

“Everybody wants to eat at the government's table,
but nobody wants to do the dishes.”
— Werner Finck

LABOR NEWS

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The Voice of Labor in Rochester Since 1945

November 27, 2009



NY City Mayor Signs \$5.3 Billion in PLA's with Building Trades

NOVEMBER 24th — Mayor Mike Bloomberg today announced the signing of long-awaited Project Labor Agreements (PLA's) worth \$5.3 Billion in public projects over the next four years. The signing of the PLA's caps an eight-month negotiation process between the Trades and the City administration. These are the first-ever PLA's for City agencies. The PLA for the School Construction Authority builds on a previous PLA agreement.

Calling the PLA deals “the economic downturn's silver lining,” the Mayor said hard economic times have allowed the City to win **\$300 million in savings** from labor

unions by exacting concessions in work rules and overtime, including a waiver of Wicks Law provisions. Building and Construction Trades Council President Gary LaBarbera, in response to a question, countered by noting that the PLA's put savings dollars back into the City's capital budget, where they will be used to fund an additional 1,800 unionized construction jobs.

The solid turnout of labor leaders at the event — including top officials of the Mason Tenders, Ironworkers, Painters, Elevator Constructors, and others — was a clear indication that they support the PLA's and believe their funding guarantees will be instrumental in helping many union members ride out the recession. The PLA's mean different things to different unions, with some — like Mason Tenders Local 79 — looking to see significant hiring. Others, like the Elevator Constructors, are expecting just a small boost.

Overtime is capped at time-and-a-half for work performed from Monday through Saturday with no restriction on the ability of contractors to schedule overtime to meet deadlines. All trades have agreed to standardization of terms and flexibility of scheduling at

job sites, including eight standard holidays, 8-hour day, 40-hour weeks, flexible start times, and coordinated lunch periods. Strikes are prohibited even if broader work stoppages exist outside the work sites.

The Mayor's office said

the PLA's will fund 32,000 construction jobs over the four year life of the agreements.

He was joined by Reverend Jacques A. DeGraff of the Minority Business Leadership Council, who noted that the PLA's have specific provisions to increase the numbers of minorities and women who can be placed on construction jobs. For contracts and sub-contracts of less than \$1 million, managed by non-union Minority and Women-Owned Business Enterprises, the contractor will be allowed to fill as many as half of the first eight jobs on a project with their own workforce. The PLA's commit unions to the goal of hiring 45% of apprentices from the ranks of minorities, women, returning veterans, and new high school graduates of the City's public schools.

Labors Work Continues at Edison



Edison Applied Tech Senior Michael Thomas shows school board member-elect Jose Cruz and UNICON Executive Director Ken Warner around the Student House Building project on Polaris Street. Thomas says that upon graduation, he looks forward to exploring apprenticeship programs as well as a college degree to continue his education in the construction trades. Photo by Lindsay Lukasiewicz



IBEW Local 86 and the National Electrical Contractors Association Presents \$25,000 in Scholarships to Local Students

Rochester, New York- The Rochester Labor Management Cooperative Council comprised of the International Brotherhood of Electrical Workers, Local 86 and the National Electrical Contractors Association hosted a luncheon to present a total of five \$5,000 scholarships to area colleges last Friday. The sixth annual event provided \$5,000 scholarship to students at the University of Rochester, Rochester Institute of Technology, Nazareth College, Saint John Fisher, and Roberts Wesleyan College.

IBEW Local 86 Business Manager David Young believes this is just one more example of how local labor gives back to the community. “Our electricians and electrical contractors are committed to education that builds our community,” said Young. “Through our scholarship program, we are able to support our local colleges and the students that are the next generation.”



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*"It's a message from the worker who assembled our microwave...
'Working for tips. Please send one.'"*

Letter from the Editor

Last week, Brian Sampson again missed the mark in the RBJ's article about reforming New York State's IDA system. Sampson and Unshackle Upstate's view of economic development strategy may have been valid at some point, but in this economic climate we can no longer waste taxpayer's money on incentives that do not produce the results we need to grow our local economy.

In the case of the construction industry, we know that every dollar paid to a local construction worker is spent seven times in the local economy. This kind of multiplier adds real value to IDA incentives that are specifically designed to stimulate the local economy and produce local jobs. Are Sampson and the Unshackelers advocating for a two or three fold multiplier, believing that is somehow better, or are they endorsing an incentive strategy that begins the process by putting less money into the local economy through the

payment of sub-standard wages? Maybe they believe that New York's economy is such that we can still afford incentives that are less effective.

Either way, **Sampson seems to be advocating for a continuation of an antiquated incentive strategy**

that no longer produces the results we need given the economic condition we face. It is time to eliminate incentives that drive down our areas wages and damage our local construction industry. The single best way to do that is

close the loophole that allows government subsidized construction projects to pay sub-standard wages. In New York, we can only afford government incentives that produce the biggest bang for the buck, otherwise we are simply throwing good money after bad.

In related news, PLA's are cropping up around the state with the announcement of big deals in NYC and Allegany County. As budget belts tighten nationally, municipalities are looking to PLA's to provide a verifiable cost savings to taxpayers and a chance to have local people work on local projects. While Monroe County has done several PLAs, the City of Rochester has not. In this climate of 10% unemployment, it remains to be seen just how much longer government funding can be doled out to local construction projects in Rochester with few provisions to save taxpayers money or returned value through employing local labor.

Gangster Capitalism: Don't pay the workers

By Leo Canty

Free-market capitalists and some media pundits are among the loudest voices bemoaning the stress of broken backs from too much government. The noise is so loud that many have begun to believe that government regulation, monitoring, and enforcement is a bad thing.

Well, it is — if playing fair hampers your profits.

The market credo asserts that profits come by raising prices or cutting costs. This economy favors the latter. So, turning off lights, firing workers, buying cheap pencils, cutting wages and benefits, or just not paying people are among the many cost-cutting tricks that can be found in the magic profits kit.

Not paying people?

Yes, that trick seems to have become quite popular.

The trick is to just forget to pay the workers for their time on the job or — oops — use the wrong pay rate. Maybe put the old batteries in the little handheld payroll calculator to knock the OT calculations off a bit — in favor of the company, coincidentally.

Labor laws have their weaknesses and loopholes. They are sometimes a bit confusing and enforcement may not be at peak. So, with those conditions in place, the unchecked "oops" factor is becoming more common. That's evidenced by the rising "mistakes" rate. If making "mistakes" is easy, cheating is even less work.

Walmart, with thousands of employees in many states, has

regularly been caught making wage and hour "mistakes." In a recent combined class-action court case in Nevada, the judge found that the retail giant, and pillar of the community had failed to give its workers their entitled rest and meal breaks, skipped overtime pay, and doctored time cards to keep overtime down — 1.5 million times.

That case, with its \$65 million-plus payback, is one of many brought against the company as its totals now exceed hundreds of millions of dollars in back wage and penalty payments.

Save money. Live better. No consequences.

And Walmart is not alone.

It shouldn't work like that, but if lawsuits, penalties, and wage settlements cost less than paying for overtime, extra hours, or working lunches, then, sadly enough, it sounds like a profitable business decision to let a judge assess the wage payouts.

Gary K. Pechie, the director of Connecticut's Department of Labor Wage and Workplace Standards Division, has seen a noticeable increase in inquiries, "mistakes," and outright cheating here in our state.

In fiscal year 2008-09 the 30 crackjacker investigators in his department worked full speed and got \$8.1 million paid back to workers whose bosses kept their cash. That was about a 12 percent increase over the previous year.

At a news conference state Sen. Edith Prague and Attorney General Richard Blumenthal asked why a contractor that has violated wage and hour rules, and was banned from Massachusetts

state contracts, was still awarded a contract by our state's Department of Transportation. There's disagreement over the rules and eligibility for violators.

It shows how our system isn't protecting us.

Worry not, the cavalry is coming.

Many states are tightening rules, boosting fines, and enforcement. U.S. Secretary of Labor Hilda Solis is at it too. She's expanding the U.S. Department of Labor wage and hour investigative unit to hunt down more cheaters and "mistakes." Connecticut's federal DOL investigation unit will expand by 33 percent, from 9 to 12 people. They will work in tandem with Pechie's crew, chasing the wage scofflaws.

We have a couple million people employed at tens of thousands of workplaces. I don't doubt the ability, energy, and effectiveness of every one of our 40-plus Connecticut investigators chasing wage and hour violators and protecting our paychecks. Just think what 80 or 160 investigators could do.

Seems to me we have a case — that's not an isolated one — where it makes sense to add a bit more government to guarantee fair and just outcomes. Sure, CBIA and the Chamber of Commerce may scream like banshees. But, really, should one's labor and honest wages be the subsidy for the ill-gotten gains of any boss? Not in my book.

That's not free-market capitalism. It's gangster capitalism. And we all should be breaking our backs to stop it.





Rochester Labor Council, AFL-CIO Annual Delegates Dinner:

The Annual Rochester Labor Council, AFL-CIO Annual Delegates Awards Dinner will take place Thursday, December 10, 2009 at the Rochester Riverside Convention Center. Happy Hour (sponsored by the Rochester Building & Construction Trades Council) will begin at 6pm, followed by dinner at 7pm. The dinner program will feature award presentations as well as our *featured speaker*, *New York State Commissioner of Labor, Patricia Smith*. Tickets are available by calling (585) 263-2650 - \$45/person; \$450/table. RSVP's are appreciated by Friday December 4, 2009.

Steuben/Livingston Central Labor Council - Annual Holiday Gathering:

The Annual Holiday Gathering of the Steuben/Livingston Central Labor Council, AFL-CIO will take place, Thursday, December 3, 2009, beginning at 6:30pm, San Carlos Restaurant, 7500 State Route 54, Bath, NY. Buffet and Cash Bar. Please RSVP to Erin Moody (585) 263-2650.

Chemung/Schuyler Labor Assembly - Annual Holiday Celebration:

The Annual Holiday Celebration of the Chemung/Schuyler Labor Assembly will take place on Wednesday, December 9, 2009, beginning at 6pm, CWA Local 1111, 459 East Church Street, Elmira, NY 14901.



Allegany Courthouse Renovation to be Done Under PLA

(BELMONT) - The nearly \$14 million Allegany County Courthouse renovation and improvement project in Belmont will carry with it a Project Labor Agreement (PLA), which will save the county nearly \$200,000 in construction costs, a representative of the Southwestern Building & Construction Trades Council tells WNYLaborToday.com.

A PLA maintains that state-set Prevailing Wages will be paid on the project, as well as insure that highly-skilled- and -trained local construction workers are employed on the project, Building Trades Representative Jeff Aiken of the Olean-based Empire State Regional of Carpenters said. By taking advantage of what the PLA offers, including an hourly wage mix of journeymen and apprentices, the Belmont county courthouse project will now realize a \$195,000 cost-savings, added Aiken - which he says "debunks" the anti-PLA faction that claims PLAs raise costs.

"It's our understanding a non-Union contractor has been awarded the low bid, so that further debunks what the ABC (Associated Builders & Contractors, Inc.) association continues to say is a 'Union-friendly' agreement and that 'only' Union contractors get PLA projects," Aiken said.

The Allegany County PLA - which was negotiated by Southwestern Building Trades Representatives Aiken, Steve Thorpe of the Sheet Metal Workers and Dave Wilkinson of the International Brotherhood of Electricians - was actually suggested by County Administrator John Margeson in an interview on the project that appeared in the *Olean Times-Herald*. After reading the story, Aiken said he reached out to Margeson and the process to determine whether or not a PLA would be beneficial on the project was started.

"The county hired a law firm to look into the PLA and subsequently conducted a feasibility study. It showed there would be substantial cost savings. The Southwestern Building Trades then sat down and negotiated a PLA and the Allegany County Legislature then reviewed it and later passed it," Aiken explained.

The Carpenters' Aiken said he "congratulated" Allegany County Administrator Margeson on his "open-mindedness" to look into the benefits of a PLA, despite the negativity spewed by the ABC. "It was his concern for the taxpayers of Allegany County and the potential savings under a PLA," he added.

According to published reports, the project will bring the courthouse facilities up to the standards of the Court Facilities Act of 1987. Representatives from the Office of Court Administration were reported by the *Olean Times-Herald* to have said that if the county did not bring its courthouse up to standards, it would be sanctioned a reciprocal \$14 million.



