

“ If the laborer gets no more than the wages which his employer pays him, he is cheated, he cheats himself. ”
-Henry David Thoreau

LABOR NEWS

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Union Leaders Met with Governor Eliot Spitzer Wednesday to discuss jobs in upstate New York. At issue is the proposed budget, upcoming construction projects, and the condition of the upstate economy

... The Good



Getting His Shame On. Mathew Miller and Tony Comstisk from Carpenters Local 85 brave the cold in downtown Rochester to bring attention to issues surrounding Eli Futerman's Crossroads Building

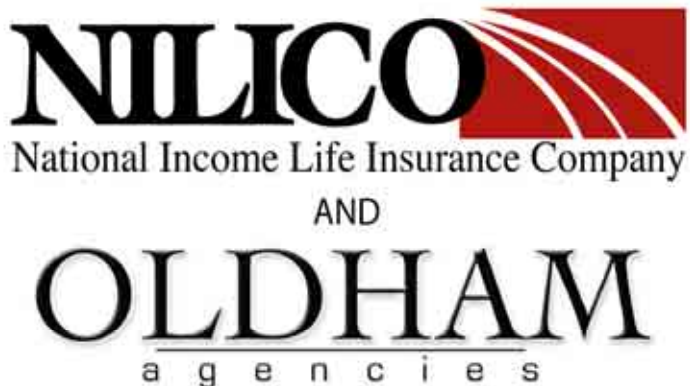
... The Bad



The Controversy Over COMIDA is Getting Ugly. Gary Swanson continues to ask question about COMIDA's local labor provisions, yet time for answers from the COMIDA board seems in short supply. • all photos by Clarke Condé

... & The Ugly

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Vice President

Voices from the 1968 Memphis Sanitation Strike: A Turning Point for Black Workers

by James Parks

In the fall of 1967, T.O. Jones and Joe Warren, the first two leaders of the effort to organize a union of sanitation workers in Memphis, Tenn., met with then-Mayor Henry Loeb to recognize and bargain with the almost all-black union, AFSCME Local 1733. As Warren recalls:

He told us you can have it, but you can never get dues checkoff or recognition. When I told him we would strike, he told me I would be the first one fired.

But after a two-month strike in 1968, the sanitation workers, many of whom were standing up against white authority for the first time in their lives, won recognition of the union. That victory was the catalyst for change in the paternalistic racist environment in Memphis. Today, the city has a black mayor and county executive, and Local 1733 represents public workers across the city.

Warren joined seven other veterans of the strike and told their stories at the **annual AFL-CIO Martin Luther King Jr. Day celebration** in Memphis. King, a **longtime supporter of unions**, went to Memphis in April 1968 to lend his support to the sanitation workers' strike and was assassinated while he was there.

The Rev. Ezekiel Bell was the first minister to support the strikers and one of their strongest backers. The city's only black Presbyterian minister at the time, Bell had turned down a scholarship to Harvard to attend all-black Tennessee State University. His father had been a Mississippi sharecropper and once worked as a sanitation worker, so Bell says he understood the workers' pain.

I felt my place was out there with them. These men were working for substandard wages. For me not to be there would have been a denial of what I was preaching about every Sunday.

Now retired, Bell says the strike was a key turning point in Memphis and the nation because it showed the power of being organized and determined.

It was time for change. They helped people to see that we could make things better for us all if we worked together.

AFSCME Secretary-Treasurer William Lucy agrees. The sanitation workers recognized the importance of union membership to lifting black workers out of poverty, says Lucy, who was one of the organizers working with the Memphis strikers in 1968.

As Lucy says today:

The workers in the Memphis public works department, and I think workers across the South, recognized that their future was tied to their ability to organize a union and have a union represent them in the areas of wages, hours and conditions of employment. So no matter how bad the situation was, it would be worse if they were not able to form a union. And as bad as the strike got and as tough as life was, they were not about to give up until they achieved recognition of a union.

Dr. King's involvement showed he recognized the fact that you had people who worked every single day and yet were not able to raise themselves out of poverty...and that the civil rights struggle and the struggle for workers' rights are intertwined.

Hattie Jackson says the strike happened because blacks in Memphis were tired of being treated like slaves.

You wake up one morning and say "no more." You just have to get on with it and not be a slave anymore.

Jackson and her late husband, the Rev. H. Ralph Jackson, were involved in the strike from the beginning. Ralph Jackson was one of the leaders of the strike. The strike was a family affair for the Jacksons, she says. Not only were she and her husband marching with the strikers, one of their daughters came home from college to march with them.

Contrary to the common perception that the strikers and marchers were all poor, Jackson says they had many middle-class black supporters. She was, at the time, the only black principal of an all-white school in Memphis and her husband was a national officer of the African Methodist Episcopal denomination.

A lot of teachers and principals came to the mass meetings and gave money to support the strikers, but they hid their faces because they were afraid of losing their jobs.

Jackson says the strike was good not only for black men, but for women as well.

You know that slogan "I Am A Man," well we wanted to let them know that "I Am A Wo-man" and we deserve dignity and fair treatment as well.

Bell, who says he was arrested more times than he can count during the strike, says he was enraged with the racism not only of Memphis' political leaders, but he was even more outraged at the racism of its white religious leaders.

He recounts that on the day Martin Luther King Jr. was assassinated, he and a representative of the national Presbyterian church met with the white Presbyterian ministers in Memphis to deliver a \$10,000 check from the national Presbyterian Church to help support the strikers.

They went on about how it was an illegal strike and they refused to take the money. So I got [the national Presbyterian staffer] out of there and we were on the way to the Lorraine Motel [where King was killed] to pick up his bags and take him to the airport. That's when the news came over the radio that Dr. King had been shot. Later they reported he was dead.

When we got to the Lorraine, those same ministers called to say they would take the check. I'll never forget that.

My brothers and sisters in the labor movement know how important it is to stand up for what is right. You fight everyday so every worker has fair wages, a safe workplace and health care. People also need fair, adequate legal representation in family and criminal court as constitutionally required. We have heard from many Monroe County residents who recognize the important service of our county's public defender. For the past 30 years, we've been fortunate to have a highly qualified, independent public servant in this critical position. Unfortunately, while establishing the process to be used in selecting our next public defender, Legislature Republicans seem set on a course which will leave the undeniable appearance of patronage.

When we last selected our public defender some three decades ago, the Legislature asked the Monroe County Bar Association to review the applicants from a broad-based search. From that screening process the Bar Association made recommendations back to the Legislature. The Bar Association convened a special committee—whose members represented a broad cross section of the community—to carry out this duty. Notably, this special committee did not include any voting members of the Legislature and judges were appointed based not on politics but because of their position in the judicial system.

The reason our Legislature had asked the Bar Association for assistance was a report issued on the incompetence in the public defender's office. Rampant incompetence, the report said, was a direct result of the patronage infecting the upper management of the defenders office. The report also found upper management typically hired subordinates due to patronage, further crippling the office's effectiveness.

When patronage immobilizes an office meant to advocate for the neediest among us, we should all be alarmed. Even the appearance of patronage must not be allowed. The public defender hiring process should be as comprehensive, thorough and impartial as possible.

Alarming, at the January 17th Public Safety Committee meeting, the Republican Chairman moved to enter an executive session, allegedly to establish the process for interviewing the limited number of public defender applications received by the Legislature. In reality, executive sessions are meant to keep an

Republican's Thwart Open Public Defender Selection: A Labor News Guest Essay

by Harry Bronson

individual's confidential information private. As the Republican Majority stated in their notice for this meeting, the committee was to establish the process under which the public defender applicants would later be interviewed. Simply discussing the process, as opposed to a particular applicant's qualifications, does not qualify as a legitimate reason to enter into an executive session.

For several months there have been persistent, disturbing rumors indicating the Republican Majority had a preordained choice for the public defender's office. Unfortunately, the Majority's attempts to stifle public debate during our committee meeting will only serve to reinforce the perception that the fix is in. It is encouraging that now the Republican Majority has made some movement in the right direction to include the Bar Association in the process. However, it is important that there is more action taken; a broader search for applicants, a selection committee with members appointed because of their respective expertise in the justice system and representatives of the community. Anything less does not serve the public nor the trust it has placed in us as legislators to represent their interests.

There is no typical public defender client. Any one reading this essay could find themselves in need of the public defender, which is why we must select this public servant in a totally impartial manner.

The Democratic Caucus has submitted legislation to restore the public's confidence in our process of selecting the next public defender. This legislation would accomplish three critically important objectives: extend the application deadline for thirty days to allow for a nationwide search; request the Monroe County Bar Association empanel and administer a diverse committee for the purposes of interviewing the applicants; and, call for the Bar Association's committee to recommend their top three choices to the Legislature. Under our proposal, the Legislature retains the final choice for this office, but the Bar Association and community involvement will act to ensure a transparent course of action is adhered to.

This process, used 30 years ago, delivered impartial, merit-based results to our community and engendered the trust of the community. There is no legitimate reason to change it now. If it ain't broke, don't try to fix it.

