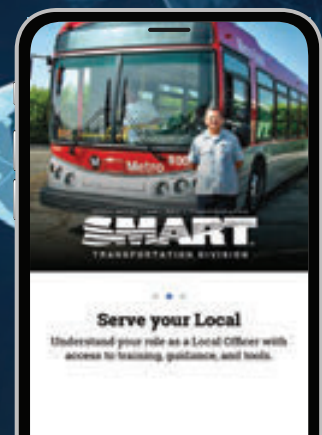
Follow the QR code to download the app.



ANDROID



APPLE



Court ruling shoots down FRA attempts to undermine two-person crew laws

Two of the country's largest freight railroad unions achieved a favorable decision in the Ninth Circuit Court of Appeals in February, following an attempt by the Federal Railroad Administration (FRA) to preempt legislation passed by a number of states that established a minimum of two-person operating crews on freight trains.

The case, brought by the states of California, Washington and Nevada and by SMART and the Brotherhood of Locomotive Engineers and Trainmen (BLET), challenged former FRA Administrator Ron Batory's attempt to cancel two-person crew laws of those and other states, while at the same time attempting to

assertions by the FRA and the rail carriers that reducing the number of crew members in the cab to one person could improve safety "did not withstand scrutiny" and "was lacking." The court also criticized the order as not being a "logical outgrowth" of the two-person crew proposal, because "[t]here was nothing in the [proposed regulation] to put a person on notice that the FRA might adopt a national one-person crew limit."

The court chided the FRA for basing its negative preemption decision on "an economic rationale" instead of its main obligations of worker and public safety.

The court also found the order's "real and intended effect

Likewise, the court eviscerated the lack of a sound factual basis in the FRA order, which merely cited a study funded by the Association of American Railroads. "A single study suggesting that one-person crew operations 'appear as safe' as two-person crews," read the court ruling, "seems a thin reed on which to base a national rule."

In a joint statement, union leaders praised the Ninth Circuit Court ruling: "First, we thank the more than 1,500 BLET and SMART members who took the time to comment on the need for two-person crews, because you have made a difference. We also congratulate the judges in this case for recognizing the former administrator overstepped his bounds, and we look ahead to working with the FRA when crew size is again considered on a national level by the agency as a matter of public and operational safety."

"We assert, and will continue to assert," the union presidents wrote, "that having two sets of eyes and two people working in concert together with any improvements in technology, will be the best way to serve public safety and to continue the effective and efficient movement of our nation's railroads." The court ruling, in vacating and remanding the FRA order, sends the matter of potential rulemaking for freight railroad crew size back to the FRA for the agency's reconsideration. It also means that state-level two-person crew laws that had been targeted by the FRA's order remain in effect. ■

“ ”

The court also found the order's "real and intended effect is to authorize nationwide one-person train crews and to bar any contrary state regulations."

authorize nationwide one-person crews. The unions and states argued that Batory's May 2019 order violated the comment-and-notice procedures of Administrative Procedures Act (APA) and that his agency could not implicitly preempt the state safety rules.

The court of appeals ruled that the FRA's order was "arbitrary and capricious," underscoring that the

is to authorize nationwide one-person train crews and to bar any contrary state regulations." Because it utterly failed to address the safety concerns raised by nearly 1,550 commenters who communicated their support for two-person crews, the court found the rationale for the FRA's order was arbitrary and capricious, thus violating the APA.



Local 20 welcomes longtime Indiana contractor

Commercial Air Inc. (CAI) is and has been a staple in the Indianapolis and Lafayette areas of Indiana for 40 years. Founded by Tim Gatewood in 1981, the company has been primarily focused on HVAC systems for government facilities, K–12 schools and colleges and universities.

By the mid 1990s, the company had increased its workload and had eight full-time employees. And when the 2000's came, CAI experienced a boom in business. Infrastructure was added to accommodate the increased workload and expand the company's sheet metal capabilities, including plasma tables, roll formers,

a coil line, a Whisper-Loc and most recently a Laser-Max 1.5KW from Lockformer. CAI was also early to embrace BIM technology and the use of Trimble's Total Station. These improvements have enabled CAI to substantially increase its capacity, workload and productivity.

Tim's son Chris has been a part of the company through high school and college. Recently, Chris took over control of the day-to-day operations of the company. SMART Local 20 reached out to him about the opportunities CAI could have in a partnership with the union and how the company could grow to the next level. After a

few meetings with Local 20 agents, Chris decided a partnership would be the best way for CAI to grow going forward. An agreement was made — effective January 1, 2021 — bringing CAI and its 34 sheet metal workers into the union.

Immediately, Local 20 was able to send eight members to CAI to satisfy the company's workforce needs as it continues to grow.

"We could not be more pleased to welcome Commercial Air Inc. to our local," said Local 20 Business Manager and 9th General Vice President Scott Parks. "And we are even more excited about the future with CAI being signatory." ■

FUNDS SPOTLIGHT

Davenberry named one of 20 Women to Watch

Soph Davenberry, chief technology officer at the National Energy Management Institute Committee (NEMIC), was recently recognized as one of 20 Women to Watch by Engineered Systems magazine.

More than 75 women were nominated for the annual recognition and the 20 women selected represent all levels of the HVAC industry, from entry level to engineers in training and company owners.

"This collection of women is outstanding," said Mike Murphy, publisher of Engineered Systems, in a January 2021 article on the publication's website. "The achievements of these individuals speak volumes to the progress women are making in what was once viewed as a male-dominated field. We're excited to place a spotlight on the accomplishments of these engineers and are looking

forward to seeing how their careers develop from here on out."

Davenberry joined NEMIC as its chief technology officer in early 2019. Prior to that, she was the testing, adjusting and balancing (TAB) manager at Hermanson Company in Kent, Wash. She also spent nearly a decade with Neudorfer Engineers as a lead systems field engineer. She started her sheet metal career as an apprentice in 1996 and began the study of TAB in 2004. She has been a member of Local 16 in Portland, Ore., and maintains her current membership at Local 66 in Western Washington.

"I'd like to challenge anyone who has a habit of describing someone as a 'female engineer,' 'female doctor,' or 'female mechanic' to try labeling men the same way: 'male engineer,' 'male doctor,' or 'male mechanic.' If that seems silly, it is," Davenberry



said in an answer to the magazine's question "What advice do you have for prospective female engineers considering entering the field?"

"I am a sheet metal worker. I am an engineer. I am a professional in an industry that must change our demographics in order to thrive," she continued. "Women are needed in all aspects of our industry. Focus on doing the work. Find peers through industry organizations, social networking and podcasts. Keep asking questions and model the respect you expect." ■

TALKING SMART

Mobilize, Organize, Unionize

A podcast featuring news, guests and discussions of interest to SMART members across the United States and Canada. Text the word PODCAST to 21333 for alerts about new episodes. Call us toll-free to share what's on your mind with the General President.

Sound off at (844) 984-0947

www.Talking-SMART.org

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART



Get up to \$600 for preventive care through SASMI

SASMI now offers an annual physical benefit, designed to encourage you and your family to stay on top of your preventive care. This is an **annual** benefit, so it is available each year!

How much is the benefit?

Benefit amounts are per calendar year and depend on whether the person getting the exam is a member, spouse or dependent. The maximum amount you can receive for your family in a calendar year is \$600. Your benefit will be directly deposited into your bank account, and you can use it however you would like.

WHO'S ELIGIBLE	ANNUAL BENEFIT AMOUNT
You	\$200
Your spouse	\$100
Your dependent child(ren)	\$100 per child
Maximum calendar-year benefit per family is \$600	

Who's eligible?