Illinois Grad Employees Win Key Contract Demand, Return to Jobs

(AFL-CIO)- More than 1,100 graduate student employees at the University of Illinois at Urbana-Champaign (UIUC) won protection of their tuition waivers and other key improvements in a tentative deal reached with the university last night following a two-day strike.

The Graduate Employees' Organization (GEO/UIUC), an AFT affiliate, says in a statement the three-year agreement secures the "four pillars" of the union's contract demands and "represents a major victory for labor in the state of Illinois and the United States."

Graduate student Sarah Hennebohl told the Daily Illini, the school newspaper:

Without a tuition waiver, I can't pay for anything. I can't even apply for a credit card. I don't want to have to discontinue my education.

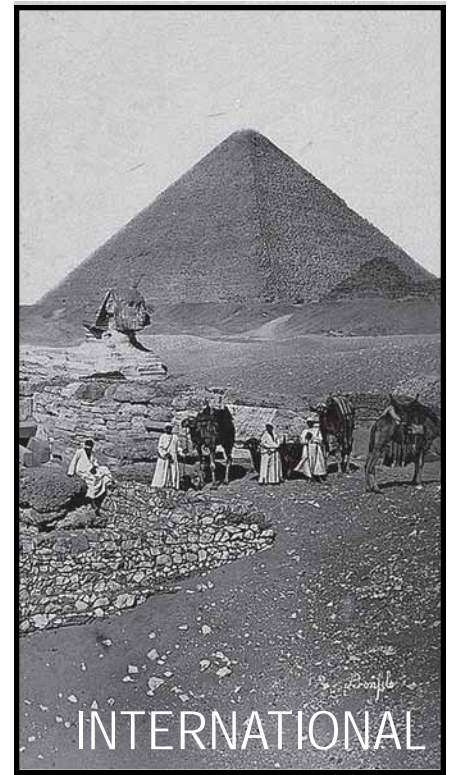
In addition to protecting tuition waivers for the university's teaching assistants and graduate assistants, the new contract includes an additional two weeks of unpaid parental leave, increases the university's contribution to health care premiums and provides a 10 percent increase in the minimum salary over the next three years.

The graduate employees—who teach nearly a quarter of the undergraduate classes at UIUC—began their strike Monday after months of unsuccessful negotiations, while the university refused to include the tuition waiver protections in the collective bargaining agreement. They had been working without a contract since August.

In a letter of support Monday, AFT President Randi Weingarten praised the graduate employees for taking action "that will result in better working conditions for you and that will in turn ensure a high-quality education for the students you help to educate."

You are not only standing for yourselves, but you are standing up for thousands of graduate employees around the nation who may one day find themselves in a similar situation. The AFT has long held that universities should provide tuition waivers as a condition of employment for graduate employees.

A vote on the new contract will be held later this month.



Egyptian Workers Build Independent Union Movement

(AFL-CIO)- Workers in Egypt are doing something truly remarkable. In the face of very long odds, they are organizing an independent, democratic workers' movement, which has the potential to lift their families out of poverty and spur a new wave of democratic reform in Egypt.

Many of the workers scrape by on just a few dollars a day or less. At times it seems all of the institutions of society are stacked against them. The government colludes with corporate interests to keep their wages and benefits low, often skirting or ignoring the law. Even their official trade union movement is run by the same government and corporate interests that control the rest of society. Imagine Working America being run by conservative members of Congress and the CEO of Wal-Mart and you've got the right idea.

Then again, the idea of powerful political operatives and corporate interests working together to form front groups that claim to speak for working people isn't entirely foreign to us.

When Egyptian workers attempt to form democratic and independent unions that actually fight for them, they risk arrest, harassment and sometimes torture. It was an enormous privilege to look into their eyes, hear their stories and share organizing strategies with them. In spite of the oppressive conditions, they are organizing themselves at the grassroots, leading a huge wave of strikes and activism. There have been more than 700 strikes a year for the past two years. If this remarkable surge in grassroots activism continues, we could well be witnessing the birth of a true, independent labor movement in Egypt. That, in turn, could spur broader democracy in Egypt and increase the quality of life for workers.

Main & Clinton Watch



An update on economic vitality in the heart of Rochester

135

Days since Rochester rejected the Renaissance Square project

Zero

Construction jobs currently underway at Main & Clinton

Panhandling

Current economic driver

State, Local Budgets Tanking, Need Help Fast

James Parks
AFL-CIO

With official unemployment at 10.2 percent, creating new jobs is a critical part of any economic recovery. But huge state and local budget shortfalls caused by the nation's economic crisis will make joblessness worse unless state governments receive massive amounts of aid, according to a new report.

The report by Ethan Pollack, an Economic Policy Institute (EPI) policy analyst, says the recession has led to much lower tax revenues for state and local governments. Unlike the federal government, state and local governments must balance their budgets by law. So state and local policymakers are cutting spending and raising taxes, steps that will lead to lower consumer demand and more unemployment.

At an EPI forum yesterday to release the report, Trenton [N.J.] Mayor Douglas Palmer said mayors and governors could use additional federal stimulus money to create jobs now, improve the nation's infrastructure and help small businesses—all of which would have lasting economic and environmental benefits.

Metropolitan economies now account for 86 percent of national employment

90 percent of workers' income and 90 percent of our gross domestic product, Pollack said. Mayors lead these metro economies that drive the nation, Palmer said. To reverse the current economic situation and create jobs, the only way to do so is to invest in these metro economies.

In the EPI report, Pollack says states face a two-year \$357 billion budget shortfall for the fiscal years 2010 and 2011, while local governments face an additional \$80 billion deficit. The American Recovery and Reinvestment Act provided much-needed relief, but its \$106 billion in aid to states fills only about 25 percent of the shortfall. The rest of the budget must be balanced by spending cuts and tax increases.

State and local spending cuts can be particularly harmful to the economy, Palmer and Pollack said. Not only do they deprive citizens of needed public services like health care, transportation, education and safety, they also fall disproportionately on the backs of those with low incomes. Businesses' sales fall, forcing firms to slash wages or lay off workers, and these workers then cut their own consumer spending. As a result, each dollar of spending reduction by state and local governments leads to \$1.41 in lost economic activity.

Without additional state and local budget relief, current and future shortfalls will cause millions of job losses and likely contribute to a drawn-out and painful recovery.

Pollack put it this way:

At this point, Congress has a choice. On the one hand, it can do nothing, thereby forcing states and local governments to cut budgets and raise taxes by hundreds of billions of dollars over the next few years. The result will be a drag on the economy that will at best lead to a long, painful, and relatively jobless recovery and at worst cause enough damage that the economy reverses course and begins to contract again.

NAACP Joins with Labor to Demand Bold Action on Jobs

John Wojcik
ILCA

WASHINGTON - The nation's top labor, civil rights and community leaders joined forces here today and put forward a bold program they say is needed to create millions of new jobs and to lift the economy from the depths of the recession.

At a gathering sponsored by the labor-backed Economic Policy Institute they made it clear that all of the organizations they represent agree on a 5-point agenda that must be enacted if the economy is to begin working for the broad majority of Americans. The program they are demanding includes extension of the unemployment benefits lifeline for millions; the commitment of hundreds of millions in federal dollars to rebuild America's schools, roads and infrastructure, including "green" jobs in alternative energy and energy conservation fields; massive aid to state and local governments to maintain vital services; the direct creation of federally funded jobs in the "hardest hit communities," both in minority and other communities that have been devastated; and the use of remaining TARP (bank bailout) funds to get credit flowing to small and medium businesses that would be a direct help to Main Street, rather than Wall Street.

Richard Trumka, president of the AFL-CIO, declared, "While the job crisis would have been even worse without President Obama's economic stimulus program which has saved or created 1 million jobs, the depth of the crisis demands that we do more before more people lose their homes, their health care and their hope."

Trumka also called for the passage of the Employee Free Choice Act as a way to make sure good jobs are created through collective bargaining. He also acknowledged harder-hit African American and Latino communities in the jobless numbers. Joblessness is an American problem, he said, urging unity on the economic fight.

Janet Murguia, president of the National Council of La Raza, focused like a laser beam on why, in the interests of all workers, there must be a special effort at targeting job creation in the hardest hit minority communities. "More than eight months ago unemployment in the Latino communities broke 10 percent," she said, "and now that it has done that across the board, we see plans for a jobs summit in December in Washington. Bold federal action is needed in the hardest hit communities to relieve the pain and suffering there but also to keep the pain and suffering from spreading everywhere else, which it is doing now and which it will continue to do if we don't get targeted relief to the hardest hit."

Murguia fully endorsed extensions of unemployment benefits but pointed out that many of the unemployed in minority communities are currently not collecting those benefits.

Wade Henderson, president of the Leadership Conference on Civil Rights endorsed the concept of targeting job creation efforts to hardest hit communities and noted that such efforts will benefit not only minority, but also white workers.

"The jobs crisis is so big that it is affecting all workers," he said. "There are white workers who are experiencing economic pain that was once experienced by minority workers living under segregation."

Benjamin Todd Jealous, president of the NAACP, said, "Jobs must be seen as the first and most critical issue in this crisis. It was lack of jobs in minority communities that made us talk about a moratorium on foreclosures in those communities four years ago. Now this is an issue everywhere because of the jobs crisis."

"People don't want to hear that they have to wait for a rejuvenated finance industry or for something else to create jobs somewhere down the line. They need action now, and it has to get from Wall Street, not just down to Main Street, but all the way to Back Street."

Jealous called the long-term jobs crisis in the African American community a "canary in the great American coal mine." Jealous took on The New York Times recent story "NAACP prods Obama on job losses."

"The president gets it," he said. "The pressure is going to be on those in Congress who don't get it yet."

Deepak Bhargava, executive director of the Center for Community Change, said the federal government must create, on the neighborhood level, jobs that result in the actual improvements needed in the communities.

"Like what the government did in the 1930's, these jobs will have a long-lasting positive effect," he said.

Representatives of the media gathered for the event asked the leaders how they expected to muster the political support for bold job creation measures, given concern about the size of the federal deficit.

"The labor movement has been knocking on millions of doors all over this country," said Trumka, "and we've never been asked about the deficit. People ask about their jobs, health care or whether they'll be able to send their kids to school. There is a very broad understanding out there that the only real way to fix the deficit problem is first to get everyone working."

"Elections have a way of bringing things into focus," said Henderson. "When it comes to the 2010 elections be assured that the coalition you see being formed here will have great success in holding all those people in Congress accountable on the issue of what they did or did not do when it comes to job creation."

A pile of excuses or an attack on the president is not going to do it."

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Workers Rally to Shut Down School of The Americas

James Parks
AFL-CIO

Hundreds of union members joined religious and human rights activists in a vigil and rally outside the gates of the School of the Americas (SOA) last weekend to demand that it be closed.

Graduates of the school, operated by the U.S. Department of Defense at Fort Benning, Ga., have been linked to human rights violations and suppression of popular movements in the Americas, according to the activist group **SOA Watch**.

Many targets of assassination and torture in Latin America are trade unionists.

More union members are killed each year in Latin America than in the rest of the world combined.

primarily due to extreme anti-worker violence in Colombia, according to the International Trade Union Confederation.

Union members, young activists and religious groups joined in a labor caucus Nov. 22 and heard Colombian trade union members describe the dangerous conditions they live under daily. When 14 Colombian unionists were in the United States receiving training through the AFL-CIO over the past two months, four of their union colleagues back home were killed.

The caucus, which included members of the UAW, AFSCME, AFT, Plumbers and Pipe Fitters, United Steelworkers and Carpenters, also heard from Honduran workers who condemned the recent coup that stripped democratically elected President Manuel Zelaya of his office. The military coup was led by SOA graduates in Honduras, says SOA Watch.

AFL-CIO President Richard Trumka said scheduled elections in Honduras could not be fair "with an illegitimate government in power." Added Trumka:

The violent and coercive repression of political opposition to the de facto coup regime, including trade unionists, has continued. At least 12 trade unionists have died in the violence since June 28.

National and international human rights organizations report ongoing human rights violations committed by state security forces, including killings, severe beatings, sexual violence, the imprisonment and torture of activists, as well as the arrest and detention of President Zelaya's supporters.

The school has trained more than 64,000 Latin American soldiers in counterinsurgency, psychological warfare, military intelligence and interrogation tactics, SOA Watch says.