*"Rampant
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The Jurist's

Café

The Rochester Building Trades Giving Back to the Community

By Theresa J. Bertolone...Photos by William Lilly

It doesn't have to be the 'National Day of Caring' for the Rochester Building Trades to give back to their community. They proudly participate in United Way's Day of Caring, but also add many additional 'days of caring' by donating their labor. In 2007, I wrote of several community projects that included the building trades' apprenticeship program participants – including the Montgomery Neighborhood Center and St. Michaels Church. Last November I mentioned an exciting project slated for 2008 - *The Jurist's Café*, a teaching restaurant connected to the Culinary Arts Program at John Marshall High School. Here's the latest:

The former 'Last Stop' restaurant on Dewey Avenue is once-again a vacant, dilapidated eyesore in our community. Owned by Peter Young Housing, Industries & Treatment (PYHIT), a non-profit organization, the building has had a succession of tenants who didn't last for various reasons. "At one time, the restaurant was not a restaurant at all," says Marshall High School Culinary Arts teacher, Ricky Tolbert. "It was a front for a drug operation, they never sold food." The building is in need of restoration and responsible tenants. Joseph Munno, Principal of Marshall at the time, presented his café idea to the Maplewood neighborhood organization and secured the initial grant. Mike Coniff, City Community Development Department and Administrator for the Neighborhood Empowerment Team-Maplewood, then contacted Project Coordinator, William Lilly, and connected him with Marshall High School. Lilly, a volunteer with PYHIT, is coordinating the construction phase of this project.

Evolving from the concept envisioned by Munno and Ricky Tolbert, *The Jurist's Café* will be an extension of the school's culinary arts program. Students in the program will have an opportunity to learn food preparation skills and serve their product at the restaurant. Munno, now Regional Director of the Virtual Enterprise business program, hopes the program will be expanded to provide instruction in running a business. In addition to menu and food preparation, the students would learn skills such as inventory control, purchase of supplies, budgeting and cash flow, and customer service. Tolbert will develop and provide food preparation instruction. Formerly of Warfield's Restaurant in Clifton Springs, Tolbert noted that the only 'experience' some of these kids get is working at McDonald's. "There's not a lot of motivation in that – it's not what culinary arts is all about."

Since Munno's retirement, John Grantham, formerly principal at East High School, is Acting Principal. "East has a state-of-the-art culinary arts program," says Grantham. East High School students operate Metals Café, a 40-seat restaurant within the school, which is open to the public during breakfast and lunch. Patrons enter via a separate entrance from Ohio Street. According to Grantham,

"The Jurist's Café will operate in the same way, except it will be housed outside of the school on Dewey Avenue".

Building Trades Involvement

The space has been cleared out and many students at Marshall helped with sweeping and mopping. Community volunteers helped by deconstructing the restaurant's interior space. According to Lilly, "The unions have donated time. The Bricklayers are slated next, once I can get the donated materials. The Carpenters, Iron Workers and Plumbers and Pipefitters will follow." Lilly has talked with IBEW Lo. 86 as well. "I'm happy to include the electrical workers' apprenticeship students. The entire restaurant must be rewired".

Lilly is hoping that the construction phase of the project will be completed by May 2008. "When you have partnerships in the community, it adds greatly to a successful project – but it also takes a lot of time", he says. A consortium of educational, non-profit and governmental organizations has signed on to complete this project. After closing its cafeterias, Eastman Kodak donated their restaurant equipment to the project. The Maplewood Neighborhood Association donated a freezer, and provided finance coordination and project planning. County Legislator, Steve Eckle, established contact with the MC Environmental Services Department, who provided dumpsters and hauled away debris. United Way provided an \$8,200 grant; Home Depot donate

d \$3,000 toward the purchase of supplies and Rochester's Sector 2 'Neighbors Building Neighborhoods' contributed the \$500 start up grant. "It has been very gratifying to observe the enthusiastic willingness of individuals, organizations and businesses to help turn this dream into a reality," said Lilly. "Bill Lilly is a tireless worker," says Munno. "He has given a lot of his time to see this project through."

While the construction phase may be completed this spring, it is uncertain whether the restaurant will be ready for the 2008-09 school year in September. According to Tolbert and Grantham, grant writers are at work now to secure additional funding. "After construction is completed, that's when the work starts for us," said Tolbert. "Marshall is committed to the education of its students," said Grantham. Munno agrees, "This project will help to develop an environment that motivates students, help them to focus, earn their high school degree and prepare them as productive citizens of the community." The restaurant is located at 1450 Dewey Avenue and is within walking distance to Marshall High School. The students would start their instructional day at the restaurant and complete the day at school, a three-block walk from the café.

Once completed, *The Jurist's Café* will be the only teaching restaurant lo-

cated outside of a school in our community. But, as Lilly confesses, "it has become a bigger undertaking that all of us imagined. We began quickly with the initial demolition in the fall of 2006, but each layer removed revealed a new layer below. We became more aware of the building codes we would have to satisfy and became aware that architectural drawings would be needed. As the demolition continued in the spring of 2007, architect Rory Zimmer donated his time to create the required drawings." Lilly quickly realized the work required "professional skills". Explained Lilly, "I began to make contacts with the carpenters, plumbers, and electrical workers organizations. I was hoping that this project could be an instructional opportunity for the apprentice programs. To my great relief, everyone I contacted was enthusiastic about the project and anxious to assist".

But Lilly faced other obstacles. "In doing the plans, Mr. Zimmer discovered that the floors had to be reinforced with a steel beam, something I had not anticipated", said Lilly. "But again, the trade organizations came to my rescue. The Bricklayers would help with the footers for the post and beams that the Ironworkers would install. The Bricklayers and Iron Workers both suggested where I might be able to get help with the needed materials. All of the work to be done is above and beyond the regular responsibilities of those who have offered to assist us," said Lilly.

In addition to BAC 3 and Iron Workers 33, Carpenters 85 will construct the walls and sub flooring; IBEW 86 will install the wiring, and Plumbers Lo. 13 will install the plumbing. Marshall HS, PYHIT, and the Maplewood neighborhood express thanks and gratitude to the Rochester Building Trades and especially to:

Bricklayers and Allied Craftworkers - Dan Palazzo
Plumbers and Steamfitters Apprenticeship - John Perticone, Bill Kurtz, & Carl Colott
Empire State Regional Council of Carpenters - Dave Alexander & Karl Nasc
Iron Workers Local #33 - Mike Altonberg
International Brotherhood of Electrical Workers - Joseph Intini





Rochester Building Trades Endorses Clinton

Following the lead of the New York State Building Trades, the Rochester Building Trades voted Monday to endorse Democratic contender Hillary Clinton for president. New York's junior senator is leading in the polls in statewide and is expected to carry the state on the February 5th Democratic primary.



Massa Challenges Kuhl on SCHIP Vote

Democratic Congressional challenger Eric Massa called on Randy Kuhl to "live up to his promise and vote to help insure low income children in New York rather than continue to side with George Bush and tobacco lobbyists." If passed, the Children's Health Insurance Program Reauthorization Act of 2007 would have assisted thousands of struggling families with the costs of children's health care. Kuhl Wednesday voted against the bill.

Summary Annual Report for Pension Plan of Local No. 86 International Brotherhood of Electrical Workers

This is a summary of the annual report for the Pension Plan of Local No. 86 IBEW, EIN 166085820, Plan No. 001, for the period April 1, 2006 through March 31, 2007. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the Plan are provided through a trust fund. Plan expenses were \$6,544,867. These expenses included \$694,122 in administrative expenses and \$5,850,745 in benefits paid to participants and beneficiaries. A total of 1,619 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of the Plan's assets, after subtracting liabilities of the Plan, was \$123,006,105 as of March 31, 2007 compared to \$110,955,794 as of April 1, 2006. During the year, the Plan experienced an increase in its net assets of \$12,050,311. This increase includes unrealized appreciation and depreciation in the value of the Plan's assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$18,595,178 including employer contributions of \$4,634,107, realized gains of \$2,557,503 from the sale of investments, and income from investments of \$11,403,568.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. assets held for investment;
3. transactions in excess of 5% of Plan assets;
4. actuarial information regarding the funding of the Plan; and
5. financial information & information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Tom Sykes, Plan Administrator, 2300 East River Road, Rochester, NY 146231036, (585) 2351515. The charge to cover copying costs will be the lesser of \$10 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the Plan's administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan's administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan (2300 East River Road, Rochester, NY 14623-1036) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Summary Annual Report for Annuity Plan of Local No. 86 International Brotherhood of Electrical Workers

This is a summary of the annual report for International Brotherhood of Electrical Workers Local Union No. 86 Annuity Plan, EIN 166179118, Plan No. 002, for the period April 1, 2006 through March 31, 2007. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the Plan are provided through a trust fund. Plan expenses were \$10,114,678. These expenses included \$184,903 in administrative expenses and \$9,929,775 in benefits paid to participants and beneficiaries. A total of 1,233 persons were participants in or beneficiaries of the Plan at the end of the Plan's year, although not all of these persons had yet earned the right to receive benefits.

