

SHEET METAL | AIR | RAIL | TRANSPORTATION



January 2014

SMART

THE MEMBERS' JOURNAL



TO ESTABLISH AND MAINTAIN **DESIRABLE WORKING CONDITIONS** AND THUS PROVIDE **FOR THEMSELVES AND THEIR FAMILIES** THAT MEASURE OF **COMFORT, HAPPINESS,** AND **SECURITY** TO WHICH EVERY CITIZEN IS ENTITLED **IN RETURN FOR HIS LABOR . . .**

— *SMART Constitution* —



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Now Is the Time to Take a Stand!

Few people expected governors in states like Michigan and Indiana to pass Right to Work legislation. Now the anti-worker billionaires financing these efforts have focused their sights elsewhere in a bid to expand Right to Work *for less*.

In an election year with everything at stake, news reports show that big money interests are putting millions of dollars into making Pennsylvania, Oregon, California, Missouri, and Ohio the next group of states to fall for the Right to Work *for less* scam.



Their aim is clear: to break the back of the American Labor Movement so that there will no longer be any organized opposition to their attacks on working families.

***Now is the time to stand up and
fight before it's too late.***

Sign up for the SMART Action Team at
www.smartaction.org to protect your future.



**THE MEMBERS' JOURNAL OF
THE INTERNATIONAL ASSOCIATION
OF SHEET METAL, AIR, RAIL AND
TRANSPORTATION WORKERS,
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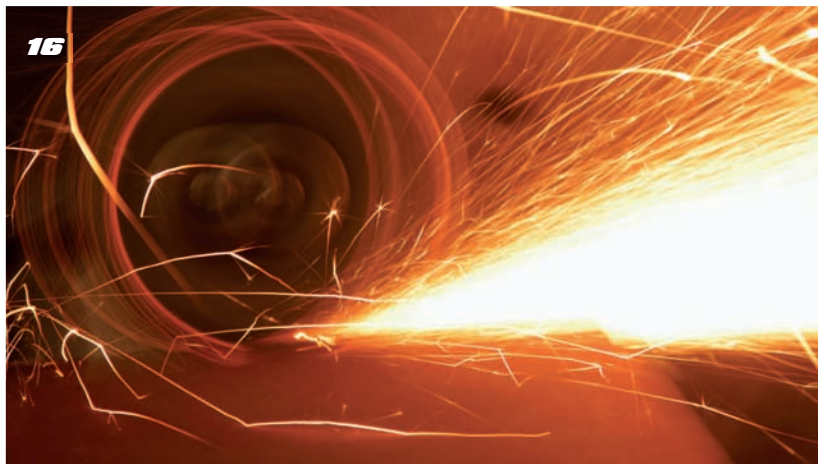
Joseph Sellers, Jr., Editor

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GENERAL PRESIDENT
JOSEPH J. NIGRO

A United Constitution

For our brothers and sisters in the Transportation Division, this is the first issue of *The Members' Journal* that all SMART members will receive. I am honored to provide this new source of important information and news for you and your family.

Change is hard and for many it is difficult to accept. Change is not an event with an exact start and stop point; it's a process. Each step you make, even if it's a relatively small step, is still a step in the right direction, driving you closer to where you want to go. Sometimes the road ahead looks hazy and your footing may be unsure, but it is ludicrous to turn back when seeking out a destination—no matter how distant your destination may seem at times.

The changes we face now focus not just on the SMART Constitution which governs our combined organization, but also on the culture in which we operate. How this organization is run goes a long way in ensuring that it always serves the membership with integrity. Members cannot have confidence in an organization unless they are assured they have a voice in it. That is why, for those of you that know me, I try to adhere to as much transparency as possible, so that you as a member are kept both well-informed and able to hold your leadership accountable.

SMART does not operate for the sake of its leaders. The leadership of this organization exists to represent all of us with integrity, honesty and to the best of our abilities.

It takes a lot of courage to move away from the security that comes with the way things had always been done before. But there is no real security in what no longer works to strengthen and advance this new union. The strength of SMART, and what will drive us to thrive in the future, comes from our ability to maintain the advances previous generations made and to build upon

great union and its members under a single Constitution.