Recently, opponents of the SOA won a victory when a joint House and Senate conference committee agreed to include language in the 2010 Defense Authorization Bill that requires the Pentagon to release names of the graduates of the School of the Americas to the public. The Pentagon had classified the names after the continued involvement of SOA attendees in human rights abuses became public.

Also last weekend, members of the labor caucus joined a march and rally at a local Publix supermarket in Columbus, Ga., in support of the Coalition of Immokalee Workers who are trying to get the grocery chain to agree to increase the pay and ensure better working conditions for workers who harvest most of the nation's tomato crop.

Without Jobs, the Nation's Future Circles the Drain

Jobs should be priority number one for this county

Tula Connell
AFL-CIO

After he was elected AFL-CIO president in September, Richard Trumka traveled around the country on a listening tour. Here's one story he heard, which he described this week as the AFL-CIO, along with several key allies, launched a jobs initiative to help get our nation back to work.

Last summer at an event in Ohio, I met a young woman who is facing this crisis head-on. Lacey, who is not yet 20 years old, wants to become a teacher. But after her dad's factory closed and he was laid off, she had to put off her hopes of attending college to help her parents keep a roof over their heads. Lacey took a job in a school cafeteria—until the state budget got cut, and she got laid off, too.

After months in which she and her father were both searching for jobs, Lacey said she felt lucky to find a part-time fast food job that pays half of what the cafeteria paid. Lacey has more unemployed friends than friends with jobs, and, like a third of workers her age, she's still living with her parents. Here's what Lacey said to me that day:

I wanted to be a teacher to help children get the education they need to get ahead. But now I feel like I'm just going backward myself. I'm really scared for the kids my age. We want to work. We need jobs.

For many Washington insiders, Lacey's life is hard to fathom. They're obsessed with the GDP and fixated on the budget deficit (as opposed to the trade deficit, which, if it were addressed, would improve the U.S. jobs situation). The fact that more than 26 million Americans are unemployed or underemployed

just isn't registering. And who in D.C. can grasp that there are just no jobs in this country—that, in fact, there is more than six workers for every one job?

Yet as we found in our recent survey of young people, "Young Workers: A Lost Decade," the recession is flushing their earning power and their futures down the drain:

* More than one in three young workers say they are currently living at home with their parents.

* 31 percent of young workers reports being uninsured, up from 24 percent without health insurance coverage 10 years ago.

* One-third of young workers cannot pay the bills and seven in 10 do not have enough saved to cover two months of living expenses.

Brad DeLong, an economist at the University of California-Berkeley, has described the debilitating effects of the oxymoronic "jobless recovery" on young people: Every 1 percent increase in unemployment results in the loss of 7 percent of income for young people entering the job market.

Overall, the long-term damage of an ongoing recession, says Economic Policy Institute (EPI) economist John Irons, seriously damages the chances unemployed workers will get jobs. Irons cites a study in which some 35 percent of jobless workers don't have jobs two years later and 13 percent had only part-time jobs. Meanwhile, 13 percent of those who did find full-time work were paid less than at the job they lost.

David Dayen lists the five points in our jobs proposal here. We're pushing it with our partners: the NAACP; National Council of La Raza (NCLR); Leadership Confer-

ence on Civil Rights (LCCR); and the Center for Community Change. Together, we're trying to light a fire under lawmakers on Capitol Hill—who, if they don't act fast, likely will get a close up and personal look at the unemployment line themselves. We plan to press the White House and Congress to act on these recommendations immediately, starting at President Barack Obama's Dec. 3 Jobs Summit.

Speaking at yesterday's event, LCCR President Wade Henderson said the nation's jobs crisis requires urgent attention—because it's not just an economic imperative to put people to work, it's a moral responsibility:

Make no mistake, for us this is the civil rights issue of

the moment. **Unless we resolve the national job crisis, it will make it hard to address all of our other priorities.**

The 2008 campaigns mobilized young people and turned them out to vote. Lawmakers have an obligation to ensure they—and our nation—have a future. As Trumka says:

We owe Lacey our support. We owe Lacey and millions like her a future to be hopeful about—not one to be feared. Lacey and her generation could find their future permanently stunted, their potential never fully met. That's unacceptable. We can't afford to let that happen.

Colombians Mourn Colleagues Killed in Past Two Months

James Parks
AFL-CIO

When 14 Colombian trade union members were in the United States for a training program, they were unable to forget just how dangerous it is to support unions in their home country. During the two months they were here, four of their colleagues were assassinated.

In a memorial service at AFL-CIO in Washington, D.C., yesterday, we joined the Solidarity Center and the Colombian workers to honor those who were killed and to reaffirm our determination to

fight for workers' and human rights in that country.

AFL-CIO Secretary-Treasurer Liz Shuler told the group:

We want our Colombian sisters and brothers to know that as we fight for basic trade union rights in this country, we are totally dedicated to their struggle to organize and collectively bargain in an atmosphere free of fear, terror and violence.

Shuler noted the AFL-CIO has recognized the courage, strength and valor of the Colombian union movement by presenting the 2008 George Meany-Lane Kirkland Human Rights Award to Colombian

human rights activist Yessika Hoyos.

The Colombian workers participated in the Trade Union Strengthening program sponsored by the Solidarity Center, with funding and support from the U.S. Department of Labor. As part of the program, the Colombians joined union organizers on the ground for three weeks. They worked with organizers from AFSCME, TCU/IAM, North Shore (Mass.) Labor Council, Sacramento Central Labor Council and the Teamsters. TCU/IAM, the United Food and Commercial Workers and the Teamsters also provided training for the Colombians.

Colombia is the **deadliest country** in the world for trade unionists. At least 34 trade unionists have been killed this year in Colombia, with 10 deaths in the past eight weeks alone.

Jose Diogenes Orjuela Garcia, organizing director of the Colombian CUT union federation, said at the memorial service:

We want to have a country where union rights and human rights are respected. If you add up all the acts of violence [against union members] there have been more than 10,000 in the past 20 years.

Both Shuler and Garcia made it clear that the United States should not sign a free

trade agreement with Colombia until the violence against union members ends. Says Shuler:

The AFL-CIO stands with the...entire Colombian labor movement in their continued opposition to the Colombia-U.S. Free Trade Agreement.

We cannot permit a permanent trade instrument that incorporates a labor market based on the literal assassination of workers and their unions.

For us, these struggles are one and the same. We are fighting for passage of the Employee Free Choice Act not only to help end the unchecked violations of organizing and collective bargaining rights by employers in this country, but to set a new standard for the United States and its corporations operating in Colombia and throughout the globe.

Bipartisan Report Shows U.S. Must Move Aggressively on China's Illegal Acts

James Parks
AFL-CIO

The 2009 report to Congress by the bipartisan U.S.-China Economic and Security Review Commission (USCC) is a call to action for the United States to move aggressively against China's illegal moves in the global economy and to create an industrial strategy to rebuild our manufacturing base, several experts said today.

During a telephone press conference sponsored by the Campaign for America's Future, Carolyn Bartholomew said China has developed a plan to build national wealth and increase its power and influence in the world and the United States has not.

Bartholomew, who chairs the USCC, said the commission found that China employs a wide range of subsidies that include land, loans, energy, water and tax incentives to attract foreign manufacturers for the production and export of higher technology products. State-owned banks also provide massive loans to industries producing over capacity.

As AFL-CIO President Richard Trumka says:

The report drives home the point that the Chinese government's export-led manufacturing strategy is driven by a full range of subsidies, many of which are illegal under both the WTO [World Trade Organization] and our own trade agreements with China. These industrial policies begin with the most important illegal subsidy of all—the continuing substantial undervaluation of the Chinese currency.

Bartholomew warned that a side product of our growing trade deficit with China is that as more business goes abroad, the technology that we have developed for aircraft, computer chips and other products go with it. She related how the Army recently had a problem buying domestically made triggers for its rifles because the tool-and-die industry is so decimated.

Clyde Prestowitz, president of the Economic Strategy Institute, just returned from a trip to China and said the reality of the global economy is that some countries like China don't always play by the rules of free trade. Although the United States should not emulate China's illegal actions, lawmakers

should develop a deliberate and well-planned strategy to build national wealth, create jobs and protect our national security, he said.

Writing on the Campaign for America's Future website, Scott Paul, executive director of the Alliance for American Manufacturing, says Obama should have insisted that China play by the global rules of free trade.

China, I believe, wants to be treated with the dignity and respect of a rising economic power. The Obama administration should have made clear exactly how that could have been accomplished: playing by the rules of global trade, achieving balance in its current account, and taking steps to ensure that more Chinese are able to share in the country's prosperity.

Trumka says the 2009 report makes it clear that the United States needs a new strategic approach to our relationship with China as part of our nation's economic strategy. Such an approach must begin by responding vigorously to the problems created by the Chinese economic strategy of massive trade subsidies.



Employer Tax Fraud Activities 24-Hour Toll Free Hotline 1-866-435-1499

The New York State Labor Department has an anonymous 24-hour toll-free hotline for those who wish to report employer fraud.

Examples of employer tax fraud are:

- Paying "Off the books" or "under the table" wages
- Intentional misclassification of workers as independent contractors
- State Unemployment Tax Act (SUTA) dumping – shifting workers between employer payrolls to improperly use a lower tax rate

Misclassifying workers and paying workers off the books can have a severe impact on workers and employers in industries where the practice prevails. Misclassifying workers is a felony in New York State

For employers, it creates an unfair economic advantage and imposes higher costs on responsible employers. This makes them less competitive and more likely to be under-bid by businesses that intentionally misclassify workers.

For workers, it affects working conditions by encouraging unscrupulous employers to ignore labor protections, such as wage and hour requirements and safety and health regulations.

SUTA dumping occurs when employers and/or their representatives transfer employees between multiple payrolls strictly to obtain lower UI tax rates.

Paid Leave Key to Slowing Spread of H1N1

Mike Hall
AFL-CIO

The Centers for Disease Control and Prevention (CDC) estimates that one worker sick with the H1N1 (swine flu) virus will infect one in 10 co-workers if he or she goes to work while infected with the virus. Even more frightening, another recent study predicted that 63 percent of Americans will be infected with the virus by the end of December.

Today, family advocates and health care professionals told the House Education and Labor Committee that along with vaccinations, and good hygiene practices, the best way to protect workers and slow the spread of the H1N1 virus is through guaranteed paid sick leave legislation, such as the Healthy Families Act.

The CDC's guidelines to employers and workers to slow the spread of the virus says workers who suspect they have the swine flu or another influenza-like illness should stay home and employers should allow workers to stay home "without fear of reprisals or...losing their jobs."

But nearly half of all private-sector workers—and 76 percent of low-income workers—have no paid sick leave. That leaves sick workers facing the dilemma of staying home and losing several days of pay or likely spreading the disease to fellow workers and the public. Many low-wage workers have jobs that have direct contact with the public, such as the food-service and hospitality industry, schools and health care.

Says Debra Ness, president of the National Partnership for Women and Families:

Congress should waste no time in passing paid sick days legislation so that working people can earn paid time off and help prevent the spread of illnesses, without jeopardizing their economic security.

Dr. Georges C. Benjamin, executive director of the American Public Health Association, says paid sick leave benefits both employers, workers and their families along with customers and the general public. For employers,

Benjamin says:

Sick workers are not productive ones and by spreading disease in the workplace risk the overall productivity of the business. By providing paid leave for sick workers, worker safety and business productivity can both be enhanced—a win-win for employers.

While we want to encourage workers to make healthy and rational decisions, when they are faced with the choice of staying home sick without pay or going into work sick so they can put food on the table and pay their mortgage, many workers choose to go to work and "tough it out," putting their co-workers and their customers at risk.

Committee chairman George Miller (D-Calif.) says that Congress has been "pushing for universal paid leave policies for workers of all income levels."

Let's face some simple facts: When you're struggling to make ends meet, you're going to do everything possible to not miss a day's pay. The lack of paid sick leave encourages workers who may have H1N1 to hide their symptoms and come to work sick—spreading infection to co-workers, customers and the public. This isn't good for our nation's public health or for businesses.

Earlier this year, Rep. Rosa DeLauro (D-Conn.) and the late Sen. Edward Kennedy (D-Mass.) introduced the Healthy Families Act (H.R. 2460 and S. 1152), which would require businesses with more than 15 employees to provide workers with up to seven paid sick days a year to care for themselves or a sick child or spouse.