The value of the Plan's assets, after subtracting liabilities of the Plan, was \$112,639,515 as of March 31, 2007, compared to \$109,075,940 as of April 1, 2006. During the year, the Plan experienced an increase in its net assets of \$3,563,575. This increase includes unrealized appreciation and depreciation in the value of the Plan's assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$13,678,253 including employer contributions of \$4,625,923 and earnings from investments of \$9,052,330.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. insurance information, including sales commissions paid by insurance carriers; and information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the Plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Tom Sykes, Fund Manager, 2300 East River Road, Rochester, NY 146231036, (585) 2351515. The charge to cover copying costs will be the lesser of \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the Fund Manager, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Fund Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan (2300 East River Road, Rochester, NY 14623 1036) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Tarpot

ROOFERS LOCAL 22
BOB EADE, BUSINESS MANAGER



Important Notice to all Journeyman Roofers

In New York State there was a law passed in 2007 that required all construction workers to have an OSHA 10 Hour card to work on prevailing wage jobs. Prevailing wage jobs are any state, county, town, city or school that are paid for by our taxes. Beginning July 1, 2008 each construction worker will be required to have an OSHA 10 Hour card to work on these jobs. Roofers Local 22 has been teaching these classes for the last eight years. There are a lot of journeyman roofers who took the class in the 1990's you may be all set if you have an OSHA 10 Hour card. Some of the general contractors are requiring the OSHA 10 hour card to be no older than five years, therefore if you hold a card dated before 2003 it will be considered no good.

We have scheduled a number of OSHA 10 hour classes for February 2008. These classes are limited to 25 people per class so be sure to call the union office at 585-235-0080 to sign up for one of the following dates. Please understand the first one to call will be the first one served as far as the dates go.

The Following is the Schedule for the OSHA 10 Class:

Saturday February 10, 2008 starting at 7:00 A.M.
Sunday February 9, 2008 starting at 7:00 A.M.

Saturday February 16, 2008 starting at 7:00 A.M.
Sunday February 17, 2008 starting at 7:00 A.M.

Saturday February 23, 2008 starting at 7:00 A.M.
Sunday February 24, 2008 starting at 7:00 A.M.

The Following is the Schedule for the Asbestos Handler Refresher Class:

Saturday March 29, 2008 Starting at 8:00 A.M.
Sunday March 30, 2008 Starting at 8:00 A.M.

Also in March we will be holding two CPR/First Aid classes, dates to be announced. No dates as of yet for two Asbestos Awareness and Led Awareness classes. If you wish to partake in any of the above classes please call the union office to get signed up. If you are laid off from work you may want to stop by the union office to sign the out of work book. The union office and the funds office will need to know of any changes in address of telephone numbers that you may have. Please remember, union dues are your responsibility. Pay them to avoid a penalty. Dues should be in the office no later than the last day of each month.

- Bob

Salamander

INSULATORS & ALLIED WORKERS LOCAL 26
BRIAN URQUHART, BUSINESS MANAGER



MEETINGS:

The next regular union meeting will be February 13, 2008 – 6:30 PM 4515 Culver Road.

HIRES/LAYOFFS/NEW JOB STARTS:

Remember that it is your responsibility to report all hires, layoffs, new job starts and completions of projects you are working on to the union office. Also you must report all out of town work within 24 hours of said work to both this office and the Local's office that you are working in.

PCCC: Remember that the Professional Craftsman Code of Conduct will be enforced on all jobs and just not the large ones. PCCC is just common sense, no personal cell calls while working, late starts and early quits, unexplained absences etc. We must conduct ourselves with Professionalism at all times on all jobs.

TRAINING:

We are now providing Kodak's General HSE Orientation in house. Anyone wishing to get their card updated or a new one please contact the Union Office. Any training that is not offered by the hall will not be paid for by the Union unless prior approval was granted. CALL the Union Office prior to any training that you may need. Any member that has not received the 10 hr OSHA Course please call the Union Office.

BENEFIT FUNDS:

Remember that if you want to retire you need to call the funds office three months prior to your chosen retirement date. Remember to send in your beneficiary forms for the Annuity if you have any changes, the forms were sent out to you along with your statements last month. The booklets for Life insurance and Disability insurance are being rewritten and will be sent to you as soon as they are done.

WORK:

GINNA will have an outage in April and we anticipate needing between 35 and 50 Insulators.

APPRENTICESHIP:

We will be taking applications on the second Thursday of every month between 3:30 and 5:30 PM starting on February 14, 2008. We will be taken applications year round from here on out.

Paint Pot

PAINTERS DISTRICT COUNCIL 4

DAN BOODY, BUSINESS MGR. • GLENN CHAFFEE, BUSINESS REP.



Important Notice of Meeting Location Change: The new location of Local 150's monthly meetings has been changed once again. The **new** location will be at **Valicia's Ristorante, 2155 Long Pond Road.** (At the corner of Lyell-Spencerport Road and Long Pond Road) As with past practice the Executive Board will meet one half hour before the regular membership meeting. The next meeting will be held on Wednesday, February 13, 2008 at 4:30 P.M.

Increase in Monthly Dues: Due to an increase in per capita to the IUPAT, monthly dues will increase as of January 1, 2008 to \$28.00 per month. If you have prepaid you will have to make up the difference.

2008 STAR Course Selection: OSHA 10 Hour, Scaffold Training, Fall Protection, CPR/First Aid, Refresher CPR, Respirator Training. Pick any **two** to qualify you for the 2008 drawing. This year's grand prize will be a **2008 Pickup truck!!!** Other prizes to be awarded. You must have taken your courses by April 30, 2008. Don't wait for the last minute! Call 1-800-860-3856 today!

Late Breaking News: DC 4 Business Manager Dan Boody has just announced that the first annual 2008 STAR awards presentation will take place in Rochester at the RIT Conference Center on W. Henrietta Road.

Notice to all Apprentices: Keep your Blue Books up to date and attend those required union meetings. Your next raise depends on it!

Health & Welfare News: New Health forms for Excellus Blue Cross/Blue Shield was mailed out to everyone from our Buffalo office. Any questions Call Wendy @ 585-271-2490 **If you have not received your new Blue Cross cards in the mail yet call the funds office at once!!

Reminder: You can download vacation request forms, holiday forms or SUB pay forms directly at the DC4 web site. Go to www.dc4.org and open the trust fund tab. Click on PAP forms for Local 150. Any questions call Wendy.

Work News: Work in the area is slowing down. Call me if you get laid off. I can't send you out if I don't know you're off!

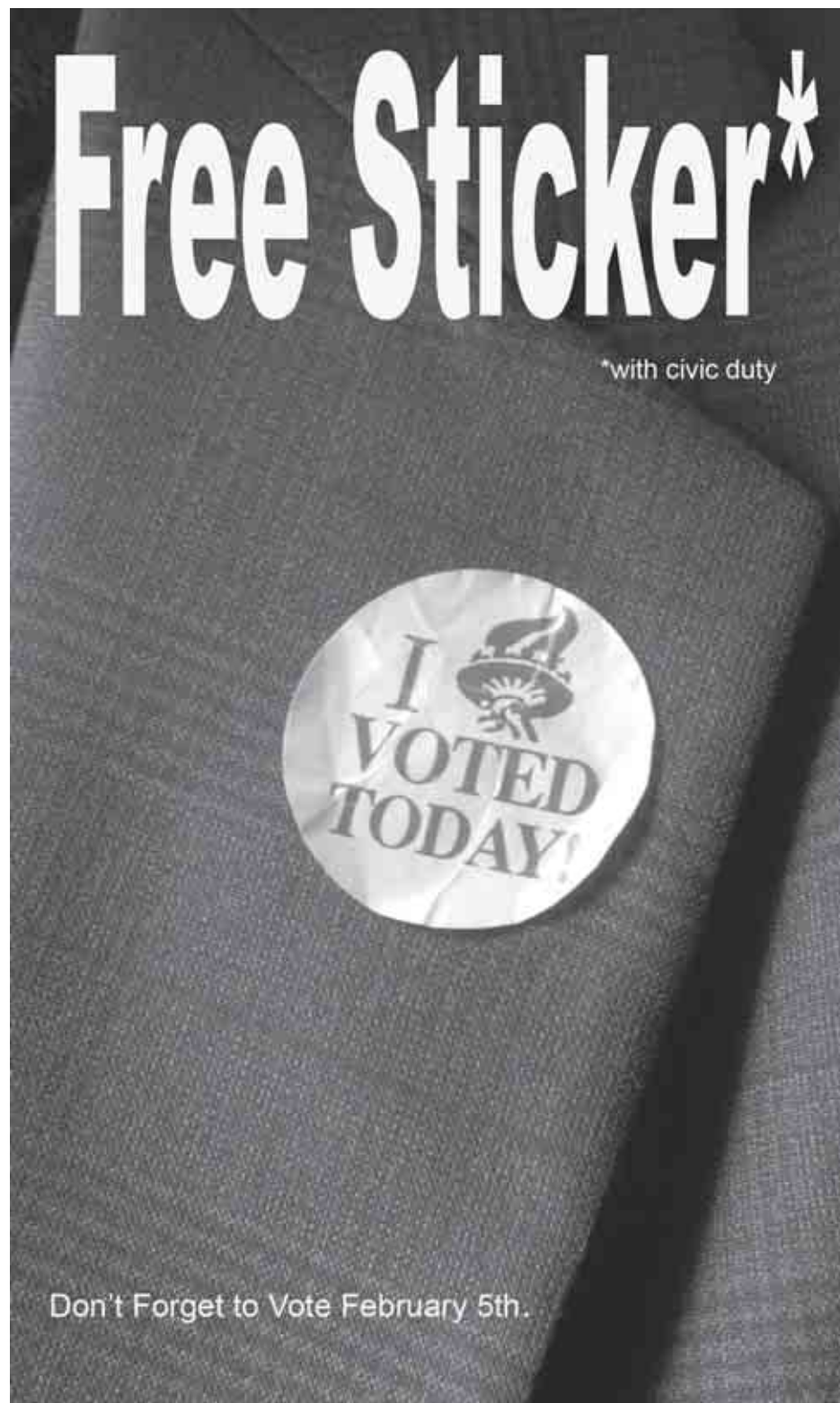
Calling all Hunters: Were you successful hunting this year? Please give me a picture of your trophy. You can drop off your picture or email it to me at: painters150@hotmail.com