In getting to this point, we examined and debated every constitutional section thoroughly before reaching agreement. At times, it required the help of an outside arbitrator to clarify a particular issue. While this slowed the process, it must be remembered the parties were tasked with combining 100 years of separate

*“.... we remain dedicated
to working together to represent
the best interests of
members above all else....”*

them. We deal with political, economic, and cultural challenges from all sides as our world changes every day. Sometimes we must adapt and change with it while staying true to the guiding principles of solidarity, strong representation and brotherhood that gave rise to our labor movement.

As you may already know, we recently completed our new Constitution, merging the former Sheet Metal Workers' International Association and the United Transportation Union into SMART. While our merger has been complete for some time, this document unifies this

cultures and operations into a single Constitution that would govern our combined union while reflecting the practices and policies of both former organizations.

While the process may at times have been slow and laborious, we remain dedicated to working together to represent the best interests of members above all else.

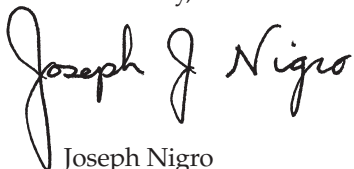
An example of this is in the SMART General Executive Council (GEC) which is comprised of both sheet metal and transportation division General Vice Presidents. The GEC represents our diverse geographic, trade and work-related

membership and acts as a check in many of the authorities assigned to the General President. Among these is the GEC's Finance Committee which reviews the overall expenditures of the International Association including all personal expenditures of the General President and General Secretary-Treasurer. This sub-committee of the GEC also reviews the annual budget of the International including a separation of expenses by each department within the organization and makes recommendations to the full GEC who must approve the budget. This among many other oversight duties ensures accountability to the membership across all levels of the organization both now and in the future.

I urge all of you to view the SMART Constitution at www.smart-union.org/our-union/smart-constitution. Keep in mind that changes were made to the former UTU Constitution, now Article 21B of the SMART Constitution, where language within and the merger agreement dictated changes to comply with the SMWIA Constitution. In the near future we will also be posting a Frequently Asked Questions (FAQ) page to answer any questions about the new Constitution and upcoming SMART Transportation Division Convention in June and the SMART General Convention in August 2014.

It's been a long and difficult process, and you deserve our gratitude for your patience. I look forward to moving our Union ahead united and stronger.

Fraternally,



Joseph Nigro
SMART General President

January 2014

Attack on Unions in Pennsylvania

TAKE ACTION NOW!

A major new development broke as this issue went to press. The Capitol rotunda in Harrisburg, PA, overflowed on January 28 as thousands of union members turned out to protest against a new attack on workers and their unions, this time in Pennsylvania.

The protests were centered around House Bill 1507, being pushed by a shadowy network of out-of-state billionaires led by the American Legislative Exchange Council and the Koch Brothers. They have spent millions targeting direct mail into the state to spread lies in support of this bill, which seeks to strip the collection of union dues.

The bill's supporters already admit that their ultimate goal is to drive a stake through the heart of the Pennsylvania labor movement. A recent letter from a group called the Commonwealth Foundation, set up by wealthy billionaires to support this legislation, boasts about turning Pennsylvania into the next Wisconsin battlefield and admits that their goal is to destroy unions in every form.

With enough voices we can make a difference and let the Commonwealth Foundation know that unions don't stand idly by while billionaires make choices for the hard working men and women of Pennsylvania. Join the SMART Action Team at www.smartaction.org to keep up to date on news and action alerts regarding this and similar legislation affecting your state. ■





GENERAL SECRETARY-TREASURER
JOSEPH SELLERS

National Pension Fund's Zone Status Changes for the Better

By the time you read this column, the National Pension Fund (NPF or “the Fund”) will have sent formal notice to all participants, local unions and employers that it has emerged from the Red Zone/*critical status* into Yellow Zone/*endangered status* as of the 2014 Plan Year—a welcome start to the New Year. The change in zone status from critical to endangered is significant, a positive development and good news for our industry.