At a Senate hearing on H1N1 earlier this month, Deputy Secretary of Labor Seth Harris announced the Obama administration's support for the Healthy Families Act.

The Healthy Families Act offers an important opportunity to provide workers with economic security by assuring that they have the ability to stay home if they are sick without fear of losing their jobs or being forced to go to work sick because they cannot afford to stay home. We support this bill and look forward to working with you on it as it moves through the legislative process.



Hundreds in Airline Industry Gain a Union Voice on the Job

Mike Hall
AFL-CIO

Hundreds in Airline Industry Gain a Union Voice on the Job

More than 400 flight attendants and 170 pilots now have strong union voices after voting to join the Flight Attendants-CWA (AFA-CWA) and the Air Line Pilots (ALPA) in three elections, recently certified by the National Mediation Board (NMB).

In the latest victory for airline workers, the 300 flight attendants at Compass Airlines voted 2-to-1 for AFA-CWA representation. Compass flight attendant Catriona Bagley, temporary president of the Compass local, says she and fellow flight attendants look forward to negotiating a contract that will provide security, as well as advance our careers. As AFA-CWA members, we will have a voice at the bar-

gaining table and work alongside management in creating a leading regional airline contract that recognizes our role as safety professionals.

Compass Airlines was formed in 2007 as a Northwest Airlin partner and now is a wholly-owned subsidiary of Delta Air Lines.

Last month, flight attendants at USA3000 Airlines voted to join AFA-CWA—96 of the 114 eligible voters chose AFA-CWA. AFA-CWA President Patricia Friend says the new union members recognize the benefits of a legally binding contract and the opportunity to advance their career through AFA-CWA representation, and have joined together to achieve their goal. They spoke in favor of having a voice in their workplace, and management heard their message loud and clear.

Meanwhile, an overwhelming 91 percent of the 170 eligible flight deck crew

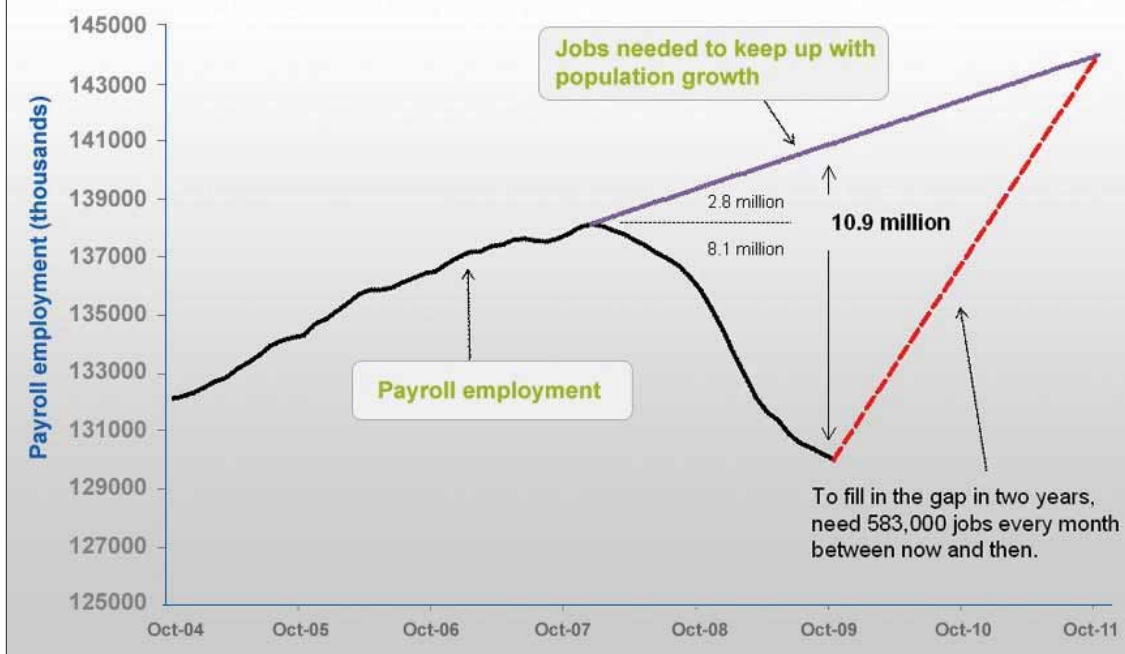
members at Air Transport International (ATI) voted for ALPA. Capt. Tom Rogers, temporary chairman of the ATI unit of ALPA, says ATI pilots are excited about working with other pilot groups and the ALPA staff, and leveraging the other resources ALPA provides to its members, to ensure ATI crewmembers can negotiate the contract they deserve and better protect our careers and industry.

Says ALPA President Capt. John Prater:

ATI crewmembers realized that the world's largest pilots union will best represent their interests in all aspects of the aviation arena and give them every available resource to negotiate a fair contract.

The crew members of ATI fly McDonnell Douglas DC-8 and Boeing 767 aircraft for passenger, military and cargo operations around the world.

THE GAP IN THE LABOR MARKET



America Needs Jobs Now

No one needs to tell America's families that unemployment and underemployment are at crisis levels. We need jobs—and we need them now.

Wall Street has gotten its bailouts. Now it's time for Main Street to get some immediate help.

The AFL-CIO is calling on Congress and the Obama administration to take five steps now to care for the jobless and put America back to work.

1. Extend the lifeline for jobless workers.

Unless Congress acts now, supplemental unemployment benefits, additional food assistance and expansion of COBRA health care benefits will expire at the end of the year. They must be extended for another 12 months to prevent working families from bankruptcy, home foreclosure and loss of health care. Extending benefits also will boost personal spending and create jobs throughout the economy.

2. Rebuild America's schools, roads and energy systems.

America still has at least \$3 trillion in unmet infrastructure needs. We should put people to work to fix our nation's broken-down school buildings and invest in transportation, green technology, energy efficiency and more.

3. Increase aid to state and local governments to maintain vital services.

State and local governments and school districts have a \$178 billion budget shortfall this year alone—while the recession creates greater need for their services. States and communities must get help to maintain critical frontline services, prevent massive job cuts and avoid deep damage to education just when our children need it most.

4. Fund jobs in our communities.

While workers go without jobs, important work is left undone in our communities. We should put people to work restoring our environment, providing child care and tutoring, cleaning up abandoned houses and more. These are not replacements for existing public jobs. They must pay competitive wages and should target distressed communities.

5. Put TARP funds to work for Main Street.

The bank bailout helped Wall Street, not Main Street. We should put some of the billions of dollars in leftover Troubled Asset Relief Program funds to work creating jobs by enabling community banks to lend money to small- and medium-size businesses. If small businesses can get credit, they will create jobs.

America's jobs situation would be even more dire without the economic stimulus program President Obama and Congress enacted, which has saved or created 1 million jobs. But the depth of this crisis demands that we do more—and that we do it now, before more people lose their jobs, their homes, their health care and their hope.

In Kenya, Workers in Tea and Flower Industries Find Strength in Solidarity

Bernard Pollock AFL-CIO

Lake Naivasha is known as a beautiful place to see wildlife, including thousands of pink flamingos. But just off the main road to the Naivasha National Park are hectares and hectares of greenhouses as far as the eye can see. They're not growing food inside the greenhouses. Although Kenya, like other parts of Africa, is experiencing food shortages, malnutrition and hunger because of prolonged drought. They are growing flowers. The flower factory we visited—the Sher Karuturi plant—produces up to 1 million roses a day, which are sold at auction in Dubai and Holland and eventually make their way to the European Union and the United States.

For the most part, we're told, the conditions are better at this farm than some of the other farms. Workers are provided a stipend for housing, there's a school located on site, and the salaries are higher than what employees of other farms make (on average \$6,200 Kenyan Shillings or about \$83 per month compared with \$5,000 shillings or about \$67).

"The reason why conditions are better off is because of our union," said Ferdinand Jumo, a shop steward and mechanic at the plant. The Kenya Plantation and Agricultural Workers Union (KPAWU) is currently in contract negotiations to

bargain higher wages, keep school costs down and improve safety equipment. The AFL-CIO Solidarity Center is working on helping them grow through ranks, which have been thinned because of heavy intimidation and pressure campaigns by management to prevent workers from forming unions. In fact, 10 additional flower factories abide by the collective bargaining agreement just to keep workers from organizing.

But the union, with help from the Solidarity Center continues to make changes. Says union flower picker Samson Ouuda:

One of the most important things we've done is fight against gender discrimination. We've fought differences in wages, and won new policies to stop sexual harassment.

An important win since many of the people working in the flower industry are young women.

We also spent two days meeting with tea workers and their union in Kericho and Naidu, Kenya. They work for multinational tea manufacturers Unilever and Finlays. As we drove through the tea region, it was like a never-ending labyrinth, a giant green maze of plants.

When we got to the union office in Kericho, Kenya, union officials were elated to see the staff of the Solidarity Center. Over the past couple months, more than 6,000 tea workers joined KPAWU. To help them win more members—and con-

tinue to grow—the Solidarity Center provides resources to hire organizers, conduct trainings and offer communications and transportation support, according to KPAWU branch secretary Joshua Owuor Maywen.

Despite representing more than 200,000 members in the agriculture sector and representing some of the most vulnerable workers, union membership in the industry has declined over the past two decades. During this time, companies have tried whatever they can to cut costs, including implementing child labor, mechanizing the plucking industry. According to one of the workers:

The machines pluck everything, including snakes and spiders, while the tea pluckers pluck tea—hiring casuals or "temporary" workers at lower wages and reduced benefits.

New plants and factories popping up outside of the main tea areas provide stiff competition for the Kenyan tea market by undercutting costs using child labor and low wages. The union is actively fighting against child labor. It's playing a role in implementing international labor standards required under the Fair Trade rules, including monitoring union plants.

Labor Supports 9/11 Health Bill

Labor Leaders, FealGood Foundation, NYC Firefighter Brotherhood Foundation, and A Coalition of September 11th Heroes Joined By Elected Officials to Urge Passage of 9/11 Health Bill.

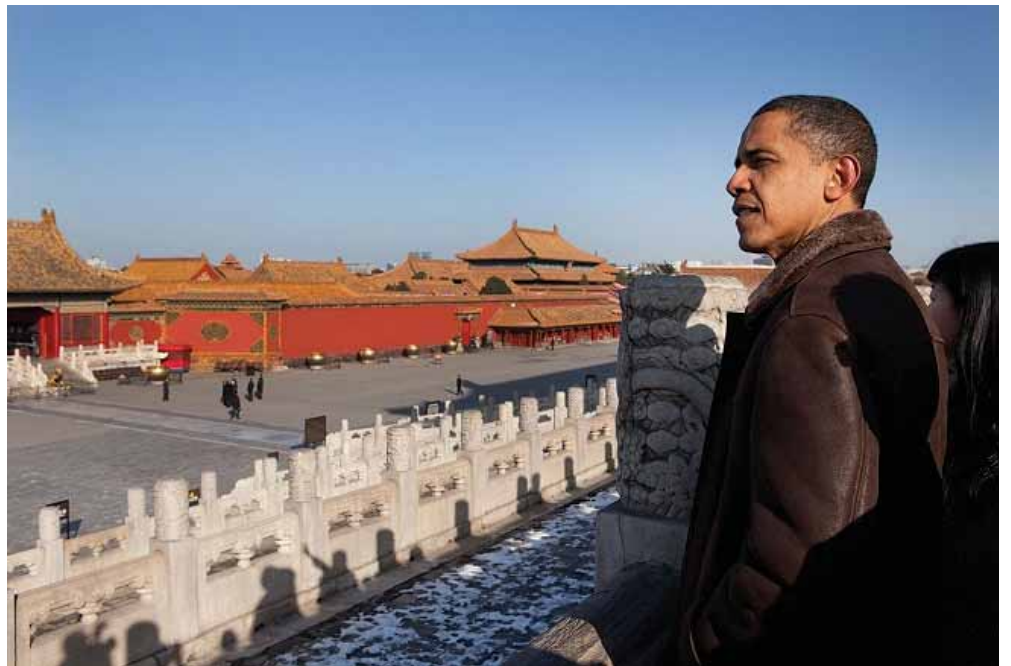
On November 18th, labor leaders the FealGood Foundation, the NYC Firefighter Brotherhood Foundation and a coalition of September 11 heroes, along with elected officials from across the nation held a rally at the U.S. Capitol in Washington, D.C. to urge Congressional leaders to bring the James Zadroga 9/11 Health and Compensation Act of 2009 (H.R. 847 and S. 1334) to the floors of the House and Senate for a vote this year.