You must be eligible for SASMI benefits both during the stabilization period in which you (or your spouse or child) get the preventive care *and* at the time you apply for the benefit.

You also must be covered by a welfare plan maintained under your collective bargaining agreement **but you are eligible to receive this SASMI benefit even if your welfare plan covers your exam in full — as most do.**

For your spouse or children to be eligible, they must be covered as a dependent under the welfare plan maintained under your collective bargaining agreement.

What's covered?

For purposes of this benefit, a physical examination is a routine test your primary care provider (PCP) or OB/GYN performs to check your overall health. A PCP may be a doctor, a nurse practitioner or a physician assistant. The exam is also known as a wellness check.

An annual physical exam may be a general annual physical exam, a well-woman exam, or an annual well-child exam. The exam may include:

- A comprehensive review of systems, including the cardiovascular system, respiratory system, musculoskeletal system, etc.
- A well-woman exam, a pap smear, or a screening mammogram.
- PSA exam, for males.
- A screening colonoscopy or other colorectal screening test.
- A multi-system physical examination based on the patient's age, gender, and identified risk factors.
- Any age-appropriate counseling and risk factors assessed.

What's not covered?

The benefit does not apply to annual eye exams, dental cleaning or dental visits.

The benefit is not for doctor visits to treat an illness or injury, or a visit that is scheduled because you are having symptoms of an illness or injury. It's also not for follow-up visits after a medical incident, such as a follow-up with a specialist (for example, cardiologist, oncologist or dermatologist).

How do I get the benefit?

Once you get your checkup or screening, you have 12 months from the date of service to claim your benefit. If you submit your application for the benefit after December 15, it will not be processed until the next calendar year.

To get started, visit www.sasmi.org, log in to the *member portal* and click on "Applications" and then "Annual Physical Benefit" to access the form you'll need to submit. You will need a copy of your SMART-affiliated health and welfare fund's Explanation of Benefits (EOB) that shows that you (and/or your family member) received the preventive care from a qualified professional, as well as your bank routing information for direct deposit.

Questions?

Visit www.sasmi.org for more details about this benefit, how to get it and FAQs. ■

LOCAL NEWS

Local 66 signs brewery, gets its own beer line

Headless Mumby Brewing opened its doors in 2018 in Olympia, Wash. The company's business model focuses on brewing lager-style beers. In 2019, Headless Mumby became a signatory employer of SMART Local 66. As such, it is one of just a few independent union-member breweries in the country.

The co-owners, one of whom came from SM Local 66, had named their respective home breweries "Headless" and "Mumby." Headless is a salute to the song "Roland the Headless Thompson Gunner" by Warren Zevon, of whom one owner is a rabid fan. "Mumby" is a reference to a defunct logging and shingle mill from the early 1900s which operated in the area where co-owner Alex Maffeo now lives.

Headless Mumby Brewing is one of very few lager-only independent breweries in the country. They brew a combination of both classic styles and modern day creations inspired by the Pacific Northwest.

"As a longtime member of Local 66 myself," said Maffeo, "I was thrilled when they approached us to discuss creating a beer. We had already signed with them as an employer and this seemed like the perfect fit."

Following the canning of its newly named Local 66 Lager, Headless Mumby canned its flagship beer, Smoked Rye Lager. Canning runs for the two beers happen on a bi-weekly basis. Six-packs are available at the brewery tap room as well as a number of bottle shops and beer-focused businesses in the Seattle, Tacoma, and Olympia areas. The brewey taproom can be visited at 232 Division St., NW in Olympia.

A key advantage of signing on with SMART, especially for smaller employers, is that it often gives them the ability to offer employee benefits they can't offer on their own.

"Signing up allowed us to easily provide our employees with benefits that would otherwise be unavailable to a business of our size," Maffeo explains. "Now we have the opportunity to celebrate that with an incredibly drinkable lager." ■





Colorado Springs SMART Heroes graduates seventh class

Soon-to-be military veterans prepare for sheet metal careers after service

In February 2021, six members of the United States military graduated from the SMART Heroes program at SM Local 9 in Colorado Springs, Colo., becoming the seventh class to graduate from the Colorado program.

The graduates represent the ranks of the Army and include Sgt. Alexander Mickla, Spc. Waymon Doss, Spc. Pablo Franco, Staff Sgt. Danny Garcia-Flores, Sgt. Kurtis Mancuso and Sgt. Danzel Streets. In order to graduate, they completed a seven-week course to earn the equivalent of their first-year sheet metal apprentice training (224 hours).

Launched in 2017 in Washington state, the SMART Heroes program was established to provide free sheet metal industry training to active-duty U.S. military men and women who plan to enter civilian life within the

year, thereby assisting in a successful transition into the civilian workforce. The second location in Colorado Springs began offering the same training in 2019.

Upon discharge from service, graduates may choose to enter any of 148 SMART apprenticeship programs in the United States, with direct entry and advanced placement as a second-year sheet metal apprentice.

The SMART Heroes curriculum was created by the International Training Institute (ITI), the education arm of the unionized sheet metal, air conditioning and welding industry. The ITI partnered with SMART and the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) to create the program, in collaboration with SMART Local 9 and its training center, SMACNA Colorado and Helmets to Hardhats. ■

SMART Local 265 Tin'HERS' of the future



Last month, SMART SM Local 265 made unprecedented strides in introducing the sheet metal trade to a group of young women in Carol Stream, Ill. The local welcomed the daughters of some members to participate in the “Tin’Hers’ of the Future” event. The workshop was attended by an audience interested in seeing a snapshot of what mom or dad does at work, ranging from college age to a newborn (whose mother is currently a SMART 265 apprentice). Local 265 Organizer Louise Medina began the morning by speaking

about her experience in the trade. Medina went on to introduce several women, from journeypersons to an apprentice, who spoke about their experiences and offered words of encouragement to the attendees. They were followed by Dennis Moran, Local 265’s director of training, who spoke more about the trade and led a tour of the facility. The tour concluded with Mikala Mika (daughter of veteran Journeyperson Ron Mika) walking participants

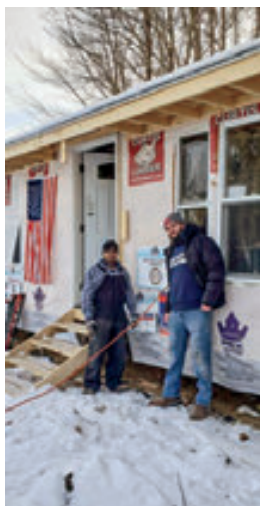
through a hands-on project, which began as a burned-out pattern, and with the help of mom or dad’s experience in forming and bending, produced a small elephant! The day wrapped up with refreshments, conversation, and each child receiving a sheet metal tulip to give mom for Mother’s Day. This event was the first of its kind at Local 265, as the momentum to offer the sheet metal trade to women as a viable nontraditional path continues. ■



The winter soldiers of the Local 83 SMART Army

The SMART SM Local 83 (Albany, N.Y.) SMART Army was out in the bitter sub-zero temperatures of late January to install ductwork for the “Homes

for Heroes” project with the Malta Veterans Appreciation Program. A big thank you to Sid Hudson and Ken O’ Loughlin for giving up their Sunday to help a veteran!! ■



Local 66 Youth to Youth program flourishes

Local 66 (Seattle, WA) established a Youth to Youth program initially in 1989; however the program that exists today started officially in 1996. Since that time, Local 66 has hosted over 1,500 apprentices at their bi-annual orientations. Of those that have attended the orientation, the local has taken on close to 260 active Staff Youth to Youth Organizers to date.

Orientations are run in weeklong periods during the first week of April and the first week of October. This enables the orientation to take place during the local's regular membership meeting in Everett.