Winter Clothing: For those members wishing Union sweatshirts, orders are now being taken at the office. Embroidered crewnecks \$15.00 or "hoodies" \$20.00. Call me or email me at painters150@hotmail.com with your size! You may pay for it when you pick it up.

More Health & Welfare News: Please have your vouchers in the office for Vacation, Out-of-pocket medical or holiday pay no later than the close of business Monday to get your check for the following week.

Warden Election: Chris Gorman won the "special Election" for the office of Warden for the remaining 18 months of the unexpired term. Congratulations Chris!

-See you at the meeting, Glenn



Don't Forget to Vote February 5th.



Glaziers
DISTRICT COUNCIL 4 / GLAZIERS 677
 DAN BOODY, BUSINESS MGR. • BOB SINOPOLI, BUSINESS REP.



UNION MEETINGS:

ROCHESTER – February 4, 2008 (Monday), 5:00 PM

Our next regular Union Meeting will be at our new location: Moose Lodge #2290, 5375 W. Henrietta Road, Rochester, NY 14586. The Executive Board will meet at 4:30 PM.

SYRACUSE – February 6, 2008 (Wednesday), 5:00 PM

Our next regular union meeting will be at 615 West Genesee Street, Syracuse at 5:00 PM Sharp!

TRAINING INFORMATION

Please refer to your District Council #4 UPDATE for training classes being offered. To register for hands-on Upgrading Health and safety training classes, please call District Council #4 Apprenticeship Secretary, Kathy Velie at (800) 860-3856. Classes will be held unless notified by the District Council #4.

THE FOLLOWING CLASSES WILL BE HELD AT THE CNY TRAINING CENTER IN GENEVA

February 2, 2008, Saturday, 8:00AM – 4:30PM
 Fall Protection/Aerial Lifts

February 8, 2008, Friday, 7:30AM – 4:00PM
 CPR/AED/Emergency Response Initial

February 8, 2008, Friday, 7:30AM – 4:00PM
 CPR/AED/Emergency Response Refresher & Ergonomics

February 9, 2008, Saturday, 8:00AM – 4:30PM
 Scaffolding

February 23, 2008, Saturday, 8:00AM – 4:30PM
 CRP/AED/Emergency Response Refresher & Ergonomics

*STAR (Safety Training Awards Recognition) Program started May 5, 2007 and ends April 30, 2008...sign up now for your two required STAR classes in order to be eligible for prizes.

REMINDER: All Apprentices Blue Books must be submitted to the apprenticeship office monthly for review and recording. If you cannot submit your Blue Book in person, you must send it by fax at (716) 565-0306.

Please remember that as per our current Union Contract, **ALL** employees except Apprentices **MUST** complete ten (10) hours of Journeyman Upgrading or Health & Safety Training provided by the J.A.T.C. per contract year.

If any one would like to add a class to the schedule, you need to get a group of 8 or more men together to make the class feasible.

TO ALL MEMBERS

Please take advantage of the training being offered. Having access to the Training Center is a privilege. These classes will be a benefit to you and to our trade.

DC#4 WEBSITE

The DC#4 website is now working for downloading of PAP Forms (Vacation, Holiday, SUB, & Disability). The website address is dc4.org. Click on the Trust Fund Tab. Look in upper right hand corner. Click on "PAP Forms". Go to bottom right and click on Local #150 & Local #677 Forms. Select the form that you need and print it out. You may use these forms instead of waiting for forms to be mailed to you from the Fund Office.

FUND OFFICE

Requests for **ALL** reimbursement, holiday, and vacation checks **MUST** be in the Health & Welfare Office by the close of business on **MONDAY** in order to receive a check by Friday of the same week. **ALL CHECKS ARE MAILED FROM THE BUFFALO OFFICE ON FRIDAYS.**

BE SURE TO SEND (please mail receipts, faxes are not clear) **CLEAR COPIES OF MEDICAL RECEIPTS TO BE REIMBURSED! SEND COPIES, NO ORIGINALS OR COPIES OF RECEIPTS WILL BE RETURNED. MAIL ALL RECEIPTS TO BE REIMBURSED TO GLAZIERS LOCAL #677 H&W OFFICE, ATTENTION WENDY or FAX RECEIPTS & REQUESTS TO OUR ROCHESTER OFFICE AT 585-271-2907.**

THE FABULOUS RIPCORDS!

Come and give your support to Rex Lyons. Rex's band The Fabulous Ripcords will be playing in Rochester at the Dinosaur BBQ on Saturday, February 9th at 10:00 PM.

KEEP THE UNION OFFICE UPDATED ON YOUR WORK STATUS

We need a current OUT-OF-WORK LIST at all times. Please call the Union Office to let us know of your status!! We can't send you back to work if we don't know you are off!! If you go back to work, let us know, so we can take you off the list.

GET YOUR DUES PAID UP!

If you are still more than three months behind you will be charged a \$ 50.00 suspension fee. There will be no exceptions to this fee!!

- Bob Sinopoli, Bob Casella



EVEN A MINOR WORK INJURY IS IMPORTANT TO YOU AND TO ME . . . I'M ANDY MANNIX, LICENSED WORKERS' COMPENSATION REPRESENTATIVE.

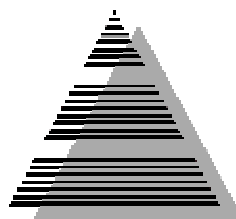
THERE IS NO COST TO HAVE YOUR INJURY AND CLAIM EVALUATED . . . LET ME HELP YOU -- CALL THE

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Millwrights

MILLWRIGHTS LOCAL 1163
CHUCK RINOLDO, COUNCIL REPRESENTATIVE



Email: Millwrights@local1163.com
Web: http://www.local1163.com/ez
Upstate Carpenters Fund: 877-238-6575

MONTHLY UNION MEETING

The meeting is now held the **2nd Tuesday** of the month, 5:30pm.

February 12, 2008

Location-Syracuse
 Comfort Inn & Suites
 6701 Buckley Rd
 Syracuse NY 13212

Applications for the

2008 Empire State Regional Council of Carpenters Scholarship Fund
are now available. Please call the hall to have one sent to you.

**

?? BUYING A NEW PAIR OF SAFETY BOOTS ??

Call the hall first

**

Millwright Training Schedule
 Rochester Training Center
 21 Jetview Drive
 Rochester, NY 14624
 585-436-1110

January		
GE Familiarization	31-Feb 1	Millwright 16hr

KODAK SAFETY is held every Monday Wednesday and Friday, Kodak Bldg. 28, 200 Ridge Road West, Rochester. Doors close at 7:00a.m. Prerequisite for class is the OSHA 10 hr this card **MUST** be on file at the hall. If you have not submitted your card for files please do to prevent in-processing delays.

REMINDERS

- Call Union Hall when you complete a short term job
- Call Union Hall when you go to work.....
- When you accumulate 15 working days you must resign in person at Dispatch Hall
- Two forms of ID required on most jobsites.**
Valid Drivers License and Social Security card are preferred.

GETURBINE TRAINING

If you are interested in attending GE Turbine training in Las Vegas at the United Brotherhood of Carpenters Training Center please contact the Syracuse Training Center (800)313-4436 for more information.

OSHA 10 Cards must be renewed at least every 2 years.
 Check your cards and be sure yours is current!!