Hopefully, we are putting behind us the impact of the “not so” Great Recession and the continued slowdown in generating jobs within our sectors. In some of my recent articles, you have read about these effects on our entire industry and the blow that *critical status* has been to our pension fund. In the main, the NPF has been able to address the issue that pushed it into critical status in the first place—the possibility of an “accumulated funding deficiency.” Under ERISA’s minimum funding standards for defined benefit pension plans like the NPF, an “accumulated funding deficiency” means that the required employer contributions under collective bargaining agreements have not been enough to meet the NPF’s ongoing obligation to fund the participating members’ benefits.

Before the Pension Protection Act of 2006, the law required the NPF to specially assess employers for amounts beyond the union-negotiated wage and fringe package if there was an accumulated funding deficiency. In the 2003–2004 period, for instance, the NPF’s actuarial projections indicated

the NPF could be facing an accumulated funding deficiency in 2006 or 2007. To foreclose the possibility of mandatory assessments, the NPF sought voluntary contribution increases. Once it entered critical status, the NPF issued a Rehabilitation Plan and Schedules that were designed to eliminate accumulated funding deficiency in both the short term and long term. As stated in the Fund’s notice, NPF’s actuary projects that there will be no “accumulated funding deficiency” over the next decade. This being the case, the Fund has emerged from critical status. We also must remember that actuaries base their opinions on a series of assumptions, such as hours and rate of contributions, financial markets return, retirement, and mortality rates, to name a few.

This meaningful step forward is a testament to the support and sacrifice of SMART members, local unions, and employers. During my travels across the country since becoming a Trustee on January 1, 2012, I have witnessed the extraordinary sacrifice our working members endure in making these contribution increases and the economic toll on our families. Tough decisions were made, and they appear to have helped turn the tide. We have long hoped for better times, and I am convinced that inaction would have imposed far greater strain on our industry.

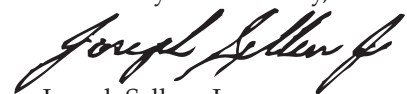
Although we should be proud of our efforts to reach this milestone, the fact remains that the NPF still faces significant challenges. The Trustees will continue to review options and monitor the assumptions that

shape our funding status. They know the importance of meeting the challenges ahead and reaching the next milestone of improving the funded percentage to 80% so the Fund can leave *endangered status*. In order to achieve this, we are still seeking contribution increases because, generally, they are a reliable way to improve funding. It is also good news because, now that the NPF has emerged from *critical status*, benefits accrued as of December 31, 2013, are more secure. Continuing improvement is vital to our industry. Defined benefit pension plans are part of the foundation of the labor movement, representing a commitment of generations of brothers and sisters to collective retirement security.

In anticipation of leaving critical and entering endangered status, the NPF Trustees adopted several modifications to the Plan Document, as explained in the recent notice. **None of the changes will affect the benefits received by our retired members and their beneficiaries.** For more information on the NPF, copies of notices, and other information, visit www.smwn-pf.org or email info@smwnbf.org.

I can assure you that the NPF will continue its diligence and has set its sights on improving the status of our pension fund for the benefit of our members and industry.

Fraternally and sincerely,


Joseph Sellers, Jr.



DIRECTOR
JAMES JACKSON

Organizing for Now & the Future

CANADIAN AFFAIRS REPORT

Our International's existence is based on one simple fact established when it was chartered in 1888. As stated in the preamble of our Constitution,

"In this age of organized effort it is essential that those engaged at our trade must likewise organize in order to establish and maintain desirable working conditions and thus provide for themselves and their families that measure of comfort, happiness, and security to which every good citizen is entitled in return for his or her labor from a deep sense of pride in our trade, to give a fair day's work for a fair day's pay."

For us to survive, we must organize so we can continue to maintain and provide the desirable working conditions and lives mentioned in our preamble. If we do not, we are sure to meet our demise.