Attendance is required at this union meeting as part of the orientation in an effort to show the apprentices how the business of the union takes place. The local also requires attendance at a banquet on Thursday night of the orientation week, which gives the apprentices an opportunity to not only socialize with each other, but with former Staff Youth to Youth organizers who are invited to this banquet. This gives them the opportunity to hear directly from participants in the salting program.

During their orientation, the apprentices learn about the heritage of the union, along with the importance of many other factors that affect SMART members' ability to earn a fair and livable wage. Participants explore how important politics are to a labor union like ours. Sheet metal apprentices examine their roles as building tradespeople in our community, and how involvement in the local



Fall Youth to Youth orientation 2016



Spring Youth to Youth orientation 2017

community goes farther than just building structures.

Members have an impact on many aspects of our community, from how we portray our union to the public, to how we choose to spend our hard-earned dollars. Participants also learn about the legislation that will affect their ability to work as a union member, and finally, about the importance of organizing to our union. Youth to Youth orientation also allows the apprentices to see how we organize as a local, and how third-year apprentices can choose

to be an integral part of the union's collective plan for growing future work opportunities under the most advantageous bargaining conditions.

Local 66 has benefited immensely from the last 25 years of Youth to Youth. Since its inception, the membership has been transformed from one that was originally skeptical of organizing. Anything that was aimed at organizing came under fire from those in resistance to any type of organizing. This was stemmed from what many label as a country club mentality, and

not letting new members in due to a sense of exclusivity. Decades ago, there were questions of why the union should need to grow, as members enjoyed almost full employment. Apprentices who chose to go into the program were subject to criticism by members who felt like the weeklong orientation was nothing more than brainwashing. When the program got off the ground in 1996, Local 66 had a \$0.10 assessment that funded organizing. There was only one organizer, and really no organizing department.

Fast forward 25 years, and you see a vastly different picture. The local has an active organizing department with a Director of Organizing, and four full-time staff organizers that engage in top down, bottom up and strategic organizing methods. Local 66 also uses a full-time lobbyist at the Capitol in Olympia. The local typically has 8–10 Youth to Youth Apprentice organizers on the street during a typical term. These apprentices salt and are also involved with community actions, politics, and other community organizing efforts. The local now has a \$0.45 assessment funding the entire program, which would have never been possible if it weren't for a large group of former Youth to Youth members who showed up at the membership meeting on vote night in order to approve the organizing departments, funding motion.

On the membership side, the change seen has been nothing short of significant. Local members had once been very leery of organizing. They regularly argued at union meetings about the effectiveness of organizing. Some were resistant and often made it very difficult to affect any change. Today, the membership is not only supportive, but active when it comes to organizing. They

are eager to not only support the movement, but to also get involved.

The local has a Volunteer Organizing Committee with 450+ names that is growing every time a Youth to Youth orientation takes place. Another benefit of the Youth to Youth orientation is that it creates a culture of organizing where union members fully understand that getting involved doesn't mean that they have to come on staff for six months as an organizer. The organizing department and the agents regularly get calls from apprentices who have attended the orientation. According to former Local 66 organizer and now International Organizer Aaron Bailey, "They now understand our organizing objectives, and they also see how they can participate on varying

levels as a member." He added that "Our organizers are so much more effective having hundreds of other members keeping their eyes peeled for organizing opportunities. We, as organizers and agents, can only be so many places at once, and the apprentices that attend the orientation learn that they can do their part as apprentices and long into their career as active journeypersons."

At this time, Local 66 has 10 agents and 5 organizers on staff. Of this staff, 5 are former Youth to Youth Organizers.

The Youth to Youth program, active in a number of locals throughout the United States, is an incredibly valuable tool that Local 66 has used to directly affect organizing effort and to shore up that organizing effort up by activating members. ■



Local 58 opens new training facility

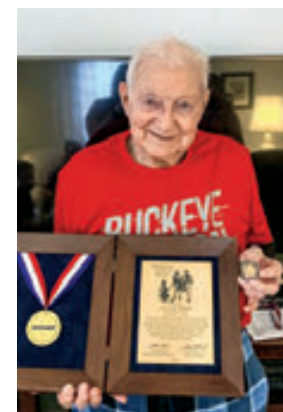
SMART SM Local 58 in Syracuse, N.Y., recently dedicated its new 8,700-square-foot training facility to retired instructors Angelo Massa and Charles Morehouse, naming it the Massa/Morehouse Training Facility. The state-of-the-art facility now offers training in heating, ventilation, air conditioning, architectural sheet metal, welding, specialty stainless steel work, custom fabrication, service, siding and decking, testing and balancing, and energy management and maintenance. ■



Local 24 (Columbus, OH)



Local 24 retiree Rich Uhrig (left) and member Clint Uhrig (right) present retiree Paul Uhrig with his 70-year pin award. Due to COVID restrictions preventing a pin award ceremony last year, Local 24 coordinated with Rich and Clint to present their father/grandfather with his 70-year pin award. The three generations of Uhrig's are a strong union family and Local 24 is proud of the dedication the Uhrig family has shown led by Paul Uhrig. Paul is an active member of the Local 24/98 Retiree Club, holding an officer's position.



SE locals launch new SMART Army activity

As organizers from SMART SM Local 85 in Atlanta, Chris Airington and Jay Knight would travel to SMART Local 435 in Jacksonville, FL to participate in their annual Cornhole tournament, organized annually by Local 435 Business Manager Lance Fout. The Local 85 organizers were amazed at the amount of camaraderie and fun had by all those that attended the tournament from across the North Florida labor movement and beyond. As an added bonus, they were excited to find out that all the proceeds Local 435 raised would go to benefit the Local's Death Benefit Fund and directly assist the membership.

Under direction of Local 85's Business Manager, Steve Langley, Local 85 decided to organize a cornhole tournament of its own. At the following membership meeting, the membership voted to donate \$2,500 for an initial startup for the cornhole tournament. With the money allotted, they were able to buy the lumber, hardware,

food, vinyl stickers and promotional material for sponsors to be placed on the cornhole boards.

Local 85 expeditiously started reaching out to local contractors, distributors, and affiliates for sponsorship money. Each board sponsorship would be a minimum of \$100, with the proceeds going to benefit the Local 85 Death Benefit Fund.

Local 85 President Michael Patron, who is also the Local's CWI, was able to reach out to Lincoln Electric and have them provide a substantial amount of prizes. The prizes included auto tint welding shields, jackets, gloves, and bags to carry gear, as well as hats and welding caps.

Other companies provided prizes that included gift cards to Home Depot, Adventure Outdoors as well as battery-powered fans, boom boxes and other prizes. All of these would be raffled off to raise money for the fund along with a 50/50 raffle.

Once the local launched their inaugural tournament, the response from the membership was overwhelming with a great turnout which continued on into a long weekend of fellowship.

In the end, after the initial cost, the local was able to raise over \$3,000 to benefit the Local 85 Death Benefit Fund and sign up close to 20 new members to the fund as well.

According to Knight, who was tasked with organizing the event, "I would also love to give a special thanks to those who helped. Chris Airington, James Jackson, Steve Langley, Joel Portwood, Shannon Donahue, Natalie Ferris, Nalie Williams, Lance Fout and his beautiful wife."

Local 85 Business Manager Steve Langley added that, "we look forward to continuing this event in the future. We invite all our SMART brothers and sisters, their families and friends to participate and enjoy having fun and camaraderie to benefit this important fund." ■





Let Us Always Remember...