Millwright Apparel

- Tee shirts L/S and S/S.....\$10.00
- Hats (available in black and camouflage).....\$10.00
- Sweatshirts.....\$30.00
- Patches**
- Large.....\$3.00
- Small.....\$2.00
- Golf Shirts with left breast pocket.....\$25.00
 (Available in gray and black)

Jackets with large logo on back-order forms available on the website or at the hall

Durango (canvas duck jacket 100% cotton 12 oz canvas duck 3.3 oz poly-fill lining with diamond stitch pattern front zipper, set in sleeves contrasting corduroy collar inside right chest pocket).....\$41.00
 Available in Navy, Black & Spice.

Kendall (shell is 65% polyester/35% cotton, brushed micro poplin utility jacket. Year round quilted lining, zip front closure with contrast storm flap & snaps, self-elastic waist band and cuffs).....\$39.00
 Available in Navy, Black & Hunter Green.

Watches (Mens and ladies styles).....\$35.00

Carpenters

CARPENTERS LOCAL 85
FRANK WIRT, COUNCIL REPRESENTATIVE



BE AN INFORMED UNION MEMBER – ATTEND YOUR LOCAL UNION MEETINGS!!

Please be advised that the next scheduled meeting will be a Special Called Meeting on Monday, February 11, 2008 at 5:00 p.m. All membership meetings are held at Local 85's Meeting Hall at 244 Paul Road, Rochester, NY at 5:00 p.m.

Please note that the February membership meeting will be special called for the purpose of discussing the allocation of the increases under the commercial building and heavy and highway agreements. There is a \$1.25 increase per hour for journeyman under the building agreement effective 5/1/08 and \$1.35 per hour for journeyman under the heavy and highway agreement effective 4/1/08. Voting for the allocation of the increases will take place at the March 10, 2008 special called membership meeting. **Just a reminder that all stewards are to attend all Local Union meetings.**

WORK AT NUCLEAR POWER PLANTS

There is going to be some work coming up at a few Nuclear Power Plants in NYS. In order to work at these plants, a couple of the requirements are a 40-Hour UBC Scaffold Card and 10 Hour OSHA Card. If you are interested in taking the 40 Hr Scaffold Class or need the refresher course, call the JAC office at 585-436-1110.

If you have the required classes and are interested, call the office to put your name on the nuclear power plant list.

REGISTER TO VOTE

This is just a reminder that if you are not currently registered to vote, please call the office at 585-328-6251 and we will be happy to mail you the registration form. If you have moved since the last election, you must re-register to vote. We would like to see 100% of the membership registered. Please be sure to register so you can exercise your right to vote – it is very important!

2008 ESRC of CARPENTERS SCHOLARSHIP APPLICATIONS

The Empire State Regional Council of Carpenters Scholarship applications are now available. The Fund shall award a total of eight (8) scholarships with an annual stipend of \$2,000 per scholarship for a period of four (4) years each. Two (2) scholarships shall be awarded within each Region of the Empire State Regional Council of Carpenters.

To qualify, the applicant must be the natural or legally adopted son/daughter of a member in good standing of the Empire State Regional Council of Carpenters. Applicants will be considered eligible without regard to age, provided: they are unmarried; entering college as a freshman without prior college credit; entering college with prior college credit earned while completing the senior year of high school in either an early admissions or advanced placement program; a mid-year graduate who entered college prior to the academic year beginning in September, when a scholarship would first be payable.

You can call Local 85's Office (585-328-6251) and an Application will be sent to you. The deadline for sending in the completed applications to the Council – they must be postmarked no later than April 20, 2008.

MEMBERS "IN SERVICE"

Local 85 currently have a few members that are in the Middle East serving their country. We heard from one of them and he stated that there are several items that their company needs. We are trying to get together several items and ask for your help. We will be sending over a box for all of our members in service. If you cannot donate some of these items, you can give us cash donations and we will do the shopping for these items: AA batteries, Q tips, hand sanitizer, word game books, baby wipes (refills only), lotion (soft hands); ibuprofen, hard candy (jolly rancher, life savers, ludens cough drops), homemade bake goods vacuum sealed (no chocolate); pictures (you can also put them on a cd); skoal straight; bug repellent; beef jerky (no pork); razors; nuts/seeds; degree deodorant; eye drops, gold bond powder, sunscreen, guy magazines (no porn); AT&T phone cards.

We will have a drop box at the union hall for these items...and we thank you in advance for your support and generosity for our members in the service.

TRAINING CENTER NEWS:

Hilti and Ramset class is January 26, 7:00 am – 1:00 pm. Transit and Layout class is January 29, 31, Feb 5 and 7. This class will run on Tuesday's and Thursday's from 4:00 pm – 8:00 pm. The next OSHA 30 will start Saturday, February 1 and run 5 straight Saturday's from 7:00 a.m. – 1:30 p.m. Please contact the Training Office to confirm your spot in any of these classes.

We are still taking names for: Welding, Scaffold Erector, OSHA 10 and 30 Hour, First-aid/C.P.R./AED, Blueprint Reading, Ceilings and Soffits, Light Gauge Metal Framing, Permit Required Confined Space, 40 Hour Door Hardware Training, Fall Protection, Aerial Lift (Scissors and Boom), Fork Truck/Rough Terrain Fork Truck, Hazmat or Hazwoper, Insulated Concrete Forms, Formwork, 32 Hour Rigging Qualification, Transit and Layout, Total Station, Trim and Millwork, Solid Surface (Corrian, Avonite, Etc.). As soon as we have enough people registered for any class, we will schedule it as soon as possible. To register for any of these classes, please call (585) 436-1110, or e-mail at carpentersapp@frontiernet.net. If there are any other classes that you are interested in, call the J.A.C. and we will make every effort possible to make it happen.

- Thanks: Karl, Matt and Alex

UNION PARTICIPATION

Members who need to complete their union participation must call the office to schedule a date. We currently have locations available to schedule member participation – so if you owe, please call!

We are continuing our efforts at Brooks Landing, Staybridge Suites against Christenson Management at the corner of Genesee Street and Plymouth Avenue in Rochester.

We also have a banner campaign at the Crossroads Building at Main & State Street in Rochester.

You must call to schedule a day and for more specific information. If you are currently out of work, take the time to do your member participation - we need help, so please call to schedule a day.

Those members who are available to sub for other members must come into the office and complete the authorization form. If your name is removed from the substitute list for any reason, you must come in to put your name back on the list. We would appreciate your cooperation with this so that the list of available subs can be kept current.

GET WELL SOON

Brother Donald Repsher was recently hospitalized with open heart surgery, he had six blocked arteries. We understand he is home now recuperating. We wish him the best for a speedy and full recovery.

WIN PRIZES AT MONTHLY MEMBERSHIP MEETINGS

Don't forget to attend monthly membership meetings and win prizes such as hats and t-shirts. We look forward to seeing you there.....We urge you to attend the meetings and become an involved member!

-Frank and David

B . A . C . 3

BRICKLAYERS & ALLIED CRAFTWORKERS LOCAL 3
EUGENE H. CACCAMISE, PRESIDENT/SECRETARY/TREASURER



Union Meetings:

Rochester Chapter

Wednesday, January 9th, 2007 5:00pm
Rochester Union Hall
3750 Monroe Avenue
Pittsford, NY 14534

Ithaca Chapter

Tuesday, January 8th, 2007 7:00pm
Ithaca Training Center
1460 Union Center Highway
Endicott, NY 13760

Buffalo Chapter

Thursday 17th, 2007 7:00pm
Buffalo Training Center
1971 Abbott Road
Lackawanna, NY 14218

ATTENTION MEMBERS!

All 2008/2009 Union Cards have been mailed out. Please be sure to look over all the information on the card and add your signature to the back of the card. If you need any changes made to the card please contact the Union Office at 585-641-0750.

Union Book Dues:

Make sure that your union dues are paid up. Your monthly dues are due the first of every month, this means on the second of the third month you are subject to be dropped and a reinstatement fee will be charged, without exception. The union is not responsible for notifying the members of their dropped status.

Mortar Board

The February Luncheon will be held on Thursday, February 21st at 12pm, we are meeting as usual at the Main Union Hall located at 3750 Monroe Avenue, Pittsford, NY.

Remember!! Your yearly assessment dues of \$5.00 are now due. Please send it to Pat Viola, 23 Autumn Trail, Webster, NY 14580.

Thoughts & Prayers

Shortly after the New Year a long time member and an instructor for Local No. 11 and Local No. 3's apprenticeship blueprint class passed. Robert Woods of the Geneva, NY area will long be remembered. Bob also taught for years at the B.O.C.E.S. High School in Fairport, NY. To his family and friends we extend our prayers and thoughts. He will be remembered for his many many long years of dedicated service.

Notice:

It is against New York State Law to use tobacco on school grounds. If you get caught smoking and/or chewing tobacco, you will loose your job and there is nothing the union can do to help you get your job back.