Organizing in the best of times is a difficult task, worsened when political and economic factors come into play, and even worse when other barriers arise, like a lack of support from membership or the push to abandon an organizing program because of a perceived lack of success.

Politically, our right-wing federal government is on the attack with the introduction of another Private Members Bill. Bill C-525, aimed at the federal jurisdiction, will impede our growth through certification votes and the expansion of decertification votes. Essentially, it allows for the counting of workers who do not vote in a certification vote as "No" votes and counts

those workers who don't vote in a de-certification as "Yes" votes.

Imagine, if you will, if the voters who did not vote in a federal election were counted as votes for the incumbent candidate. Sounds like something that should not happen in any democracy, but this is this very conservative government actually proposes for union representational elections.

If this goes through, it could well mean it will spread to all sectors of organized labour. Second reading is coming, and then it will go to a standing committee. This bill is on the radar of the Canadian Labour Congress and may require a legal challenge.

Pushback from membership can also be a barrier when it comes to organizing, as some fear that if we bring in new members that will jeopardize those currently holding jobs. The reality is that those unrepresented workers will be working in the industry anyway. The question is: will it be for unscrupulous employers at lower wages to undermine the standards we attained, or at our side with similar wages and workplace standards—creating a level and fair playing field for all?

The measure of an organizing program should not be just how many new companies were signed. A successful program must also be measured by a variety of factors. Is our membership increasing? Is our competition's cost of doing business rising? Are our man-hours on the rise, and is our market share increasing? Those are measures of a successful program.

Most importantly, the only way an organizing program will succeed is if it is endorsed and supported by everyone.

We all have a part to play when it comes to organizing and ensuring our future. Everyone can chip in in some shape or form. You can volunteer on your local organizing committee, or if you are out and about and see a project going on, or if you hear of one coming, give your local organizer a call. As much as they try to be everywhere and see everything, they just can't, so your eyes and ears can help. For those locals that may not have an organizer, call the local business manager or representative, as they are organizers as well.

If your local asks you to become active in lobbying or on a political initiative, try and help out. You are not being asked for the sake of asking; you are being asked because your leadership believes the issue affects your livelihood.

We exist because we organized; we have the wages and benefits that we have because we are organized; we have pensions, health and safety legislation, and the list goes on BECAUSE WE ORGANIZED and used that strength to earn what we have.

We must get behind organizing and continue to do so for ourselves and to ensure the future for those that will follow in our footsteps.

Sincerely,

James Jackson
Director of Canadian Affairs



ASSISTANT TO THE GENERAL PRESIDENT, TRANSPORTATION AFFAIRS
DIRECTOR, SMART RAILROAD, MECHANICAL & ENGINEERING DEPARTMENT
TONY IANNONE

“Let us live in the present, not in history.”

RAIL, MECHANICAL, & ENGINEERING NEWS

We have heard this quote used many times by many people, and there is no doubt that it can be applied today under present circumstances. Many of us agree that holding on to the past sometimes results in unintentional harm to our members. Organizations willing to re-invent themselves, however, tend to be successful for the long term. So it should be expected that, having been around for 125 years, our organization can work through some changes

mindset is unacceptable in a world requiring constant change. Debating proposed changes should be welcomed. The process of debate and exchanging ideas about proposed solutions is essential to our agenda and our success. There is no doubt that our merger between the UTU and SMWIA to create SMART has been fully vetted. If you are still wondering if a merger was necessary, the time has come to stop wondering and to take the opportunity to get involved in order to have a say in

or by those who are comfortable with the idea of living in history. Our organization is in the business of protecting jobs, creating jobs, and making sure our people are trained to do their jobs. SMART members work with their hands, their heads, and their hearts.

Our efforts to blend the building trades and production department with the railroad department have resulted in more opportunities to grow our union and to create American jobs. A recent example of this was our addition of 116 new members via our organizing campaign at Bombardier in Los Angeles. We continue to organize at other rail sites such as Bombardier in Sanford, FL, and Greenbrier Rail sites nationally (please see our new website www.respectatgreenbrier.net).