NAME AGE DECEASED

AS REPORTED BY SHEET METAL LOCALS
THROUGH MARCH 31, 2021

Local 1 - Peoria, IL

Hunt, Thomas L. 81 . 12/22/2020

Local 2 - Kansas City, MO

Myers, Raymond R. 82 . 12/7/2020
Alberts, Chas R. 84 . 2/18/2021
Austin, Marvin L. 82 . 2/20/2021
Laird, Larry D. 79 . 1/21/2021
Case, Leslie A. 71 . 2/20/2021
Israel, Larry D. 73 . 12/23/2020
Klein, Dennis W. 63 . 3/10/2021
Craver, Jr., J C 64 . 12/8/2020
Daugherty, Lawrence D. 65 . 12/21/2020

Local 3 - Omaha, NE

Gillen, Edward J. 88 . 3/9/2021
Adamson, Carl 91 . 11/8/2020
Wollen, Thomas L. 84 . 11/7/2020
Hatcher, Jerry A. 81 . 1/14/2021
Blessing, Charles J. 76 . 12/31/2020
Barnes, Kenneth G. 60 . 11/8/2020
Johnson, Wayne F. 73 . 12/31/2020

Local 4 - Memphis, TN

Nelson, Robert A. 89 . 11/9/2021
Moore, James R. 84 . 2/13/2021
Carter, Albert 83 . 1/7/2021
Hill, Charles E. 85 . 1/20/2021
Hopper, James F. 77 . 1/20/2021
Estes, Robb C. 82 . 3/3/2021

Local 5 - East Tennessee

Dill, Kenneth L. 81 . 3/3/2021
Newman, Henry C. 81 . 11/24/2020
Robinson, John S. 75 . 2/5/2021
White, J T 76 . 11/3/2020
Davis, John T. 79 . 3/5/2021
Simcox, Larry M. 73 . 1/21/2021
Wallace, Willard A. 58 . 6/21/2020

Local 7 - Lansing, MI

Norman, Marvin J. 85 . 11/1/2020
House, John L. 78 . 8/19/2019
Cronk, Thomas M. 74 . 3/10/2021
Grove, Morris. 74 . 11/27/2020
Vance, Gerald E. 81 . 3/12/2021
Woodhouse, James L. 67 . 11/2/2020
Schneider, James D. 54 . 10/14/2020
Haines, James O. 76 . 1/15/2021
Warner, Lyle E. 47 . 11/28/2020

NAME AGE DECEASED

Local 8 - Alberta, Canada

Bentley, Allan N. 56 . 11/16/2020
Lesovich, Richard S. 58 . 11/21/2020

Local 9 - Denver, CO

Wilson, Norman R. 96 . 2/24/2021
Butler, Kenneth F. 90 . 1/18/2021
Saxton, Roger F. 84 . 3/3/2021
Bell, Albert L. 78 . 12/7/2020
Vu, Tho H. 57 . 3/2/2020
Aragon, III, Orlando T. 30 . 9/19/2020

Local 10 - Maplewood, MN

Kirks, Donald D. 96 . 1/1/2021
Schuster, Ronald R. 92 . 12/14/2020
Alvar, Roger D. 88 . 10/2/2020
Wind, Robert A. 89 . 1/13/2021
Kampa, Vernon 95 . 12/16/2020
Farrell, Jerome G. 87 . 1/9/2021
Binder, Richard A. 85 . 11/26/2020
Stam, Daniel L. 84 . 12/13/2020
Wickert, Duane J. 84 . 2/11/2021
Schiffer, James S. 82 . 1/28/2021
Tomczyk, Jerome 85 . 2/1/2021
Pokorney, Donald J. 85 . 3/4/2021
Morlock, Walter 92 . 12/13/2020
Hitchings, William A. 81 . 1/29/2021
Rodgers, Rolland L. 85 . 12/31/2020
Eischens, Sylvester J. 87 . 3/13/2021
Vandenbosch, Edmund J. 76 . 2/13/2021
Vanblaricom, Norman B. 82 . 12/18/2020
Roecker, Donald D. 79 . 3/26/2021
Cronin, Laverne. 70 . 12/17/2020
Robertson, Frank D. 77 . 11/20/2020
Dykema, Thomas E. 58 . 12/25/2020
Aasmundstad, John E. 74 . 2/22/2021
Wingert, James L. 62 . 8/12/2020
Erickson, Chad M. 44 . 10/10/2020
Loehr-Anderson, Jacqueline J. 56 . 12/15/2020
Rehder, Scott W. 48 . 10/24/2020

Local 12 - Southwestern, PA

Zorn, Richard R. 95 . 2/19/2021
Hranec, John 90 . 12/28/2020
Hansberry, John F. 87 . 1/2/2021
Rinier, Renald E. 86 . 2/27/2021
Goebel, Ronald P. 84 . 10/30/2020
MacConnell, William R. 85 . 1/24/2021
Duceour, Lawrence F. 86 . 1/6/2021
Evanko, Albert M. 85 . 11/16/2020
Graham, Jr., Robert J. 85 . 11/3/2020
Sebald, John F. 76 . 11/18/2020
Leigey, Richard L. 69 . 1/19/2021
McCafferty, Edward M. 80 . 12/24/2020

NAME AGE DECEASED

Fluhr, Robert J. 65 . 11/5/2020
Burghardt, Joseph N. 58 . 2/14/2021

Local 15 - Central FL

Young, Byron E. 98 . 2/25/2021
Ott, Robert G. 86 . 3/1/2021
Songer, III, Fred J. 52 . 8/15/2020
Ortega, III, Alfred 74 . 1/6/2021

Local 16 - Portland, OR

Sisson, Ralph L. 88 . 3/5/2021
Wilson, Eugene W. 83 . 12/13/2020
Mapes, Lamoyne L. 84 . 2/23/2021
Olson, Richard A. 77 . 11/10/2020
Blackburn, Wayne D. 79 . 1/2/2021

Local 17 - Eastern, MA

Duhamel, Raymond G. 95 . 2/21/2021
Vendice, Vincent C. 91 . 12/4/2020
Tracey, Robert E. 94 . 1/29/2021
Sargent, John E. 83 . 1/12/2021
Berggren, Roy J. 82 . 2/24/2021
Rumble, Richard B. 78 . 12/15/2020
Feeney, Joseph F. 79 . 11/21/2020
Grue, Robert F. 80 . 1/19/2021
Macmillan, Russell E. 91 . 1/5/2021
Smith, Ernest C. 84 . 10/18/2020
Farland, Robert S. 76 . 3/15/2021
Whalen, Edward J. 78 . 2/27/2021
Haslam, Ronald D. 75 . 11/22/2020
Vinitsky, Charles E. 71 . 1/16/2021
Leeman, William E. 71 . 3/22/2021
Estrella, Joseph A. 77 . 5/9/2020
Lombardo, Paul B. 69 . 12/7/2020
McCarty, Jr., James L. 59 . 11/2/2020
Mitchell, Jon P. 43 . 3/9/2021

Local 18 - Milwaukee, WI

Banasik, Edward J. 99 . 1/24/2021
Padovano, Anthony 95 . 11/11/2020
Wall, Chester J. 95 . 11/27/2020
Gommernann, Alois. 90 . 2/9/2021
Ehlke, Vernon E. 83 . 10/30/2020
Johnson, Willis G. 90 . 11/25/2020
Bahr, Ralph C. 83 . 12/9/2020
Bousley, Richard J. 85 . 12/8/2020
Rampolla, Joseph 93 . 10/8/2020
Reber, Howard J. 77 . 11/30/2020
Evelons, Andrew 79 . 10/20/2020
Wons, Robert D. 80 . 10/20/2020
Genzel, James H. 78 . 12/15/2020
Zalewski, Leon J. 89 . 10/28/2020
Bartz, James E. 65 . 11/19/2020
Webster, Francis T. 88 . 3/21/2021



Let Us Always Remember...