This bill will provide comprehensive health care and compensation for thousands of ailing 9/11 heroes.

Caring for Americans with 9/11-related illnesses is not just a New York issue. According to the federally-funded World Trade Center Health Registry, people from all 50 states and 431 of 435 Congressional districts nationwide were in lower Manhattan on or after 9/11 and now have serious concerns about their health. Unfortunately, the federal response to this health emergency has been inadequate and disappointing because of significant funding delays, and a lack of organization and attention to the 9/11 health crisis by the previous administration's health agencies.

Last month, the nation observed the eighth anniversary of the 9/11 attacks. On this year's anniversary and the seven that preceded it, we heard many heartfelt and touching tributes to the heroism of the men and women who rushed to Ground Zero to help save the lives of others. But this year, we need more than just speeches and tributes—we need concrete action by Congress to give the heroes and heroines of 9/11 the health care and compensation they need and deserve. It is truly the least this great nation can do

Here's What the World Labor Movement Is Saying to President Obama and Asian Leaders



President Barack Obama looks out over the Forbidden City in Beijing, China. November 17, 2009. (Official White House Photo by Pete Souza)

James Parks
AFL-CIO

The global labor movement and the AFL-CIO are urging President Obama and other world leaders meeting in Singapore at the Asia-Pacific Economic Cooperation (APEC) to take strong stands on issues of jobs, trade imbalances, currency policy, workers' rights and climate change.

With 59 million people expected to be unemployed worldwide by the end of the year, AFL-CIO President Richard Trumka and other trade union leaders called on the G-20 countries, which include China and Japan, to continue to press for a coordinated global economic strategy to stimulate new jobs to ensure a real recovery. China's stimulus package has been significantly larger compared to the size of China's economy than the U.S. stimulus and has been credited with driving China's rapid recovery.

In a statement prepared for the APEC meeting Nov. 14-15, the International

Trade Union Confederation (ITUC) and the Asia Pacific Labor Network (APLN) called for accelerating efforts at job creation by Asian and Pacific governments. The global labor movement expressed concern about low wages in Asia and

called on Asian leaders to "get back on the track with the creation of decent work."

Another key issue is the huge trade deficit between the United States and China, which is exacerbated by China's currency manipulations. When world leaders met in Pittsburgh in September, they agreed to adopt President Obama's call to address currency and trade imbalances. The AFL-CIO urged that this agenda be taken up by APEC in Singapore.

Trumka has said China's manipulation of its currency undermines the U.S. economy and our national security.

The situation simply becomes worse as we trade jobs and dollars...and the nation continues to lose more and more of its critical manufacturing base.

The AFL-CIO joined the global union movement in calling for workers' rights to be at the center of a strategy for global economic growth. In their joint statement, the ITUC and APLN said decent work and respect for human rights is essential to achieve a stable regional economic structure.

Working families and their unions also

are calling for progress to be made on climate negotiations— progress toward climate change policies that pay attention to employment and workforce issues and promote green jobs. A recent report released by the Alliance for American Manufacturing (AAM) says China's ineffective enforcement of weak pollution-control standards gives its steel producers an unfair trade advantage that must be addressed in U.S. trade law.

Chicken Barbecue

Saturday, December 12th

12 - 6 pm \$8.00/dinner

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Restore Workers' Freedom

To Form Unions and Bargain for a Better Life

TELL YOUR MEMBERS OF CONGRESS:
SUPPORT THE EMPLOYEE FREE CHOICE ACT

Working people are struggling to get by, and America's middle class is disappearing. But when workers try to form unions and bargain for a better life, corporations use coercion and harassment to stop them. The Employee Free Choice Act would restore workers' freedom to decide for themselves—without employer intimidation—whether to form unions and bargain for better wages, benefits and a voice on the job.



The Employee Free Choice Act would:

- Establish stronger penalties when companies violate the rights of workers forming unions and negotiating first contracts.
- Provide mediation and arbitration when workers and the employer can't agree on a first contract.
- Allow workers to form unions and bargain once a majority signs authorization cards.

TELL YOUR MEMBERS OF CONGRESS:
SUPPORT THE EMPLOYEE FREE CHOICE ACT

Call your members of Congress at their district offices or visit www.EmployeeFreeChoiceAct.org to learn more and send your message to Congress.

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COUNCIL REPRESENTATIVES



Email: Millwrights@local1163.com
Web: <http://www.local1163.com/>

MONTHLY UNION MEETING

Held on the second **Tuesday** of every month
December 8, 2009
5:30 pm
Comfort Inn
Buckley Rd
Syracuse, NY 13212

December 8th - Union Meeting and Holiday Gathering in Syracuse for Millwright members. Please RSVP to the Union hall by Dec 3. There will be Hors'deurves served.

January Meeting will be in Saratoga.

March meeting will be held the **first** Tuesday March 2nd instead of the second Tuesday.

Scholarship Applications are now available call the hall if you would like one mailed to you.

Training Centers

Albany Training Center 27 Warehouse Row Albany, NY 12205 (518)438-0901	Long Island Training Center 270 Motor Parkway, Dept B Hauppauge, NY 11788 (631)952-9555	Hudson Valley Training Center 52 Stone Castle Road Ste 1 Rock Tavern NY 12575 (845)567-1810
Syracuse Training Center 3195 Vickery Rd Syracuse, NY 13212 (315)455-6463	Buffalo Training Center 1000 N. Blossom Road Elma, NY 14059 (716)668-9470	Horseheads Training Center 181 Industrial Park Road Horseheads, NY 14845 (607)739-1302
Rochester Training Center 21 Jet View Drive Rochester, NY 14624 (585)436-1110		



Glaziers

DISTRICT COUNCIL 4 / GLAZIERS 677

DAN BOODY, BUSINESS MGR. • BOB SINOPOLI, BUSINESS REP.



UNION MEETINGS:

ROCHESTER – December 7, 2009 (Monday), 5:00 PM
Our next regular meeting will be at The Moose Lodge #2290, 5375 W. Henrietta Road, Rochester, NY 14586. The Executive Board will meet at 4:30 PM

SYRACUSE- December 9, 2009 (Wednesday), 5:00 PM
Our next regular 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
December 12th, Saturday, 8:00AM – 4:30PM
Industrial & Shop Workers Vehicle Safety

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:(716) 565-0306.

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.

SAFETY should be your #1 priority, make sure your 10-HOUR OSHA is updated! Your OSHA card is only good for 5 years, if your card is older than 5 years you need to get in an OSHA 10 Construction class! Be sure to pay attention and WORK SAFE!

DC-4 WEBSITE

It is now possible for members to access their PAP Accounts from the DC-4 website to view the balance in their Health & Welfare and Wage Replacements accounts. You will also be able to view Employer Contributions, Medical Reimbursements, Vacation, Holiday, Sub and Disability payments. Go to **DC-4.org**, click on **Member Login**.

FUND OFFICE

Direct Deposit is now available for Health Care and Wage Replacement Accounts. If you are interested in Direct Deposit of your Medical Reimbursements and or your Holiday and Vacation Checks, please call Wendy at the Funds Office to obtain a Direct Deposit Authorization Form. In order to participate in this program an Authorization Form must be completed and signed and submitted along with a voided check. You can obtain more information by calling the Funds Office at 585-271-2840.

H&W OPEN ENROLLMENT

Information for open enrollment has been sent out, if you did not receive the information please contact the Health & Welfare Office.

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

Blowtorch

PLUMBERS & PIPEFITTERS LOCAL 13
JOHN PERTICONE, BUSINESS MANAGER



-Please make sure that when traveling to other jurisdictions, you check in with that Union Hall. If you do not have contact information, please call the Union hall and we will provide you with the information that is needed.

-When you get laid off, please make sure that you come in to sign the unemployment book. This will put you on the unemployment list and make you eligible for the "security benefit".

Schools and colleges continue to have projects out for bid. There are numerous bids going out in the next couple of weeks. We have been successful on some current projects !

REMINDER:

- Make sure to contact the Union Hall with any address or phone number changes.
- Should you be laid off, it is imperative that you come to the Hall and sign the unemployment book and keep in touch with Bill Kurtz.
- You need to keep the Hall posted on your place of Employment, call immediately if you are laid off or change shops.
- The Toll Free phone number for Local 13 is now: 1-800-224-8544.
- The website is up and running at www.ualocal13.org. There is quite a bit of information to keep you posted.
- Your dues are your responsibility, please check your card and make sure you are up to date. There is a \$50.00 reinstatement fee when you are 3 months past due.....no exceptions.

Save the Date:

- **2010 - Local #13 Picnic:** Saturday, July 10, 2010, 11:00 A.M. - 5:00 P.M. at Ellison Park, Creekside.
 - * **2009- Local # 13 Children's Christmas Party:** Saturday December 12th, 2009, 10:00 A.M.-12:00 noon.
 - **2010 - Local #13 Clam Bake:** Saturday October 2nd, 2010 1:00 P.M.-Till?
 - * **2010-Local # 13 Benefit Fair:** Thursday October 14th, 2010
- Our Condolences to Pete Witkowicz and his family of the passing his father Emil on November 14th.

VOTING FOR PENSION TRUSTEE will be held at our December 22nd Union meeting 3 p.m. – 6 p.m. Nominees are: Brandon Tumia, Steve Yatteau and Jeff Green

BENEFITS OFFICE

Steve Ostrander—Fund Manager

HEALTHY BLUE Members: When a non-emergent medical issue does not require an Emergency Room visit, or if you cannot get in to see your physician, you can visit an Urgent Care Center and get the care you need. The copay for the Urgent Care Center is \$40 vs. \$150 for the Emergency Room. There are many convenient locations. For up to date locations you can visit www.excellusbcbcs.com or contact the Fund Office for a complete listing. Remember to contact your doctor after getting urgent or emergency services for any follow-up care you may need.

ATTENTION OVER 65 Retirees

You will soon be receiving information for our upcoming Medicare Open Enrollment. If you are not currently on our health plan you will have the opportunity to enroll for January 1, 2010 effective date. If you are enrolled and will be keeping your current plan, the letter will indicate the new 2010 premium increase. If you are interested in switching to a different plan, you will receive an enrollment form to make that change.

ANNUITY

For our members who made changes to their Annuity contributions, please check your paystub for the first work week in November to ensure the correct contribution is being deducted. If you notice a discrepancy, please contact Joan Termini in the Fund office immediately at 338-2310 x107.

PENSIONERS

Due to the year-end system auditing process any changes for January 2010 pension checks need to be received by the Fund office no later than November 15, 2009. No changes can be made during the month of December. **Please note: January 2010 Pension Check will be deposited on January 4, 2010 due to the holiday.**

Training NEWS:

~ Welcome our new secretary to the Apprenticeship Department! **Bonny Biondillo**

Happy Thanksgiving Everyone! There will be no school on Wednesday November 25th and Thursday November 27th. We will be wrapping up the first semester of school on Thursday December 17th, then starting up our Spring Semester on January 4th.

The Rochester Careers in Construction Program was held Thursday October 22. I would like to thank Terry Moore, Dave Ladiges, and John Hetzel. Terry organized the booth for us, and also got Mike Boillat, Tony Tereci, Joe Magri and Kelly Melvin to also help. The event was a big success and we couldn't have done it without all your help.

Keep in mind that we have new workers on many jobsites. Working in the construction industry can sometimes be dangerous. Work-related accidents can cause serious injuries, even though most of these accidents are preventable. Statistics show that most construction accidents happen to the newest workers. Please watch out for our new Apprentices, and if you see them not working safely, guide them in the safest work practices. Don't wait for someone to be hurt before starting corrective action.

Our next Welder Continuity will be November 24, at 4:00 – before the Regular Union Meeting. All UA certs can be updated on this date. Please check your continuity cards. Welder Continuity is the responsibility of the welder. If you are counting on your employer to maintain your continuity you may end up with a lapse, which would require you to retest.