Training Report:

Training is going well for the month of January. We will be completing plaster, restoration and concrete class. There will be cross training for anyone interested in a different craft. The dates for this cross training are February 4th through the 8th from 7:30am to 4:00pm. The month of February 11th through March 7th, we will be holding brick & block, tile and blueprint class. As always, if you have any questions on training please call 585-385-9450.

There will be an OSHA 10 class February 14 2008 from 7:00am until 5:30pm. All members who are interested in upgrading to an OSHA 30 card who did not attend the January 10 2008 class must attend this class in order to attend the OSHA 30 class scheduled for February 23, 2008 and March 1, 2008.

We will be offering a STO class in the near future. Keep an eye on the next Labor News for more information.

Thank You - Dan Palazzo
Training Director
BAC Local No. 3 New York

ORGANIZE

Labor History and Organizing classes have begun at Local No. 3's Chapter Halls. During the winter months of January and February, six (6) classes will be held at the 3 different chapter training sites. Plan to attend; these classes will be very interesting and very educational.

Organizing campaigns are taking place in various locations of our local, attend your Union meetings and become informed. As always, **Help Out** in helping to keep your work organized! There are many contractor employers out there that want your hard labors for next to nothing!

Stay healthy and always work safe!

Organizing Department
BAC Local No. 3 NY

CARPENTERS LOCAL 85 RETIREE CLUB 101

Our next luncheon meeting will be held on Wednesday, February 13th at Perkins Restaurant, 1175 Jefferson Rd., at noon. As you know, Perkins is off Rt. 390. If you plan on attending, please give me a call at 872-0513 so we can give the Restaurant a count. All Local 85 retirees are welcome!

At our January lunch, we would like to thank our Treasurer, Larry DeWolf, for bringing in delicious Subs with other club members bringing several salads and desserts.

We raffled off the remaining gifts that Linda Burgio and Joan Cappelletti purchased on behalf of our club for our past December lunch.

Birthdays we celebrated in January were Joan Cappelletti, Ron Luepke, and Pete Yauchzee.
-Fraternally, Ron Pettengill

Firepot

SHEET METAL WORKERS LOCAL 46
JOSEPH P. LEONE, JR., BUSINESS MANAGER



THE NEXT UNION MEETING IS ON FRIDAY FEBRUARY 15, 2008 AT 5:00 PM

WE WERE SADDENED TO HEAR that Brother Joe Vernaccini's father passed away at the beginning of the month. Our thoughts are with Joe and his family at this time.

OUR CONDOLENCES GO OUT TO the family of Brother Dominic Uttaro who passed away on January, 14 2008

OUR CONDOLENCES ALSO GO OUT TO the family of Brother Anthony Muscato who passed away on January 17, 2008. Our thoughts and prayers are with their families.

FOUR AND SIX CLUB: The Annual Euchre Tournament will be held Saturday February 23, 2008 at Matella's Restaurant located at 1479 Lyell Avenue. The cost is \$18.00 per person which includes beer and pop, a buffet dinner and prize money for the winning teams. The tournament starts promptly at 7:30 PM. Anyone interested please contact Tom Sippel at 872-4631 or Mike Morgan at 865-7872 for tickets.

APPRENTICE CONTEST: Congratulations go out to our apprentices who have just returned from the Regional Contest in Springfield Massachusetts. The best way to describe the pride and gratitude we all feel is for us to pass along a recent email we received from our Recording Secretary, Mark Miller:

"Greetings everybody, it is Sunday evening and I have just returned home from Springfield Massachusetts. Over the weekend I had the privilege and honor of attending and mentoring at the Annual Regional Apprentice Competition. We left Thursday morning from Local #46 Union Hall and Training Facility with 5 talented apprentices. These craftsmen won their local competitions in the following categories and placed regionally as follows:

- Architectural Sheet Metal* - **John Cooper** from **Spring Sheet Metal** **1st Place**
- HVAC Sheet Metal* - **Armando Davila** from **Leo J Roth Corp.** **2nd Place**
- HVAC Service* - **John Perna** - from **Crosby Brownlie Inc.** **3rd Place**
- Industrial Sheet Metal* - **Gino Valle** from **Leo J Roth Corporation** **4th Place**
- Test and Balance* - **Mike Benedict** from **Air Systems Test & Balance** **3rd Place**

John Cooper Returns to the National Competition as a three time, National Contestant with a Second and Fourth Place win already under his belt.

Armando Davila is a two time regional contestant, having taken 2nd place last year. John Perna, Gino Valle and Mike Benedict are all first time regional contestants.

The apprentices that competed came from numerous states located in the north-east including New York, Massachusetts, Connecticut, Vermont, Pennsylvania, New Hampshire, Maine and Rhode Island.

Also attending the competition from Local #46 was our Service Instructor and E-Board Member John Bilinski from the Leo J Roth Corporation; Mike Kelly, Training Coordinator for Local #46, who is also the newest member of the Region One JATC Apprentice Competition Committee (Congratulations Mike!) and Greg Bush, Business Agent and TAB Instructor. The National Contest will be held on April 1 - 3, 2008 in Las Vegas.

Congratulations to the apprentice/contestants and fellow instructors for a job well done. Special thanks to the members and signatory contractors who make these competitions possible and especially to the apprentices for what they are... In a class of their own!"
- Respectfully yours, Mark Miller

LAMAR ADVERTISING: On Friday January 18, 2008 the employees of Lamar Outdoor Advertising Co. did have their opportunity to decide, by election, if they would like union representation with Local #46. Unfortunately they decided not to organize and join our organization. For more details please come to our February Union Meeting.

From The CBA:

ADDENDUM 2 Shift Work

Section 1. Shift work may be scheduled at the option of the employer provided it is scheduled for a minimum of five (5) consecutive workdays. The workweek shall start with the third shift on Monday at 12:01 AM and end with the conclusion of the second shift on the 5th day, unless no third shift is scheduled, in which case the workweek will start with the day shift on Monday. The employer may commence shift work operations on any day during the work week but must continue such shift work for a period of not less than five (5) regular workdays. The second shift shall start not later than 6:00 PM.

Section 2. The first or day shift shall work the regular hours provided for in this agreement and shall receive the regular rate of pay for all hours worked. The second and third shifts shall work eight (8) hours on the job.

Section 3. The second shift shall be paid the base rate plus fourteen (14) percent of that rate; and the third shift shall be paid the base rate plus twenty (20) percent of that rate.

Section 4. Work in excess of the hours stipulated for each shift, except as provided in Addendum 1, shall be paid at time and one-half.

JATC NEWS

Architectural Sheet Metal Training:

We will be conducting an Architectural Sheet Metal Class beginning in early January; classes will begin at 5:15 PM here in our Training Center. With all of the Architectural work coming up in 2008 this class is a must for members who find themselves out of work and would like to enhance their skills or pursue this opportunity.

All interested members should call Mike at 647-3200 to reserve a spot.

Welding Reminder:

The following members have their weld cert maintenance due in February:
Armando Davila, Micah DeNering, Greg Ericson, Scott Hepler, Rick Lavere, Allen Mort, and John Suhr. We will be holding the maintenance on **Tuesday, January 29 from 4:15- 6:30 pm.**

"Every advance in this half-century—Social Security, civil rights, Medicare, aid to education, one after another—came with the support and leadership of American Labor".—Jimmy Carter

- Joe & Greg

Powerline

ELECTRICAL WORKERS LOCAL 86
DAVE YOUNG, BUSINESS MANAGER



Union Meetings:

The next Union Meeting will be a Notified meeting held on Friday, February 8, 2008, at 7:00 p.m., in the Meeting Hall, at 2300 East River Road. The purpose for this meeting being notified is to discuss the upcoming negotiations of our Construction Agreement.

Attention Local 86 Golfers:

Anyone interested in playing in the W.G.A. Golf Tournament being held in Cleveland, Ohio during the 3rd week of August 2008, please contact Terry Conheady at (585) 964-2032, no later than Friday, February 22, 2008. This is a 3 day tournament.

Thank you:

The Children's Christmas Party on December 15, 2007 was attended by over 280 children. This day could not have been possible without the help of all the volunteers. Thank you very much each and every one of you who made this day a tremendous success. Jim Walton

Please Note:

If you are *working* and will be taking more than two (2) weeks off, you **MUST** notify the Vacation Committee.

Ginna Pre-Admission Training:

We are currently taking names for the Nantel Training which is being handled through the JATC. These names along with some personnel information will then be forwarded to Ginna for processing. Ginna will then notify the JATC that the individual is entered into the system with a log-in identification and password. The individual will then be notified and he/she can make an appointment for testing at the JATC School. This training is required for individuals that may wish to participate in shut-downs at the following generating stations (Calvert Cliffs, Ginna, or Nine-Mile 2). The taking of this qualification testing does not guarantee employment but demonstrates your ability for readiness for employment. Please contact Tamie at (585) 235-1510 to have your name added to the list as soon as possible. **NOTE:** If you have previously been at Ginna or any other Nuclear Plant you still need to be on the Nantel list and get your password to be in the system.