NAME	AGE	DECEASED
Davis, Jr., John A.	61	11/29/2020
Grasse, Kurt C.	60	1/26/2021
Mittelsteadt, Robin L.	52	12/6/2020

Local 19 - Southeastern, PA

Finch, Jr., Willard R.	87	9/9/2020
Brandt, Emil L.	81	7/20/2020
McCollum, Terrence	74	7/19/2020
Lucot, Eugene A.	83	8/7/2020
Tasher, Stephen R.	72	9/29/2020
Roderick, Ryan D.	52	11/6/2020

Local 20 - Indianapolis, IN

Ward, Floyd W.	91	3/5/2021
Winter, Robert L.	90	12/26/2020
Albin, Edward T.	89	11/11/2020
Hampton, Gerald D.	85	12/25/2020
Downing, John H.	91	12/15/2020
Yager, Robert E.	92	11/24/2020
Ahlefeld, Eugene R.	81	11/12/2020
Kormelink, Michael G.	79	3/5/2021
Mann, Robert L.	81	2/23/2021
Clark, James R.	76	1/8/2021
McClish, Dean D.	88	3/21/2021
Streeter, George A.	90	2/15/2021
Estell, David D.	80	2/4/2021
Siebert, Walter H.	94	11/28/2020
Lacluyze, Paul R.	76	2/19/2021
Turner, Charles W.	71	3/23/2021
Maffenbeier, Michael P.	67	2/5/2021
Bergin, Timothy J.	63	11/4/2020
Wheat, Sr., Ronald J.	74	1/4/2021
Junkersfeld, Jeremy D.	43	11/11/2020
Hasell, Sr., Wayne	60	2/20/2021
Manu, Tamato F.	60	12/2/2020
Wells, Jr., Theodore D.	35	12/13/2020

Local 23 - Anchorage, AK

Laborn, Harvey A.	98	11/28/2020
Clark, Terrance L.	77	11/2/2020
Pulley, Edgar A.	71	3/19/2021

Local 24 - Southern, OH

Rampello, Joseph	88	10/24/2020
Burns, Orval	87	12/21/2020
Hull, Richard E.	88	10/9/2020
Fenner, John L.	84	11/21/2020
Wigger, Jr., Robert W.	84	11/27/2020
Kemmerer, Kermit R.	83	11/24/2020
Shortland, Robert	83	3/14/2021
Winger, John R.	80	12/28/2020
Lambert, Ronald L.	78	3/2/2021
Hauck, Robert C.	78	1/31/2021
Gilliam, Delbert	77	12/20/2020

NAME	AGE	DECEASED
Ryan, Jr., John J.	82	12/6/2021
Trainer, George W.	81	2/28/2021
Thomas, Durwood L.	73	8/28/2020
Hudson, Allen V.	73	2/2/2021
Burns, Don M.	70	1/19/2021
Krebs, John	62	2/2/2021
Seeger, David M.	51	2/20/2021
Grubbs, David G.	65	3/12/2021
Leach, John A.	47	9/12/2019
Edelman, Joshua A.	34	7/9/2020

Local 25 - Northern NJ

Danese, Bruno J.	99	11/22/2020
Osinski, Douglas J.	88	11/3/2020
Weber, Albert	85	12/31/2021
Daugenti, Francis	78	11/13/2020
Colella, Charles R.	78	3/10/2021
Dubeau, Jr., Eugene	74	6/13/2020
Pirone, Christian J.	74	3/1/2021
Jennings, Frank E.	73	1/15/2021
Becker, Edward J.	69	3/20/2021
Millar, Peter J.	44	1/28/2021

Local 26 - Reno, NV

Blair, Jerry P.	91	1/12/2021
Macias, Jesus J.	36	6/10/2020

Local 27 - South NJ

Enoch, Sr., William G.	100	12/22/2020
Groves, Jr., Charles G.	87	12/31/2020
Munn, Jr., William H.	92	2/3/2021
McMillan, Robert H.	97	2/5/2021
Csizar, John S.	84	11/28/2020
Matthews, George R.	83	12/14/2021
Flood, Glen M.	66	12/30/2020

Local 28 - New York, NY

Santamaria, Nicholas J.	96	12/3/2020
Burns, Jr., Henry J.	86	11/17/2020
Dowd, Robert M.	87	11/21/2020
Klein, Richard G.	89	12/8/2020
McEntee, James F.	90	12/29/2020
Balfour, Charles	86	12/24/2020
Penatello, Jr., Phillip R.	83	10/23/2020
Martin, Steven M.	82	1/13/2021
Kneisel, Ronald C.	88	12/4/2020
Quagliano, Jr., John M.	82	11/17/2020
Leone, Lawrence	82	1/7/2021
McAllister, Clarence H.	83	10/29/2020
Adeler, Jr., Albert S.	83	12/3/2020
Northam, Jr., Wilson	83	10/27/2020
Blake, Ronald W.	80	3/9/2021
Oliverio, Frank M.	81	3/22/2021
Sheridan, Peter B.	81	12/18/2020

NAME	AGE	DECEASED
Monaco, Frank	77	12/7/2020
Conlon, Michael B.	78	10/23/2020
Johansmeyer, Frank E.	77	8/3/2020
Matier, Jr., Richard F.	77	1/18/2021
Parzyck, Andrew M.	76	12/5/2020
Marchelo, Kenneth C.	76	11/12/2020
Trummer, Patrick	73	4/18/2020
Ferrari, Robert J.	71	12/2/2020
Loverde, Thomas	75	11/6/2020
Streltsov, Vladimiz	72	1/26/2021
Sheehan, Kevin J.	60	10/16/2020
Burke, Timothy M.	29	10/6/2020

Local 29 - Wichita, KS

White, Wendell F.	80	1/31/2021
Eyster, John G.	44	1/9/2021

Local 30 - Toronto, Ont., Canada

Garrett, Donald R.	93	1/25/2021
Hughson, Ernie	95	1/24/2021
Ardies, Brian H.	92	2/9/2021
Ross, Joseph A.	89	1/21/2021
Churcher, Douglas	90	2/20/2021
Campbell, William F.	83	2/18/2021
Ellsmere, John	81	3/1/2021
Credicott, Forrest	87	12/31/2020
Hannabach, Frank	86	2/22/2021
Dunne, William	88	1/30/2021
Cyr, Jacques J.	76	12/25/2020
Denomy, Joseph M.	78	3/20/2021
Shand, George	78	12/21/2020
Klatt, Werner W.	95	12/18/2020
Gorzynski, Jules J.	90	12/30/2020
Jenks, Bruce	82	1/20/2021
Doucette, Gerry H.	73	1/15/2021
Taylor, Peter M.	88	12/9/2020
Polster, Herb	83	2/28/2021
Dominijanni, Antonio	80	1/1/2021
Erwin, Keith	71	3/9/2021
Boehm, Douglas P.	69	11/23/2020
Metcalfe, Larry	70	1/28/2021
Coladonato, Emidio	58	1/18/2021
Greene, Brian	61	3/4/2021
Boldt, Donald L.	63	12/1/2020
Ross, William R.	88	12/28/2020
Garcia, Gilberto	28	11/29/2020

Local 32 - Southern FL

Hamilton, Lloyd G.	90	3/15/2021
Sowder, Frank D.	76	11/26/2020
Bellamy, Magdalen	86	12/16/2020
Schmidt, Robert W.	76	2/6/2021
White, Roger	72	10/21/2020
King, Zachary R.	22	9/6/2020



Let Us Always Remember...