Please remember that all First and Second Year Apprentice get Monthly Evaluations by their Forman. These evaluations help the JATC to identify and correct any problems our apprentice may be running into. We also encourage the job supervisor to review these evaluations with each apprentice, so they can understand the areas where they need to improve and recognize where they are doing well. A few moments of your time on the jobsite can make a big difference. Third, Fourth and Fifth year Apprentices get evaluations every 6 months.

As always, we remind you that all out of town seminar reimbursements must have two weeks prior approval from the JATC. We require a Certificate of Completion within 90 days from the date of the course in order for the member to be reimbursed for these training seminars. Forms are available on the Training Web Site at www.ualocal13.com.

Thanks. Jerry Landers, Training Coordinator

Tarpot

ROOFERS LOCAL 22
MICHAEL J. MONAGHAN, BUSINESS MANAGER



I hope you all had a great Thanksgiving. For those of you that hunt, I hope you got one (or more).

The next union meeting is **December 16th, 2009 at 6:00 pm. This is a special notified meeting for the election.**

Please be aware, the election and the Members Christmas Party will be at the old Union Hall at 244 Paul Rd. Rochester, NY 14624. Those who are not yet paid up members are welcome to attend the party after the election is over. Please pass the word around.

There will be three (3) positions up for election; one (1) Executive board position for a three (3) year term, one (1) Pension Trustee position for a three (3) year term, and one Health and Welfare position for a three (3) year term. To be eligible to vote you must be a member in good standing. If you need to pay dues before the meeting, please arrive early, I will not be taking dues after the meeting begins at 6:00pm.

Our new Constitution and By-laws books have been printed and are available to any member who wants a copy. Drop by the hall and get one or come to the next regular meeting and I will have them available then. **Please realize; to run for an Officers position of Local #22 you must attend five (5) regular meetings in each of the preceding two (2) years to be eligible for nomination. This important change should be noted by anyone thinking about running in the future. Don't say "nobody told me". The clock starts now for the November, 2011 nominations. This new requirement does not take affect until the 2011 nominations. to give everyone two years to have the opportunity to attend the required number of meetings.**

Our contract provides for the calling of a substance abuse committee by the contractors. They have now done so, and some sort of policy will be incorporated into our contract. **This provision has been in the contract for 19 years, but the committee was never called for until now.** (Article XIX on page 42) Almost every trade has a policy in place already, more and more job sites are demanding that policies are in place for our members to work there. The focus from Local #22's perspective is to help members who truly need help with a substance abuse problem, while not putting an unnecessary burden on everyone else. We had a good discussion at the last meeting about where this is all headed. Thank you to all who contributed their ideas, I look forward to more discussion in the future before we decide what this policy will be.

The **Rochester Americans Hockey** team is giving discounts for Union members. Sunday December 20 at 5:00pm, Sunday December 27 at 5:00pm, Saturday January 23 at 7:00pm, Sunday January 24 at 5:00pm, Tuesday February 16 at 7:00pm, Saturday February 20, Sunday March 14 at 3:00pm, Sunday March 28 at 7:00pm, and Friday April 2, 2009 at 7:00pm. We can get tickets for half price or even less. Please call the Union Hall as soon as you possibly can for the best seats, if you are interested in this event.

More members have been laid off recently. Things are slow and it's not likely that to pick up any before the winter lay off. I have sent information about work that is being bid this month to all the contractors. If they bid the work and win, we will be in better shape. **If you are Laid-off please come in and sign the out of work book.** When work picks up in the spring I will go to the book first to send out workers.

We have been in our new hall for over a year now and our mail is no longer forwarded to the new address. **Please tell your doctors and dentists etc. to use the new address** for the funds office or we will not get the claims and your reimbursement may be delayed.

Check out the Local #22 website. <http://www.rooferslocal22.com> There will soon be more pictures of a project our apprentices did to save a day care center from being closed by the State inspectors. Ed Curran and Jason Talada had about 40 students up on the roof, plugging the holes and re-flashing everything. The Community Child Care Center, at 170 Troup St, serves low income parents in the area. They had no budget for a new roof. This will take care of them for about 5 years so they can raise some money for a new roof. If anyone would like to take advantage of their services, call them at 232-3250.

With the weather changing, please make sure you have rain gear and warm work cloths for the fall season. When your dressed for the weather you work safer and more productively.

If any member is facing foreclosure of their home, the Housing Council may be able to help. Please call Amer Haroon at 585-546-3700.

If you see steel going up or safety flags or any roof project, please call. This is so important for me to be able to do my job better. 300 pairs of eyes are better than just one. We are in this together; if we want to stay strong we need to work together. **Thank you to those that have called in jobs.**

If you have had an address change or phone number change, please call the hall and give us your new contact information. It is very important that we have current information so we can reach you about Union or Funds issues.

If there is anything about Local #22 that you want to understand better, please call and talk with me about it. (585) 235-0080 or (585) 750-7440.

Michael J. Monaghan
Business Agent/Fin. Sec

Retiree's Club

We had a good turnout for our Nov. lunch. Thanks to Rosie Tonkery for coordinating the event and to everyone who helped with the cooking and clean up. Save this date: December 8th. It's our annual Christmas Dinner. 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.

Larry Tschetter

The next Regular Union Meeting is **November 24th, 2009 @ 5:00 P.M. Please stay informed and come to the union meeting.**

John Perticone, Business Manager

Laborers

LABORERS LOCAL 435
ROBERT BROWN, BUSINESS MANAGER



Union Meeting:

The next union meeting is Wednesday, December 23, 2009, at 8pm in the large hall. We will have pizza and wings at this meeting. The retirees will still meet an hour earlier at 7pm in the conference room. Stay informed by attending our regular monthly meetings.

Up coming Projects:

- Quality Structures**, (LeChase) has work on the County Office Renovation Project in Lyons, NY. (Wayne County)
- Crane Hogan** has work on the NY/ DOT: Bridge Joint & Deck Repair Project. (Various Locations in Monroe County)
- Ramsey** was low bidder on the Eastside Water Supply Pipeline Project in Webster, NY. (Monroe County)
- Crane Hogan** was low bidder on the NY/ DOT: Route 31 Bridge Replacement Project in Perinton, NY. (Monroe County)
- Steve General** was low bidder on the Maintenance Building & Buss Garage in Pittsford, NY. (Monroe County)

Reminders:

- Once again we will have our annual Christmas food drive. Please bring your non-perishable food items to our December regular union meeting. We will be distributing the collected food items to various food shelters.
- We will have our 3rd annual holiday raffle at the December meeting. This year we will have ten (10) \$100 gift-cards to raffle off. You must be a member in good standing to be eligible.
- Tickets for the December 12th Christmas party are now on sale and are the same price as last year. They are \$10.00 per member, and \$10.00 per guest. Retiree tickets are \$5.00 per member and \$5.00 guest. The last day to purchase tickets will be December 10th and no tickets will be sold after this day or at the door.
- Kodak Safety Course is offered on Mondays only. The doors close at 7:01am so don't be late! This course is held at Kodak's Theater on the Ridge, in building #28. Sign-up is not required, but you must have an OSHA-10 safety card. This safety orientation can also be done online by going to www.kodak.com/go/contractorinfo and is accessible 24 hours a day.
- Xerox Safety Course is offered every Monday. This course is held in Webster on Mitcheldean Drive in building 336, training room 2. You must have safety glasses with the Z-28 imprint on them to take the course.
- Please make sure the union office has your correct phone numbers so we can reach you if a job opportunity comes in.
- The Local 435 website address is www.local435ny.com; there you will find member news, contractor information, and other information. Please visit the site, and let us know what you think. Also, if there is any information you think that would be of interest to the membership, feel free to contact the office.

-Dues: A suspension list is being generated and warning letters will be sent out to the members who are at risk. Thank you all for paying your dues on time, for the 4th quarter. Remember, dues are your responsibility, not Local 435's. If you are not sure about your status, at any time, by all means call the office at 454-5800.

Training and Apprenticeship:

With the work season coming to an end, now is the time to take advantage of the training classes offered to our members. This is a great way to make yourself and our union more marketable. The more you know, the better your chances of continued work are.

Listed below are the classes being offered; all classes will be at the Oswego Training site, unless otherwise noted:

- November 30 - Dec 4 Hazardous Waste 40 hr.
- December 7-11, 2009 Line & Grade
- December 14-18, 2009 Laser Level
- December 21-22, 2009 Cutting & Burning
- December 28, 2009 Asbestos Supervisor Refresher
- December 29, 2009 Asbestos Handler Refresher
- December 30, 2009 Hazardous Waste Refresher

For a complete list of courses offered on training and apprentice related classes, or if you have questions, please call the training office at (585) 546-8460.

Member News:

-We have received some calls about our Benefit Funds Booklet and dental claims: The Summary Plan Booklets (SPD) are at the printers and should be ready for a late December/ early January delivery.

-Do remember that the fund office requires that all dental claims amounting to \$500 or more must be pre approved, or the claim will be denied.

-With Welfare Funds questions; please remember to get the correct answer to your questions you need to call the funds office directly, and the number is: 585-325-3906.

- We will have our Super bowl pool ready for our December union meeting; the squares are \$5 each, with 100% returns to the participants.

Congratulations:

-Congratulation goes out to our latest retirees, Nelson Hoffman and Luigi Cozzo. Nelson joined the local in 1984, and was a long time employee of Crane Hogan. Luigi joined the local in 1973. Luigi was a long time employee of Quality Structures, (LeChase) Luigi also worked for Wilson Restoration, and Manning Squires & Hennig.

-Congratulations to Michael Lodato, and Nicolo Severino who earned their 50 year Gold Cards. We would like to thank Michael and Nicolo for their dedication and many years of service to Local 435. Some of you may know Michael Lodato from the tunnel projects, or Lecesse Brothers, LeChase or the Pike Co.

Nicolo Severino was a long time employee of Lecesse Brothers, Winchester Construction and retired in 1991 from Manning Squires & Hennig.

As with all retirees we would like to thank you for your many years of service, dedication and support, as well as a long and happy retirement.

Dan Kuntz

Firepot

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



THE NEXT UNION MEETING IS FRIDAY DECEMBER 18, 2009 AT 5:00 PM

THIS IS OUR ANNUAL HOLIDAY PARTY AT RICK'S PRIME RIB HOUSE!!

WE HAVE MOVED TO PAUL ROAD: Our phone numbers have remained the same but your Union and Benefit offices are now located at 244 Paul Road, Rochester, NY, 14624.

NOTE: The School, AND ALL CLASSES, will remain at Rutter Street until further notice.

NEW CONVENIENCE: For the convenience of all members there is now a small "Member Room" in the front of each office with a phone and a computer. You can stop by anytime to access the internet, check your Annuity accounts, the Job bank etc.

T-SHIRTS ARE IN! The new long sleeve t-shirts are in. At this time we have sizes small through 3XL. If you are owed one, please stop by SOON to get yours before we are out of your size!!

DUES REMINDER: We would like to remind everyone that your dues must be paid prior to the first day of the month. Please save yourself the late payment fees by paying your dues on time.

SMWIA / UTU MERGER: Several weeks ago the 6th circuit court ruled that the injunction imposed by the "Save our Union" faction of several UTU members was not proper and that the merger could proceed, apparently they intend to appeal ... stay tuned!

SAVE THE DATES: As this year draws to a close we have two events remaining for 2009.

-Breakfast With Santa @ Barnard Exempts

Saturday December 12th 2009:

-Union Christmas Party @ Ricks Prime Rib

Friday December 18th 2009.

LOCAL #46 RETIREE'S CLUB

Our meetings are done for the year....we hope that everyone who attended a meeting had a good time and we look forward to seeing you next April!

SPECIAL HEALTH FUND MEETING: THERE WILL BE A MEETING SPECIFICALLY FOR YOU AND YOUR HEALTH CARE INSURANCE ON WEDNESDAY DECEMBER 9TH, 2009 — 9:00 AM AT OUR NEW LOCATION — 244 PAUL ROAD. EXCELLUS BCBS WILL BE THERE TO DISCUSS ANY CHANGES TO THIS YEARS INSURANCE. YOU WILL RECEIVE A NOTICE IN THE MAIL IN THE NEAR FUTURE!!!

NOVEMBER RETIREE'S BIRTHDAYS: Lionel Gauvin, Rocco Giannotti, Edwin Huber, Cosimo Laplaca, Ernie Marciano, Michael Mostipak, Richard Pike, Robert Rector, Jean Guy Roy, Bill Thomann and Larry Tiefel.