Notice – Dispatch System Changes:

The Dispatch System has changed to a Telephone Recorder System which went into effect December 1, 2007. The way this system will work is that a registrant on the "Out of Work" list will phone in and listen to the recorded job calls. **If he/she wants a job call after listening to the "job line" you MUST then leave your name, card number, phone number at which you can be contacted at and the order of which job calls you would like.**

Resign Information:

You may resign in person, by email, fax or by mail on the date or before thirty (30) days. If coming to the Hall please bring current cards; such as Kodak Safety, OSHA 10 hr., Asbestos, Xerox, Photo ID, and/or any other cards to update your file. Please see Ron or Tamie! If you need to take any classes, other trades may have classes available.

Mark your calendar:

Local Union 86 will be having their 7th Annual Celebration and Awards Dinner Dance on Saturday, April 26, 2008, at the Marriott Rochester Airport. There will be a flyer with all the details mailed out in February.

Notice from Sunshine Club:

Membership dues for 2008 are on sale now for all members and retirees at a cost of \$6.00 for the year. Please make your check payable to "The Sunshine Club" and mail it attention Ray Hewitt to Local 86, 2300 E. River Road, Rochester, New York 14623.

NEBF Pension:

Please call Laurie at the Union Office a full six months before you reach the age 62 to start processing your pension application (585) 235-1510.

By now you should have received a letter from NEBF regarding a temporary amendment for the 40 hour rule. If you have any questions please contact Laurie.

Drug Testing:

Drug testing can be done at Occupational Onsite Inc., 30 Erie Canal Drive. Please call (585) 723-3891 for same day appointments.

Check out the I.B.E.W., Local 86 Website:

Our website address is www.ibewlu86.org. Don't forget you can resign and get a vacation withdrawal on the website or access the fund office.

I.B.E.W. Emblem on Obituaries:

The Union will pick up the cost of the I.B.E.W. emblem on the obituaries of members. Please contact the Union Office for reimbursement.

Kodak Safety Training:

Employment at Kodak requires a current Kodak Safety card and an OSHA card that shows you have completed these Safety Courses. You must have these cards in your possession while working on Kodak property. Kodak will be offering this training on Monday, Wednesday and Friday only, starting at 7:00 a.m., in Building 28 Theater on the Ridge.

Xerox Safety Course:

The Xerox Safety Course is held every Monday at 8:00 a.m., at Building. #336, in training room #2 for anyone wishing to take it.

Thought for the day!

"Find a need and fill it." - Ruth Stafford Peale

-Ron Freida

Tagline

IRON WORKERS LOCAL 33
GARY SWANSON, BUSINESS MANAGER



Union Meeting-The next meeting will be Tuesday, February 12th 5:30PM at the Union Hall.

Foreman Training and Survival of the Fittest-classes are being formed. Call the Union Hall to sign up.

Anyone interested in taking the flux core class call Alan at the Union Hall on Monday or Wednesday evening or call for his home number.

Welding-Call the Union Hall if you want to sign up for any of the welding classes. **Reminder**-Mail or drop off your local welding cards **before** the expiration date with the appropriate signatures to the Union Hall for Don or Alan to renew them. You need a minimum of six working days doing some welding every six months. You can also update your certification at the school if you need a signature. **There are openings for stick and stainless welding class on Tuesday nights.**

If you can not be at work-for any reason, make sure you call the contractor or the Union Hall. Also, call when you get laid off, otherwise we may not know if you are out of work.

Address/phone number changes-Call Debbie if your address, home phone number or cell phone number changes. You can also email changes to the office at local33@frontiernet.net.

In the near future the Benefit Funds office will have a website up and running. You will be able to view the latest news regarding benefits, email questions, download forms and view your accounts online. There will also be links to other websites that would be of interest.

Medical Supplemental-Remember to provide original receipts with your claim form when submitting out of pocket medical expenses to the Supplemental Plan.

Jonathan Morehouse has been ordered to active duty by the Army and is in Iraq. You can email Jon in Iraq at highiron19@yahoo.com I'm sure he would like to hear from all of us. Call the Union Hall for his current address if you would like to write to him.

Scholarship-The John Lyons Scholarship is available. Requests for applications must be sent to International Headquarters no later than January 31, 2008. The Peter Whitcher Scholarship is also available. Deadline for submission of this application and support documents is April 18th.

Corning/OSHA 10: Corning Glass requires to work on their projects, you must have taken the OSHA-10 class within the previous five years. There is a lot of work starting there this year. Call the Union Hall to sign up for the next class

Safety-If your Kodak Safety card is expired, or you do not have one, call Mike at the Union Hall. He can do the Safety training at the office and also at jobsites and contractors shops. Xerox Safety is held on Mondays, 8:00AM in Building #336. Bring your OSHA-10 card and a pair of safety glasses. **IMPORTANT**-if you are injured on the job, no matter how minor, make sure you notify the foreman or superintendent, and fill out an accident report. If you do not you may not be covered for the injury. That has happened to several members.

Bits & Pieces-If you have achieved any level of success, then pour it into someone else. Success is not success without a successor. - Gary Swanson

INSURANCE:

REMINDER: Individual and family deductibles start over effective January 1st each year and are \$100 and \$150, respectively.

There's still time for you to add one more resolution for 2007. In fact, there's never been a better time to begin living healthier. We encourage you to stop smoking. It's never too late to reap the benefits.

As you "tweak" your New Year's resolutions, check out the Healthy Living Programs that are available to help you reach your goals. There are ten different programs to choose from, as well as numerous interactive tools to help you make healthy choices. The programs are designed to help you meet your goal, whether it is to lose a few pounds and keep it off, eat a little healthier, develop your own personalized workout program, or maintain a healthy heart and blood pressure. There are programs and interactive tools for everyone. We encourage you to sign-on to the member page at www.excellusbcbs.com and click on the Healthy Living Programs on the left navigation bar to access the programs. The programs are designed to help you make positive lifestyle changes at your own pace. In addition to the programs, you will also find interactive tools covering many subjects.

With the time you save not watching the Buffalo Bills strive for another Super Bowl appearance, do something healthy. Exercise, eat less, eat better....follow through. We're all counting on you. Do it for your family.

ANNUITY FUND:

MARCH 1st unemployment draw requests must be received at the Fund Office by Wednesday, February 20th.

Retirees wishing to receive the March 1st extra draw (4 max per year) must submit a request to the Fund Office by Friday, February 15th.

The Annuity Plan's Summary Annual Report (SAR) for the fiscal year that ended March 31, 2007 is published in this issue of the Labor News. Please find & read.

Effective February 1, 2008, the following two changes will occur to the available investment options. Putnam mailed each participant information about the changeover last week. If you didn't receive, please let the Fund Office know.

1) Jensen Fund will be replaced with American Funds Growth Fund of America (ticker: RGAEX)

2) Putnam Vista Fund will be replaced with Morgan Stanley MidCap Growth Portfolio (ticker: MPEGX)

PENSION:

The Pension Plan's Summary Annual Report (SAR) for the fiscal year that ended March 31, 2007 is published in this issue of the Labor News. Please find & read.

OTHER:

If you will be traveling to another IBEW jurisdiction to work and haven't already registered on the Electronic Reciprocal System (ERTS), please do so before you leave. Stop by the Fund Office and we'll do it for you.

A Special Request to our "Snow Birds": Please provide contact information if you are going to be out of the Rochester area for an extended period during the winter, please let us know in writing so we can input this information into our files.. Although your address is good, a cell phone number can also be very useful if need to get hold of you. When you return, drop us note to switch back.

Be proactive about healthier living...& follow through.

-Submitted by: Tom Sykes

John Cheek, CPA
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Blowtorch

PLUMBERS & PIPEFITTERS LOCAL 13
JOHN PERTICONE, BUSINESS MANAGER



At our last union meeting on January 22, 2008 all our newly elected officers were sworn in. Congratulations to all the new officers. It is good to see that the Governor of New York State; Eliot Spitzer is going to concentrate on the upstate economy. He has already committed money for construction projects which will help our economy and bring job opportunities to our members.

We need to make sure that we are completing the apprentice reports. Anyone that has an apprentice or pre-apprentice on your job, it is your responsibility to send in reports on their progress & abilities. The pre-apprentice report is due on weekly basis. Anyone that needs these forms or who has questions should contact the Hall.

We are anticipating some demand for 1104 welding certification to work on Pipe Line work. Anyone interested, let the hall know so that we can set up a Saturday class.

There are many job opportunities for travel, please call Bill Kurtz if you are interested. Our sister Local 73, Oswego, continues to help us out with job opportunities while our area seems to be slow. The UA is in need of welders throughout the country. The shortage of qualified welders is taking its toll since many locals will not hire a fitter unless they are accompanied by a welder. The need for welders is a reality and will continue for years to come.

Local #13's new website is up and running www.ualocal13.org! There is quite a bit of information to be found on the site including agendas, activities and general updates. I encourage you all to check out the site now and throughout the year.