NAME AGE DECEASED

Local 33 - Northern OH

Gring, Kenneth R.95 ..12/1/2020
Hickam, Murrel93 ..12/4/2020
Gleghorn, David W86 ..12/6/2020
McClung, Gerald F.87 ..11/6/2021
Shriver, Adrian W83 ..10/31/2020
Ross, Robert C85 ..1/24/2021
Meinert, James R842/2/2021
Wheaton, Lewis G83 ..11/16/2020
Reiman, Gilbert A852/4/2021
Franjesh, Joseph M823/19/2021
James, Jr., William J96 ..12/11/2020
Smith, James F85 ..12/25/2020
Cumberledge, Robert C853/3/2021
Shriver, James R82 ..11/15/2020
Perdeau, John P8711/5/2020
Owen, David P722/16/2021
Caton, David J712/27/2021
McLeary, Edward A743/21/2021
Ramm, Ronald68 ..11/3/2020
Sinnott, Timothy K702/13/2021
Seres, Ronald J707/17/2020
Timcho, George D65 ..12/31/2020
Stickley, Gary M601/29/2021
Madlock, Earl E883/22/2021
Waldvogel, Mike L582/14/2021
Mohn, James R701/21/2021
Zuchowski, Brian T51 ..11/9/2020
Rosier, Douglas A673/31/2021
Malone, Steven T282/8/2021

Local 36 - St. Louis, MO

Kinder, Bern C973/27/2021
Delling, Eugene W92 ..11/10/2020
Barfield, Sr., Gerald E83 ..12/31/2020
Zimmermann, Jules C85 ..12/3/2020
Pruetzel, Carl G85 ..11/22/2020
Nickel, Richard H90 ..12/19/2020
Jones, Thomas E883/18/2021
Lavanchy, Wayne N832/19/2021
Woelich, Clyde E843/8/2021
Cross, Gary W80 ..11/16/2020
Mansperger, William J89 ..12/2/2020
Hardt, Robert E741/21/2021
White, John C76 ..10/30/2020
Bommarito, Joseph P70 ..12/5/2020
Hulett, Frank H83 ..12/12/2020
Hays, Jr., Percy76 ..12/31/2020
Mays, Robert A702/5/2021
Meng, Mark E583/5/2021
Risch, Paul B571/9/2021
Heston, David B66 ..12/24/2020
Wisely, Thomas H422/23/2021

NAME AGE DECEASED

Local 38 - Westchester & Rockland, Cos., NY

Solaz, Richard R90 ..12/8/2020
Kleinert, John J91 ..12/5/2020
McKenna, Gerald X861/29/2021
Pangia, Mario I90 ..12/3/2020
Bettini, William L76 ..12/11/2020
Sperrazza, Richard S743/2/2021
Trimarchi, John762/7/2021

Local 40 - Hartford, CT

Riese, Horst D871/10/2021
Colletti, Thomas N79 ..11/9/2020

Local 44 - Northeastern, PA

Bonomo, Lawrence819/6/2020
Werner, Edward J903/18/2021
Chinetski, Vincent C932/2/2021

Local 45 - Des Moines, IA

Longcor, James M813/8/2021

Local 46 - Rochester, NY

Carlson, John A871/23/2021
Mastrella, Rocco A853/11/2021
Johnson, Rex H642/10/2021

Local 48 - Birmingham, AL

Smith, Johnny G863/31/2021
Mooney, Joel T82 ..10/15/2020
Brown, Walter R731/19/2021
Rombokas, James A732/3/2021
Chandler, Alan R58 ..12/18/2020
Barton, Ricky B591/5/2021

Local 49 - Albuquerque, NM

Hodgson, Robert E80 ..12/13/2020
Sharpnack, Larry L751/8/2021
Rivera, Richard623/12/2021

Local 54 - Houston, TX

Kleinknecht, Herman911/5/2021
Elmore, Charles K851/6/2021
Broussard, Edward871/11/2021
Gilmore, Dale E8211/5/2020
Horvath, Victor711/27/2021
West, Jonathan M59 ..10/13/2020
Cluff, Christopher M40 ..12/5/2020

Local 55 - Pasco, Washington

Porr, Evander E85 ..11/25/2020
Olson, Edwin O882/6/2021
Swenson, Robert H66 ..10/23/2020

NAME AGE DECEASED

Smith, Stephen L60 ..12/20/2020
Stewart, Mark743/4/2021
Bossert, Brett A353/21/2021

Local 58 - Syracuse, NY

Rieben, Daniel S81 ..12/5/2020
Naples, Thomas R82 ..12/21/2020

Local 63 - Western MA

Branowicki, Kevin M641/22/2021

Local 66 - Seattle, WA

Mulcahy, Richard M91 ..12/30/2020
Heath, Hilden N903/16/2021
Steele, Robert801/17/2021
Saunders, Christopher J772/6/2021
Crawford, David E852/17/2021
Benberg, Donald L831/7/2021
Albright, Darryl L78 ..12/18/2020
Wood, Patrick L77 ..12/17/2020
Irmer, Wayne A73 ..2/20/2021
Biles, Larry R73 ..12/5/2020
Swartz, Zane R66 ..12/16/2020
Kinsella, Marty J581/12/2021
Smith, Collin E732/21/2021

Local 67 - San Antonio, TX

Heyen, Ervin F851/3/2021
Lozano, Jr., Raymond841/29/2021
Browne, Jr., John D813/3/2021
Seaba, George D79 ..12/1/2020
Stone, Frank71 ..11/8/2020
Redmon, Carl L56 ..12/21/2020

Local 68 - Dallas & Fort Worth, TX

Reynolds, Harold L8412/17/2020
Moore, Ronald R75 ..12/15/2020

Local 71 - Buffalo, NY

Belling, Leonard94 ..12/20/2020
Henderson, James R872/2/2021
Kimmel, Roger L77 ..12/14/2020
Brodnicki, David R77 ..12/19/2020

Local 73 - Chicago & Cook County, IL

Kloss, Raymond C973/8/2021
Battaglia, Carmen A951/28/2021
Brutsche, James A92 ..12/19/2020
Gugora, Albert913/27/2021
Jacoby, Gerhard863/8/2021
Frantz, Frank H872/16/2021
Martin, Walter V951/20/2021
Lenz, Robert J892/10/2021



Let Us Always Remember...



NAME AGE DECEASED

McDonough, Lawrence 87 . 11/1/2020
 Concialdi, Anthony J. 87 . 12/24/2020
 Riemer, David 87 . 11/4/2020
 Foresta, Carmen. 95 . 1/31/2021
 Maier, William D 85 . 11/29/2020
 Olewinski, Stanley 84 . 1/9/2021
 Schmitt, Franz A. 88 . 10/27/2020
 Grillo, Geno P. 90 . 3/11/2021
 Bard, Lawrence A. 86 . 3/9/2021
 Mulheran, Edward M 84 . 12/3/2020
 Dvorak, Myron M. 85 . 12/21/2020
 Lenarczak, George. 83 . 12/10/2020
 Pruet, Glenn C. 83 . 1/24/2021
 Kedas, Jr., Frank J. 87 . 11/16/2020
 Sesso, Edward A. 85 . 12/11/2020
 Schaefflein, Karl 84 . 3/15/2021
 Dutkovich, Jr., George A 84 . 12/10/2020
 Sorrentino, Donald L 82 . 1/28/2021
 Bauer, John J 84 . 1/15/2021
 Ziegler, Jr., Eugene H 84 . 12/11/2020
 Parkerson, Melvin L 88 . 1/1/2021
 Hillwertz, Gilbert T. 83 . 11/19/2020
 Spsych, Raymond W. 77 . 1/23/2021
 Gutierrez, Juan 76 . 2/2/2021
 Swayda, Warren K. 81 . 10/25/2020
 Szykowny, Stanley W. 76 . 3/2/2021
 Burek, Thomas W 72 . 12/27/2020
 Di Gangi, Carl J 72 . 11/7/2020
 Rauch, David A. 62 . 2/20/2021
 Klisiak, Edward 71 . 12/28/2020
 Janowski, Joseph M 87 . 2/17/2021
 Sheehan, Paul J. 74 . 1/17/2021
 De Marchi, Gino A 85 . 12/31/2020
 Martinez, Jose 41 . 12/2/2020
 Haschke, Richard J. 29 . 2/19/2021