DECEMBER RETIREE'S BIRTHDAYS: Thomas Bryant, Ray Burlingame, Chris Champion, Jim Ferguson, Louis Guerra, Adam Homicz, Mike Houlihan, Alvy Lucas, Harold Ocque, Sam Saporito, Bruce Schelter, Antonio Tantalio, Bernard Vito and Tom Zdanowski.

If you see one of them in November or December, wish them a very Happy Birthday!

Fraternally, Al Taylor President

LOCAL #46 MARKETING DEPARTMENT NEWS

NYSERDA PROGRAM: We are at the beginning of a very exciting opportunity for our members and our contractors. By looking at our markets and finding opportunity from our challenges, we feel that we can move forward on four very important issues;

- 1.) Developing work opportunities
- 2.) Increasing our residential market share
- 3.) Funding grants for our contractors to purchase related equipment.
- 4.) Obtaining grants to help our members start a company.

By working with the *New York State Energy Research and Development Authority* (NYSERDA) our members, after certification, can help our current contractors take advantage of the many incentives offered through the NYSERDA program. This program also offers our members a path to becoming a residential contractor by helping with some of the equipment costs through grants. The NYSERDA program and its benefits have been explained to all of our apprentices and we will arrange an informational seminar for all interested members in the very near future. If you would like more information please e-mail Chris at chollfelder@smw46.com.

LOCAL #46 BENEFIT NEWS (585) 458-0400

HEALTH FUND: As a reminder, please be sure to update your Dental and Vision insurance with your providers. All Dental & Vision claims must now be sent to the Health Economics Group, not our Benefits office. We still get a number of Dental and Vision claims sent to our benefit office and this greatly delays the payments and/or replies from Health Economics. You should have received a new pocket card some time ago... please be sure to present this to your provider at the time of service. Also, if you have not had a visit to your dentist or optometrist recently please contact them and update your insurance, it would expedite payment for services when the time comes.

HRA CLAIMS: We have extended the time you can submit for reimbursement of claims from 12 months to 24 months. This now means you can include all qualified medical payments you may have incurred within the past 2 years in your claim for reimbursement. Reminder, this is a "REIMBURSEMENT" benefit and as such Claims cannot be accepted unless a copy of a cancelled check, credit card statement or paid receipt is attached to the claim. Simply writing on your claim form - paid on such and such a date is not adequate proof! If you pay by computer (internet payments) a copy of your statement of payments is acceptable.

FINANCIAL PLANNER: We are looking into providing the services of a Financial Planning service — free of charge for all Annuity Fund Participants. If this is something you would be interested in please give us a call. If there is enough interest we will begin the service.

RETIREMENT: If you plan to retire in the near future please be sure to contact the benefits office three months in advance of your plans. It takes several months for you to get all of the affairs in order. We can sit down and discuss all of the details with you at your convenience. You must also apply to National Pension Fund for a "Vesting Application" separately. This can be easily done online at the NPF Website located at <http://www.smwnpf.org/> or follow the link from our IA Website at <http://www.smwia.org/> or from our Local 46 Website at <http://www.smw46.com/>

PERSONAL INFORMATION: If you have moved or have changed phone numbers or if you have changed your marital status, beneficiary status or dependant status please be sure to inform our office. We cannot help you if we cannot find you.

Thanksgiving Day:

A Simple Thought for this Thanksgiving Day Celebration: "Thanksgiving dinners take eighteen hours to prepare. They are consumed in twelve minutes. Half-times take twelve minutes... This is not coincidence". Erma Bombeck.

A Thanksgiving Day Toast: "The thing I'm most thankful for right now is elastic waistbands."

Wishing Everyone a Safe and Wonderful Holiday Break. Joe and Greg

Paint Pot

PAINTERS DISTRICT COUNCIL 4

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



STAR Awards: This years Safety Training Awards presentation took place at the RIT Conference Center. As with last years drawings, top prize was not one but two 2010 F-150 4x4's. Numerous other prizes were handed out including an Artic Cat ATV. Local 150 had about 60 members eligible for this year's drawing. Members from the Rochester Local accounted for 27 prizes in total, with Local 150 members Dwayne Hart and Doug Hobbs winning the trucks. How's that for a great day!! Why aren't there more members eligible from this local? Let me guess! No drywall finishers are in need of a *new truck*!!! Does everybody already own a *flat screen TV*? I just don't get it!

Christmas Party News: Local 150's annual holiday party will be held on Saturday, December 12, 2009 at the Diplomat banquet center. In keeping with past practices, all members and a guest are free of charge. Please watch your mail for more information.

Health and Welfare News: Direct deposit is now available for health care and wage replacement accounts. If you are interested in direct deposit of your medical reimbursement and/or holiday and vacation checks, please call Wendy at the funds office to obtain a direct deposit authorization form.

In order to participate in this program an authorization form must be submitted along with a void check. You may obtain more information by calling Wendy at (585) 271- 2840.

Meeting News: The next regular order of business meeting will be held on Wednesday, December 9, 2009, starting at 4:30 P.M. As with past practice the executive board will meet a half hour before at 4:00 P.M. Meetings will be held at Velicia's Restaurant at the corner of Long pond and Spencerport Road.

Health Insurance Info: Please be patient. As soon as we get new rate information for 2010, we will send it out to you.

DC 4 Website Update: It is now possible for members to access their personal medical accounts from the DC 4 website to view balances in their H&W medical and wage replacement accounts. You will also be able to view your employer contributions and payment history for your accounts.

In order to utilize your online account, you must put in writing your personal Email address and a password that has no more than 8 characters and mail it to Wendy in our fund office. You will not have access to your account until Wendy has programmed in your login information. Once this has been received and programmed, you will be able to go to www.dc4.org, click on departments, then trust funds, and PAP login.

Please do not call our office with your information.

Monthly Dues: Are \$28.00 per month. **Monthly dues will stay the same for 2010!**

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

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.

More Health & Welfare News: Just a reminder if you change your marital status, or have a birth of a child, or if you just change address, please notify Wendy as soon as possible.

See you at the meeting!

-Glenn

Tagline

IRON WORKERS LOCAL 33

MICHAEL ALTONBERG, BUSINESS MANAGER



Union Meeting/Christmas party-The next meeting will be Tuesday, December 8th at 5:00. Executive Board will meet prior to regular meeting at 4:00. Please note this will be our Christmas Party meeting and will be held at the Electrical Workers (Local 86) Union Hall at 2300 East River Rd (1 block north of Jefferson Rd). The Southern Tier Christmas party will be December 10th starting at 5:00PM at the Central Hotel in Painted Post.

If you can not be at work-for any reason, make sure you call the contractor or the Union Hall. 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. If you have an email address, call the office and let us know, or email us your address. It is a fast economical way to relay information.

All Certified Welders-It is your responsibility to keep your cards current. Once you get a signature make a copy of your card and keep it in a safe place. Lost cards without a copy can not be replaced! Make sure you get your cards to the office before the expiration date so your renewal card can be issued.

Monthly Dues-It is time get caught up on your monthly dues. If you are six months behind on your dues your membership will be terminated on the 1st business day of the month. We are no longer going to tolerate delinquencies.

Remember-work smart and work safe. Insurance is a major cost to our contractors!

Every member has a responsibility to adhere to the Ironworkers "Standards of Excellence". Violations will not be tolerated!

If you do get hurt on the job, make sure you report it, get it documented and fill out a report if needed.

T-Shirts are in-\$10. Various colors with or without pockets.

Hoodies-are in, various colors-\$30.

Hats-Camo baseball hats are \$10. Winter knit hats-\$9.00.

If you know someone who is not receiving the Labor News and would like to, the cost is \$18.00 for a 1 year subscription. Call the office and I will send you the form. This would make a great gift for a retiree.

Website-is up and running and being updated weekly. Check it regularly for news, upcoming training and other pertinent information. Go to <http://ironworkers33.org> to view it.

If you have ever thought about being an apprentice instructor, now might be a good time to get involved. With our new certification, we could use a few more qualified instructors.

John Linehan, Jr. is now your new Business Agent and Apprentice Coordinator and has started part time in the office. Give John a call at 315-651-9873 and welcome him aboard. For now he will be focusing on getting our welding school certified, so he will be spending a majority of his time in the office. I am confident he will do a great job!

Good & Welfare-Our sympathies go out to the Swanson family, their mother Nancy passed away recently. Also, retiree Rudy Darcangelis passed away recently.

Bits & Pieces-Success is more a function of consistent common sense than it is of genius.

-Michael Altonberg

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CARPENTERS LOCAL 85

FRANK WIRT, COUNCIL REPRESENTATIVE



HAPPY THANKSGIVING

We want to take this opportunity to wish all members and families a Happy Thanksgiving. We hope that you have a safe holiday if you are visiting relatives and on the road. Also, our prayers go out to all of our members who are now serving active duty for a safe return home to your family, friends and union brothers and sisters. We thank you for your service to this wonderful country.

Local 85's Office will be closed Thursday and Friday, November 26th and 27th for the Thanksgiving Holiday.

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

Please be advised that the regularly scheduled meeting is on **Monday, December 14, 2009 at 5:00 p.m.** The meeting will take place at the Meeting Hall at 244 Paul Road, Rochester, NY. Refreshments will be served at this meeting.

Just a reminder that all stewards are to attend all Union meetings.

THANK YOU FOR VOTING ON ELECTION DAY

We thank all members who exercised their right and duty to Vote on Election Day, which was Tuesday, November 3rd.

REMINDER: DUES PAYMENTS

We would like to remind everyone that monthly dues are due the first of each month. They must be paid at the Union Office. When sending in your monthly dues payments, please mail them to the following address: Carpenters Local Union 85 at 21 Jetview Dr., Rochester, NY 14624. We accept cash, money orders and checks for dues payments. We do not take debit or credit cards. Please DO NOT send dues payments to the Buffalo or Horseheads Funds' offices because it will delay posting your dues payment!

REFERRAL LIST

If you are on the referral list and go back to work, please call in and let us know. You may call the Local Union Office 24/7 – just leave a message if it is after hours.

When you are first laid off, you must come in to sign the referral card. It has now been approved to have members call at 30 days and again at 60 days, you must come in again at 90 days and sign your referral card – then you may call in at 120 and 150 days.

If you go back to work PLEASE call and let us know; if you do not call in and let us know you went back to work, your name will be removed from the list. If you have any questions, please call the union office.

STATUS CHANGES

If your membership status changes – away on military leave or collecting social security disability, you need to let us know. While on active duty, you do not have to pay dues, however, we first have to have your paperwork stating your leave date and your dues must be paid current before this can be processed by the International; if not done properly, your request cannot be processed. Also, if a member becomes disabled and is approved for Social Security Disability, your dues will be reduced. We must process the request to the Council and need a copy of your disability award paperwork. If you have any questions, please give us a call.

EMPIRE STATE COUNCIL OF CARPENTERS SCHOLARSHIP

Once again the Empire State Regional Council of Carpenters is offering 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 graduating from high school in January or June 2010, and 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.

If you would like to have an application sent out to you, please call the Union Office at 585-328-6251 and make a request.

Applications must be postmarked no later than April 9, 2010 and all items must be received in the Hauppauge Office by April 23, 2010 to be considered.

BJ'S CLUB MEMBERSHIPS

Local 85 has a corporate membership at BJ's Club. If you would like to join with our group, memberships are \$21.60 per year. If you are interested, call Linda at Local 85's Office at 585-328-6251.

WIN PRIZES AT MONTHLY MEMBERSHIP MEETINGS

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

Frank and David

**TRAINING CENTER NEWS; 21 Jetview Drive, Rochester, NY
(585)-436-1110 E-mail: carpentersapp@frontiernet.net :**

The week of December 7th, we will be offering the 40 Hour Scaffold Qualification (Monday – Friday); Scaffold Refresher (8 Hours) will be offered Monday, December 7th. This class will be offered again the week of December 14th. Both weeks are near capacity and will be filled on a first call basis! The following classes will be offered here at the Training Center, Aerial Lift; Tuesday, December 8th, 7:00 am – 3:30 pm. Fork Truck/Rough Terrain Fork Lift; December 8th & 9th, 7:00 am – 3:30 pm.

We currently are taking names for people who are interested in a computer basics class and will have one as soon as we have enough people signed up.