A reminder to make sure to contact the Union Hall if you change job locations for any length of time. Be sure that you call the Union Hall when you go to work and to keep in touch with Bill Kurtz on the latest opportunities. I cannot stress enough the importance of signing the unemployment book at the hall when you are out of work. This helps us know when you are unemployed and when you become eligible for the Security Benefit Funds. Again, please remember to sign the unemployment book.

Regina Kehoe has been in Strong Hospital getting her chemo treatment and medical procedures to prepare her for a bone marrow transplant which will possibly be needed. It was good news to hear that her brother is a perfect donor match for her transplant. If anyone is interested, there will be a donation box at the Union Hall for Regina and her Family.

Congratulations to Bruce Ezell and his wife on the birth of their baby boy Bruce Jr. **IAP Scholarship Applications for the 2008 are available at the Union Hall please call (585) 338-2360 so we can mail you one or stop by & pick one up. The deadline to have the completed application returned to us is Friday March 21st, 2008.**

Save the Date: Local 13 Picnic: Saturday July 12th, 2008, 11:00 A.M. - 5:00 P.M. at Ellison Park, Creekside.

Clambake 2008: Saturday September 27th, 2008 1P.M.-6P.M.

Children Christmas Party: Saturday December 13, 2008 from 10:00 A.M. Till 12:00 P.M.

Attention Members: George Maloney is the new Fund Manager effective January 1st, 2008. John Tschetter will remain in the Fund Office with George until February 1st, 2008.

BENEFIT OFFICE: Please make sure all your beneficiaries are current especially if you have recently become married, divorced or you have recently had a child. You must fill out paper work in order to change your beneficiary. Please call the benefit office if you have any questions or concerns regarding your current beneficiary.

INSURANCE FUND: Please notify the Benefit Office immediately if your families' status changes, married, divorced birth of a child or you lose your coverage (spouse's coverage). New regulations only give us 30 days to make any enrollment changes.

Local 13 has negotiated special discounted fees for dental work with Western New York Dental Group (formally Dental Associates).

You must contact the Benefit Office Immediately once you have become divorced. It is very important to provide a QDRO in order to protect your Pension & Annuity. Also it is considered fraud to keep ex-spouses on our insurance plan after your divorce. If this happens you will be billed for the additional costs.

Attention: Medicare Blue Choice and Medicare PPO Members- Starting January 1st, 2008 your Go-Getters benefits increased to \$650.00. Call 1-800 659-1986 for your 2008 benefit card. No more claim forms.

Local 13's EPA provider is ESI. You can call **ESI at 1-800-252-4555** or visit the web site www.theEAP.com. (Employee login) -(User Name: Plumbers and Steamfitters). **It's Free!!!**

PENSION FUND: Anyone interested in retirement should contact George Maloney, in the Benefit Office, at least a few months before they want to retire. There are several documents you will need to bring in so we can process your application. During this time we can estimate your pension options and answer any questions about the retirement program. This will allow you to turn in all completed paper work before the deadline of one month prior to the date you want to retire.

The Fund Office has a section on the New Web Site. You can download Hour Bank Reimbursement forms, Beneficiary forms, & Retirees can download direct deposit forms.

ANNUITY FUND: If you have any questions call the prudential help line toll free (877) 778-2100. Also you can call us at the Fund Office at 338-2310 or (800) 884-7977. Remember if you default on a loan you cannot take another loan.

The next date to change your Annuity election is April 2008.

Starting September 1st 2007-you are not eligible for an Annuity Distribution unless you have been out of work for 180 days (6 months). You may still work up to 120 hours during the 180 days and still be eligible.

Please remember you cannot complete an online transaction for a period of 5 business days once a password is reset!!!

Guaranteed Income Fund will be at 3.90%. Annual Rate of return for the next six months (January 1, 2008 until July 1, 2008).

- Fraternally Yours, John Tschetter and George Maloney

Laborers

LABORERS LOCAL 435
ROBERT BROWN, BUSINESS MANAGER



Next Regular Membership Meeting
Wednesday, January 23, 2008, 8 PM

Be sure to attend the January 23rd meeting. Retirees meet 1 hour earlier at 7 PM. This would be a good time for you to pick up your 2008 membership card, but you must realize that all the 2007 hours might not be in yet.

We prefer you come to the office to pick up your 2008 card, but if you live out of town, work nights or can't make it to the office; we will mail it to you. Call 454-5800, ext. 300.

I recently read an article where the person says, "We have to demand that products sold in the USA be made by workers-wherever they are in the world-who are paid a decent wage and who are shown the respect we demand in the workplace." That sounds real nice, but if we keep our jobs here we don't have to worry much about decent wages or conditions.

What's new on the job front? Crane Hogan has a couple jobs, one for Monroe County Water Authority & one for Monroe County down by the lake. LeChase has a major building job on the eastside of the city. Western New York Contractors has some waterline work in the Spencerport area. DiFiore has a small paving job on Rt. 96 in the Perinton area. Remember, some contractors have a non-union alter-ego, but we hope they will do the jobs with their Union side.

As of Sept. 1, 2007 our Fund Office is no longer contracting through Statewide/PHCS for medical claims. Medical claims are now being processed through RMSCO. Eligible members should have received a new RMSCO card in the mail. If you have not received your card, call the Fund Office ASAP, 325-3906. The new RMSCO card is for MEDICAL CLAIMS ONLY. All other claims such as Dental & Optical are still being processed through our Fund Office.

Also if you have a child graduating from high school this year or is already in college, don't forget to request a college scholarship application from the Fund Office. The application must be returned by April 1st. If you have any questions, call the Fund Office. Ten \$1,000 scholarships are awarded every year.

While many Americans struggle try to keep or procure decent healthcare, I recently read of a CEO of a major health group who several years ago retired with a lifetime supplemental retirement benefit of 65% of his average cash compensation over his past 36 months of employment. This is in addition to cashing out more than \$114 million in stock options. He also had more than \$1 billion in unexercised stock options. Corporate greed is & has been out of control for a long time. I wish CEOs & large corporations were scrutinized as closely as Unions are.

With compensations like the above CEO, the present times have the largest wage difference from top to bottom since the 1920s. This is one reason why Unions are just as important today as they were in the early 1900s, even more so. It's like the middle class is invisible to our law makers, except when they need our money & our vote. Shortly after election time, we are again invisible.

The rich feel they are superior to the rest of us. I recently read this quote, "The truth is that there is nothing noble in being superior to somebody else. The only real nobility is in being superior to your former self."

The Super Bowl Pool sold out in record time. It only took about 10 days. Everyone in the pool will receive a copy.

- Ray Kuntz Jr.

Training news: Jerry Landers

We are scheduling a number of classes for after the first of the year. The 30 Hour OSHA class will be every Tuesday and Thursday for 5 weeks. We are also offering journeyman classes in AutoCAD, Plumbing Code, Med Gas, Orbital Welding, as well as an **HVAC Star refresher class** for February. Please check the Local 13 website for more information. If you are interested in taking a class, please contact the JATC office.

Local 13 is starting up an email list-server for discussion of topics which are important to our HVACR Service Technicians. The Local 13 Service Tech email list is free for all interested parties. An email list-server will automatically distribute an email to all list participants. When you reply to the list, your reply goes to everyone. The easy way to become part of the list is to use the form at <http://www.freelists.org/list/service-tech13>.

All course reimbursements must have two weeks prior approval from the J.A.T.C. The J.A.T.C. **must** receive a Certificate of Completion within 90 days from the date of the course in order for the member to be reimbursed.

Please note: There is now a \$10.00 fee to replace a lost OSHA card payable to CY Concepts. Please keep track of your card.

Open Welding: Journeyman welding will continue to be available on Monday Nights and Saturday Morning. The Kodak Weld Representative will be here for **continuity** on **Tuesday, March 25th, 2008 @ 3:30 p.m. All UA certs** can be updated on this date. Please remember to check your continuity cards.

Special Note: The JATC Board has decided that we will need to collect a \$25.00 deposit for any testing event in order to hold a spot for you on test day.

Retiree's Club

Thanks to everyone who helped with the cooking and clean up and to all who brought a dish to pass at our January luncheon. **Charlie Yatteau** won the free month dues and **Dick Maxwell** won the \$25 Wegman's gift certificate. Our next meeting is **February 12th, 2008** and we will be serving our award winning chili's and cold cuts. If you would like to bring a dish to pass feel free to do so. We have a stove hooked up for your convenience in case you bring something that needs cooking or warming up. You can e-mail me at jerryattricks@frontiernet.net with comments or suggestions for future meetings. Check out the retirees web page, go to www.ualocal13.org and click on membership news and you will see a link to the **Retirees Home Page**.

- Fraternally Yours, Larry Tschetter

The next Regular Union Meeting is Tuesday February 26th, 2008 at 5:00 P.M. please stay informed and come to the union meeting.

-John Perticone

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