Local 80 - Detroit, MI

Pichette, George E. 89 . 11/23/2020
 Foley, Michael J. 80 . 8/23/2020
 Boomer, Mark S. 62 . 10/17/2020

Local 83 - Albany, NY

Landau, Henry G 91 . 12/30/2020
 Giroux, Ray F 77 . 3/2/2021
 Stefanik, Richard J. 78 . 12/9/2021
 Kirtoglou, Theodore L 76 . 12/22/2020
 Buck, Keith A. 64 . 1/25/2021
 Myers, Donald T 68 . 1/21/2021

Local 88 - Las Vegas, NV

Stebritz, Donald 79 . 2/26/2021
 Koschene, Ray N 74 . 3/17/2021
 Heiniger, Michael E. 70 . 11/5/2020
 Bohn, Kevin K. 64 . 12/23/2020

NAME AGE DECEASED

Goddard, John M. 65 . 12/22/2020
 Whitcomb, Jr., Robert T. 67 . 1/31/2021
 Esparza, Thomas 60 . 11/24/2020
 Moran, Patrick R. 66 . 1/26/2021

Local 100 - Washington, DC & Vicinity

Alt, Sr., William H 87 . 2/3/2021
 Austin, Robert D 81 . 10/2/2020
 Topper, Jr., John E. 81 . 1/11/2021
 Holt, Russell W 77 . 3/25/2021
 Rinaca, Unic C 88 . 12/8/2020
 Shifflett, Verne N. 85 . 11/22/2020
 Phillip, Lawrence H. 69 . 12/10/2020
 Bottalico, Felix M. 61 . 1/8/2021
 Utz, Jr., Robert S. 52 . 2/1/2021
 Holt, Tony L 43 . 1/30/2021
 Brazorol, Thomas J. 22 . 7/5/2020

Local 103 - Helena, MT

Hanzlik, Anthony A 91 . 10/5/2020
 Crabtree, Daniel 83 . 9/26/2020
 Kraiter, Donald J. 85 . 12/4/2020
 Uzlic, James R 79 . 1/17/2021

Local 104 - San Francisco, CA

Simonsen, Otis 98 . 10/13/2020
 Borland, William A 94 . 1/1/2021
 Agard, Henry B 96 . 3/26/2021
 Slusher, Vernon L 99 . 11/8/2020
 Foster, John L 91 . 2/28/2021
 Van Den Heuvel, Eugene J 91 . 2/24/2021
 Nichols, Leonard M 97 . 1/6/2021
 Castillo, Frank M 88 . 12/14/2020
 Oakeshott, Paul D 89 . 1/7/2021
 Fernandez, Ralph J. 88 . 11/27/2020
 Selva, Jr., Joseph E 88 . 1/4/2021
 Kindregan, Joseph 86 . 12/2/2020
 Mustain, Bobby G 87 . 2/15/2021
 Bopp, Ralph H 92 . 1/1/2021
 Covey, Lautha R 90 . 12/27/2020
 Drumm, William E 83 . 12/13/2020
 Toorop, Max L 81 . 1/8/2021
 Sudweeks, Karl L 85 . 3/9/2021
 Webster, Leonard A 84 . 12/2/2020
 Berton, Harold R 79 . 1/1/2021
 Wagner, Harry R 81 . 12/6/2020
 Andrew, Paul W 76 . 10/30/2020
 Stewart, III, Aaron R 76 . 1/4/2021
 Renner, Albert L 84 . 12/7/2020
 Quintero, Robert R 78 . 12/25/2020
 Storrs, David S 80 . 1/28/2021
 McMillan, Thomas 83 . 1/25/2021
 Mills, Joel T 75 . 3/14/2021
 Hannah, Jerry L 81 . 11/26/2020

NAME AGE DECEASED

Ezell, D E 77 . 1/10/2021
 Mockel, Alvin J. 85 . 10/4/2020
 Alger, John C 74 . 2/3/2021
 Walton, Michael C. 72 . 10/8/2020
 Drake, Tommy W 78 . 1/15/2021
 Aldridge, Robert L 76 . 1/3/2021
 Cherry, Robbin R. 75 . 3/16/2021
 Mingarelli, John L 72 . 12/15/2020
 Samelson, Gary G 69 . 2/4/2021
 Alevras, Gus. 85 . 11/27/2020
 Mustain, Ricky G. 65 . 3/6/2021
 Spitzer, Allen A 68 . 12/28/2020
 Cecil, Dennis J. 62 . 10/11/2020
 Smith, Alfred J. 81 . 1/6/2021
 Mainenti, Richard N. 70 . 12/18/2020
 Colacchio, David A 73 . 12/24/2020
 Kunde, Otto D 61 . 3/16/2021
 Espinoza, Armand L 69 . 12/20/2020
 Alger, Robert L 71 . 2/4/2021
 Lahr, Robert 58 . 9/29/2020
 Bennett, Christopher 69 . 1/23/2021
 Bowers, Scott A 60 . 1/16/2021
 Bynum, James D 55 . 2/6/2021
 Ramirez, Steve A. 50 . 12/5/2020
 Cafini, Paul C 51 . 12/25/2020
 Papke, Greg W 51 . 11/1/2020
 Lane, William A 65 . 12/27/2020
 Phillips, Jermaine A 48 . 3/2/2021
 Picano, Michael J 60 . 12/19/2020
 Porteous, Gus T 44 . 12/29/2020
 Oeun, Sophoeun 34 . 11/30/2020
 Galli, Nicholas P 32 . 11/24/2020
 Rodriguez, Maria A. 51 . 1/22/2021

Local 105 - Los Angeles, CA

Ortiz, Richard A. 94 . 12/17/2020
 Moser, Henry E 97 . 1/19/2021
 Herendon, Vernon L 91 . 12/26/2020
 Brownell, Donald V 88 . 12/28/2020
 Gilmore, Erin M 89 . 1/5/2021
 Sklarsh, Murray 89 . 10/26/2020
 Rodriguez, Daniel J. 92 . 12/19/2020
 Banks, Herbert L 85 . 12/7/2020
 Boute, Ronald M 88 . 2/20/2021
 Hellmann, Kenneth 91 . 10/29/2020
 Hernandez, Gilbert 89 . 12/27/2020
 Gettis, James 85 . 1/7/2021
 Lopez, Alex V 94 . 12/3/2020
 Troch, Morris C 88 . 3/18/2021
 Pacheco, Ernest S 87 . 11/13/2020
 Noriega, Humbert J 86 . 1/6/2021
 Venzke, Martin H 90 . 1/5/2021
 Moore, Carl A 82 . 1/11/2021
 Markley, Stanley F 80 . 12/11/2020



Let Us Always Remember...