Welding class for Tuesday and Thursday evening's has openings available. Members who wish to take welding can go for certification in several different types of welding, MIG or Stick, from A.W.S. D1.3 right up to N.Y.S.D.O.T.

We are still taking names for: Welding, Scaffold Erector, O.S.H.A. 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, 24 Hour I-R Door Hardware Certification, Fall Protection, Aerial Lift (Scissors and Boom), Fork Truck/Rough Terrain Fork Truck, 24 Hour Hazmat or 40 Hour Hazwoper, Insulated Concrete Forms, Formwork, 32 Hour Rigging Qualification, Transit and Layout, Total Station 1 and 2, Trim and Millwork, Solid Surface (Corrian, Avonite, Etc.).

To register for any of these classes, please call Gerianne at 585-436-1110, or e-mail at carpentersapp@frontiernet.net. If there are any other classes that you are interested in, call or email the J.A.C. office and we will make every effort possible to make it happen.

Thanks,
Karl, Steve, & Gerianne

B . A . C . 3

BRICKLAYERS & ALLIED CRAFTWORKERS LOCAL 3

EUGENE H. CACCAMISE, PRESIDENT/SECRETARY/TREASURER



Upcoming Union Meetings:

There will be no chapter Meetings for the month of December due to the Mega Meeting!

Mega Meeting

BAC Local No. 3 New York

December 12, 2009

This Meeting is for you the members to communicate with your Officers. Join Us and Find out what's Happening in Your Union!

Burgundy Basin
1361 Marsh Road
Pittsford, NY 14534

Breakfast will be served at 10:00 AM

MORTAR BOARD CLUB

The Christmas Party will be held on Thursday, December 17, 2009. We hope to see you all there for some holiday fun!!

Call/contact the Union's office with announcements that you may wish to have included in your Labor News column. Please contact Dennie and share your news and blessings!

Remember: We need you, the Union Member, to preserve the working and a "Free America." **BE INVOLVED IN YOUR B.A.C. LOCAL UNION. YOUR UNION IS ONLY AS STRONG AS YOU, ITS MEMBER**



Bricklayers Local 3 NY - Rochester Chapter - 2nd Annual "Buck" Contest

Once again Local 3 NY will be conducting our annual "BUCK" contest. This year like last, we will enter ALL bucks no matter of their size and we will randomly draw the winners out of all the entries received. This means that not necessarily will the biggest buck win the contest! Listed below are the rules for our contest!

- Must be a member in good standing in order to participate!
- Only one entry per member whether it be gun or bow
- Must be a legally tagged buck and the tag must accompany antlers at entry!
- Must be taken in NYS and during the 2009 Southern zone hunting seasons!
- Contest to include all deer seasons re: Archery, Gun & Black Powder
- All applicable NYS game laws will apply!
- Must bring your antlers to the January Union meeting to enter! (2nd Wednesday)
- Prizes to be awarded at the January Union Meeting in Rochester
- Must be PRESENT on award night to win!

Prizes are as follows:

- 1st - \$250
- 2nd - \$150
- 3rd - \$100

1 point or 14 point
they all count the
same! So be sure
to enter!

Please contact Tim Palermo with any questions @
Office Phone 585-641-0750 or Cell 585-944-2594



Send me your digital photos and I will try to get them into the Journal
dvalastro@baclocal3ny.com



CARPENTERS LOCAL 85 RETIREE CLUB 101

Reminder: Our Christmas Lunch will be held at noon on **Wednesday, December 9th at RICK'S PRIME RIB HOUSE**, 898 Buffalo Road, Rochester. If you were not at the November lunch and didn't sign up for the lunch, **please** give us a call at 585-872-0513, as we have to give the restaurant a count by Friday, December 4th.

At our November luncheon meeting, we had Excellus BC/BS Representatives Bonnie Rosen and Michael Nowak present to answer questions for the United Brotherhood of Carpenters and Joiners Group Plan. If you are interested in this plan, please call us and we will put you in touch with Bonnie and Mike. We would like to thank Linda Smith for assisting our members with this plan.

We also would like to thank Ron Luepke and our Treasurer, Larry DeWolf for coming to the hall early to prepare the two turkeys and chicken for the lunch with our club members providing a dish to pass and desserts. Can't get any better than that!

Fraternally, Ron Pettengill

Powerline

ELECTRICAL WORKERS LOCAL 86
DAVE YOUNG, BUSINESS MANAGER



Next Union Meeting:

The next Union Meeting will be a Notified meeting held on **Friday, December 11, 2009, at 5:30 p.m.**, in the Meeting Hall, at 2300 East River Road. The purpose of the notified meeting is to vote on the 68th Amendment to the Pension Fund and the 44th Amendment to the Annuity Fund.

A buffet dinner will be served after the meeting to celebrate the Holidays.

Union Dues:

At the 37th International Convention that was held in September 2006 the delegates voted on increases to the International portion of your monthly dues by \$1.00 or \$3.00 per quarter for 2010. Effective January 1st, 2010 your quarterly dues will be increased to \$94.50.

Vacation Freeze:

The annual vacation freeze for the close-out checks will start December 14th thru January 26th. The close-out checks will be mailed out on or about January 15th. The close-out check will include the November Vacation funds received in December. **The last day for vacation draws will be Friday, December 11th without exception.**

A reminder, vacation withdrawals must be requested with 24 hours notice. Your check will be available for pick up at noon of the following day. **Any withdrawal requests must be made by the member and signed for by the member.**

Kiddies Christmas Party:

The Annual Kiddies Christmas party will be held on Saturday, December 19th, from 10:00 a.m. to 1:30 p.m. You must RSVP your children or grandchildren between the ages of birth to 10 years old no later than Monday, December 14th, at (585) 235-1510 ext. 302.

NOTE: It is a very huge job to purchase enough gifts for 200+ children, so **PLEASE** make sure to sign up by the cut-off date because there will be no names taken after that date. **No exceptions!!!**

Volunteers are needed, if you would like to help please call (585) 235-1510. Thank you!

Retirees Christmas Party:

The Annual Retirees Christmas Party will be held on Wednesday, December 16th, at 12:00 p.m. Please RSVP no later than Friday, December 5th, at (585) 235-1510 ext. 106. Those with surnames M – Z are asked to bring a dessert to share.

Journeyman Training – Upcoming Courses:

The JATC has scheduled the following classes. If you are interested in any of them, please call the JATC office at 235-5050. If necessary, leave a message at extension 300 and leave your name, phone number, and which class you want to attend.

Photovoltaic Class

The JATC has scheduled a photovoltaic class. This class is a total of 40 hours and you must attend ALL days and hours. We have scheduled it during the day for those that are interested and may be out of work. We need a minimum of 6 people, maximum of 12. The dates are listed below.

Monday, December 21st, 8 AM – 4:30 PM

Tuesday, December 22nd, 8 AM – 4:30 PM

Wednesday, December 23rd, 8 AM – 4:30 PM

Monday, December 28th, 8 AM – 4:30 PM

Tuesday, December 29th, 8 AM – 4:30 PM

LEED Training

LEED (Module 1 & Module 2) – Leadership in Energy & Environmental Design – To complete this course, you must attend 9 hours of instruction and pass the certification test. This is a new certification required on upcoming “green” jobs. This class is being offered two separate times. We are accepting a maximum of 20 people for each session of this class.

Monday, January 4th & Wednesday, January 6th 4:30 PM – 9 PM – Both Nights **OR**

Monday, February 1st & Wednesday, February 3rd 4:30 PM – 9 PM – Both Nights

OSHA 30 Training

The JATC has scheduled two separate OSHA 30-hour classes. We are accepting 20-25 people for each of these OSHA classes.

OSHA-30 Hour - Saturday, January 16th, 8 am – 6 pm

Saturday, January 23rd, 8 am – 6 pm

Monday, January 25th, 5 pm – 9 pm

Wednesday, January 27th, 5 pm – 9 pm

+ a 2 hour Asbestos Awareness Class within the past year

You MUST attend ALL days and ALL hours!!!

OSH-30 Hour - Saturday, February 6th, 8 am – 6 pm

Monday, February 8th, 5 pm – 9 pm

Wednesday, February 10th, 5 pm – 9 pm

Saturday, February 13th, 8 am – 6 pm

+ a 2 hour Asbestos Awareness Class within the past year

You MUST attend ALL days and ALL hours!!

Introduction to Motor Control

This class is scheduled to be 12-hours. Call early, we are only accepting a maximum of 10 people for this class.

Monday, January 11th, 5 PM – 8 PM

Wednesday, January 13th, 5 PM – 8 PM

Monday, January 18th, 5 PM – 8 PM

Wednesday, January 20th, 5 PM – 8 PM

Food Bank:

Please help us replenish the food the food pantries used last winter to help members who were in need. You can drop off non-perishable items at the Hall. Thank you again for your continued support. Any questions call Tamie at (585) 235-1510.

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.

Resign Information:

You may resign in person, by email, fax or by mail on the date or before thirty (30) days. **This MUST be done every thirty (30) days.** If you have not resigned within the thirty (30) days you will roll off the books.

Job Calls:

Listen to the jobline at (585) 235-1510 ext. 2 if you want 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 and what order you want to accept the calls.

Drug Testing:

Drug testing can be done at Occupational Safety Onsite Inc., 1600 Lyell Ave, Suite C. Please call (585) 723-3891 for same day appointments.

Thought for the day!

“There is no secret to success. Did you ever know a successful man who didn’t tell you about it?” Kin Hubbard
- Ron Freida

ELECTRICAL WORKERS LOCAL NO. 86 BENEFITS FUND OFFICE

2300 East River Road / Rochester, New York 14623 /

Telephone: (585) 463-3290 / Fax: (585) 436-1649

Following are some reminders and points of interest from your Benefits Funds Office.

INSURANCE:

Effective 11/1/09 up to \$125 will be covered towards the shingles vaccination for members in the active and retired Local 86 Plans.

To keep cost down remember to go to an urgent care center whenever possible instead of the emergency room. Following are new Local Urgent Care Facilities:

Webster
Urgent Care Now 60 Barrett Drive Suite A 585-872-1003
11am-11pm weekdays, 8am to 8pm weekends, noon to 6pm holidays

Pittsford
ExcelCare 3400 Monroe Ave. 585-203-1055
11am-9pm weekdays, 11am to 8pm weekends

Spencerport
Lakeside Urgent Care 42 Nicholas St. Suite 1 585-349-7094
11am-11pm weekdays, 8am to 8pm weekends, noon to 6pm holidays

Rochester
Concerta Urgent Care 687 Lee Road Suite 208 585-458-7910
8am-4pm weekdays

Gates
Xpress Care Medical at Westside 517 Beahan Rd 585-235-1489
5am-11pm weekdays, 1pm to 7pm weekends & holidays

SUPPLEMENTAL PLAN:

Supplemental medical reimbursement requests must be received at the Fund Office by Thursday, December 10th to be paid by January 10th.

ANNUITY FUND:

Retirees wishing to receive the December 1st extra draw (4 max per year) must submit a request to the Fund Office by Tuesday, December 15th. If you have any questions, please give the Fund Office a call. Please Note that these won’t be processed until January 1, 2010.

The January 1st unemployment draw requests must be received at the Fund Office by Friday, November 18th.

Submitted by the Benefits Fund Office.

IBEW Retiree Notes

I hope everyone had a safe and happy Thanksgiving.

Dates to remember: Wednesday December 16th. This is the Local 86 Annual Retirees Christmas Party at the Local 86 Union Hall. Lunch will be served at noon. RSVP at (585)235-1510 ext.106 no later than Friday December 5th. Those with surnames M-Z are asked to bring a dessert to share. Reservations are required and no reservations will be taken after December 5th.

Saturday December 19th. This is the Local 86 Annual Kiddie Christmas Party. It will be at the Local 86 Union Hall from 10am to 1:30pm. RSVP by Monday December 14th at (585)235-1510 ext. 302. To ensure that every child has a gift **NO RESERVATIONS WILL BE TAKEN AFTER DECEMBER 14th.**

The retirees cook book is still on sale. With Christmas coming this would make a great gift, and it's only \$10.

Thought for the day....Nothing in life is to be feared. It is only to be understood. Marie Curie

John Spears IBEW Local 86 retiree

585-424-0426

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A black and white portrait of a man with short dark hair, wearing a suit and tie, smiling. The portrait is positioned to the right of the company name.

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