NAME AGE DECEASED

Wallace, Duane R 87 ... 3/8/2021
 Rocha, Ruben 82 .. 10/19/2020
 Thewes, Gunter F 81 ... 1/21/2021
 Allison, Richard L 86 ... 2/4/2021
 Jarvis, Donald E 92 .. 12/31/2020
 Keith, James G 79 ... 1/22/2021
 Ramirez, Alexander 78 .. 12/27/2020
 Raab, Jr., Robert E 79 ... 11/3/2020
 Richard, Raymond L 77 ... 1/22/2021
 Trezise, Don L 87 .. 11/6/2020
 Stewart, Rodney J 74 .. 11/19/2020
 Kelly, Raymond P 80 .. 12/5/2020
 Esparza, Cesario 76 .. 12/5/2020
 Huelskamp, Wayne M 72 .. 12/24/2020
 Teran, Robert L 67 ... 1/12/2021
 Rodriguez, Natavidad 72 .. 12/21/2020
 Aceves, Elias 65 .. 12/29/2020
 Matthews, Paul L 69 ... 12/1/2020
 Wakefield, Daryl C 76 .. 11/22/2020
 Kelly, Edmund C 62 ... 11/12/2020
 Muga, Johnny 71 ... 2/4/2021
 Murray, K A 70 ... 3/1/2021
 Owen, Dennis L 59 ... 1/22/2021
 Jones, James L 56 ... 2/27/2021

Local 110 - Louisville, KY

Steinbock, Thomas C 87 .. 10/17/2020
 Smeltz, Irvin L 85 ... 1/2/2021
 Hartigan, Vincent J 81 ... 3/5/2021
 Bryan, Vernon D 84 .. 12/17/2020
 Underhill, George W 85 .. 12/21/2020
 Kondik, Robert F 67 .. 10/17/2020
 Magruder, Joseph E 58 .. 11/25/2020
 Evans, Johnny 70 ... 11/4/2020

Local 112 - Elmira, NY

Luce, Clayton E 85 ... 2/8/2021
 Lazeski, Stanley J 54 ... 2/15/2021

Local 124 - Oklahoma City, OK

Demechko, Robert E 56 ... 3/1/2021

Local 137 - New York, NY

Stark, Arthur 89 ... 3/9/2021
 Tarnowsky, William M 76 ... 2/12/2021
 Pletchon, William 69 ... 1/22/2021
 White, Frank H 91 ... 3/13/2021

Local 170 - Los Angeles, CA

Ruiz, Eutiquio 87 ... 1/5/2021
 Alvarez, David P 71 .. 12/15/2020
 Ellison, John W 57 .. 12/6/2020
 Mercado, Juan 68 .. 12/18/2020

NAME AGE DECEASED

Local 177 - Nashville, TN

Stevenson, Thomas C 85 .. 11/24/2020
 Orr, James K 73 .. 12/22/2020
 Poteete, Jimmy L 71 ... 1/7/2021

Local 206 - San Diego, CA

Schramm, Lloyd B 87 ... 1/4/2021
 Bowman, William 78 .. 12/4/2020
 Powell, Donald R 62 ... 1/26/2021

Local 214 - Baton Rouge, LA

James, William W 93 ... 3/1/2021
 Spradlin, Lewis A 94 .. 12/19/2020
 Downard, Willard E 84 .. 3/23/2021
 Hezeau, Albert F 68 .. 11/23/2020
 Welch, Tommy G 58 ... 3/14/2021

Local 218 - Champaign, IL

Peoples, Jr., Ted R 80 .. 11/26/2020
 Tanzyus, Larry E 77 .. 11/10/2020
 Conour, Ronald D 75 ... 3/9/2021
 McConkey, Michael A 71 .. 11/19/2020

Local 263 - Cedar Rapids, IA

Ernberger, Jon D 78 ... 1/17/2021
 Joyce, Travis P 26 ... 2/15/2021

Local 265 - DuPage County, IL

Zielke, Herbert A 86 .. 11/19/2020
 Houser, Gerald T 77 ... 12/7/2020
 Forajter, Joseph 87 .. 2/20/2021
 Caruso, David J 44 ... 1/17/2021

Local 268 - Southern, IL

Daniel, Joseph D 86 ... 1/19/2021
 Robbins, Paul A 86 .. 12/4/2020
 Touchette, Jerry P 83 ... 1/8/2021
 Meador, Edward L 83 ... 3/15/2021
 Diesselhorst, Robert F 81 .. 12/2/2020
 Rix, Michael O 72 ... 11/5/2020
 Burch, Leonard R 60 ... 11/3/2020

Local 269 - Kingston, Ontario, Canada

Tooley, Don H 67 ... 12/7/2020
 Purvis, Lawrence 58 ... 1/31/2020

Local 270 - Tulsa, OK

Sutton, Loyd H 97 .. 10/8/2020

Local 280 - Vancouver, B.C., Canada

Edgar, James A 84 .. 5/29/2020

NAME AGE DECEASED

Local 285 - Toronto, Ontario, Canada

Smith, Jason P 34 ... 1/8/2021

Local 292 - Detroit, MI

Chojnacki, Richard 87 .. 11/8/2020
 Gordos, Gerald L 69 .. 12/30/2020
 Benoit, James E 75 .. 11/8/2020
 Small, Brian M 76 .. 12/25/2020

Local 312 - Salt Lake City, UT

Combe, Jack M 90 .. 12/25/2020
 Case, Leroy E 90 ... 3/2/2021
 Doxey, David F 85 .. 11/25/2020
 Kuhn, Paul R 83 ... 11/21/2020
 Visser, Bert 88 ... 1/20/2021
 Nelson, David S 71 ... 12/1/2020
 Brereton, Thane 59 ... 2/18/2021
 Tapia, Lance 42 .. 11/18/2020

Local 359 - Phoenix, AZ

Valenzuela, Ramon A 78 ... 1/8/2021
 Anaya, Jr., David B 58 ... 2/6/2021
 Murphy, Michael P 53 ... 3/1/2021

Local 435 - Jacksonville, FL

Jamerson, Ernest M 81 .. 11/19/2020
 Taylor, Andrew J 76 .. 12/29/2020

Local 441 - Mobile, AL

Williams, Donald T 81 .. 12/2/2020
 Stinson, Woodrow W 73 ... 1/3/2021
 Floyd, James H 72 ... 3/21/2021

Local 480 - Faribault, MN

Rogotzke, Rodney A 51 .. 10/12/2020

Local 512 - St. John's, NL, Canada

Waterman, Derek C 61 .. 10/10/2020

Local 537 - Hamilton, Ontario, Canada

Boles, Harvey R 83 ... 1/26/2021

Local 562 - Kitchener, Ontario, Canada

Parsons, Eugene 77 ... 4/6/2020

Local 565 - Madison, WI

Lodholz, Perry E 63 .. 12/12/2020



ROWAN UNIVERSITY

B.A. IN CONSTRUCTION MANAGEMENT

**SCHOLARSHIPS
AVAILABLE**

**BUILD YOUR
FUTURE**

**EARN DEGREE
ONLINE**

LEARN MORE AT [NABTU.ORG/ROWAN](https://nabtu.org/rowan)

INTERNATIONAL ASSOCIATION OF SHEET METAL,
AIR, RAIL AND TRANSPORTATION WORKERS
1750 New York Ave., N.W.
Washington, D. C. 20006-5386



OTHERS PUT THEIR LIVES
ON THE LINE, SO YOU CAN
GET VACCINATED!

BE SMART

GET VACCINATED

ABOVE: SMART Local 28 sheet metal worker Demetrius Buttelman Sr. was one of many Local 28 members who got their vaccinations at the location of the new NY Islanders arena project.



OTHERS PUT THEIR LIVES
ON THE LINE, SO YOU CAN
GET VACCINATED!

BE SMART

GET VACCINATED

ABOVE: SMART Local 28 sheet metal worker Demetrius Buttelman Sr. was one of many Local 28 members who got their vaccinations at the location of the new NY Islanders arena project.