This year, over \$20 billion will be spent to build new passenger rail cars in the U.S. alone—most will be built in nonunion facilities. Anticipating this, our SMART organizers have already targeted and set up organizing committees at these sites.

We continue to encourage non-union railroad workers to review the benefits of grievance process, health care, pension, and a stable work schedule, while offering a partnership with traditionally nonunion companies to help expand their market with qualified union workers. This will take time and work but will pay off in the long run. We work to-

*“the time has come to stop
wondering [about the merger] and
take the opportunity to get involved
in order to have a say in what the
future will look like.”*

without diluting the value of solidarity and service to our membership.

As a union we tend to manage at the point of crisis, with a demand for instant results. So it would be reasonable for most people to find comfort in the idea of “that’s the way it has always been done” or “why fix it if it isn’t broken?” Consistency is comfortable—and easy when it feels like there is no time to consider and debate. This kind of

what the future will look like.

The leadership responsible for the merger provided a blueprint for us to build a more perfect union. The opportunities are without limits. **Do not be deterred by naysayers who maintain that the building trade unions and the transportation unions have no community interest.** The only barriers that exist within the community of labor are the ones created by those with self-interest

gether with other unions by supporting union sponsored training programs for American workers in an effort to reclaim the work that has been out-sourced to cheap foreign employers who cut corners and compensation.

“Giving back to the members” is our mantra for 2014.

SMART General Chairmen of the Railroad District Council, representing railroad sheet metal and mechanical employees, continue to press forward with economic efficiencies.

Certain adjustments by the officers of the District are expected to provide enough flexibility to reduce costs, which in turn will result in lowering members’ monthly dues.

We are doing this not because we have been mandated to do it but because it is the right thing to do. In the words of SMART General President Joe Nigro, “We are putting our members first.”

By the time you read this, a notification to each Railroad District Council local will have been circulated, stating that the Railroad District Council will forego the automatic dues increase effective January 1, 2014 and will reduce the monthly assessment, resulting in a monthly adjustment for members from \$43.00 to \$38.00 each month, beginning March 1, 2014.

No services will be cut. In fact, your General Chairmen have proven to be capable and efficient with their efforts to provide service when needed. By taking steps now that put members’ concerns first, while maximizing our opportunities for growth, we will put ourselves on the solid footing we need in order to thrive in the years to come.

MAKING IT THROUGH WINTER

As winter continues, there are a few easy tips and tricks that can save you money and lower your gas and electric bills. Taking the time to prepare your car, your yard, and your home will let you enjoy the holiday season without the worry.

► For Your Car

Since we spend the majority of our time in our vehicles, traveling to and from work, it is important to prepare for the dropping temperatures during the harsher winter months.



As winter flurries loom around the corner, add a bottle of fuel deicer in your car’s gas tank once a month to help keep moisture

from freezing in the fuel line. Keeping the gas tank filled also helps prevent moisture from forming. Be sure to replace old windshield wiper blades regularly to prevent ice buildup, and stock up on windshield washer solvent for those cold mornings. Most importantly, always pack an ice scraper or two.

Road conditions change rapidly during winter; worn tires lead to flat tires and car accidents. Take the time to examine your car’s tires for remaining tread life, uneven wearing, and cupping;

check the sidewalls for cuts and nicks. Checking tire pressure once a month will increase the longevity of your tires and save on gas. Under-inflated tires or poorly aligned wheels make your engine work harder and lower your gas mileage. Accidents happen, so be sure to travel with your spare tire, a jack, and an emergency kit that includes: extra gloves, boots, and blankets; flares; a small shovel and sand or kitty litter; tire chains; a flashlight with extra batteries; and a car charger for your cell phone.

► For Your Home

Saving energy around your house can quickly and easily put a little money back in your wallet. Lighting our homes can represent 20% of our home electricity bills and is one of the easiest places to start saving energy. Eliminate wasted energy by taking a few easy steps: turn off lights when leaving a room, unplug appli-



ances or lamps that are never used, and invest in energy-saving light bulbs. Reducing the hot water temperature on your water heater to 120° Fahrenheit will save 7-11% on water heating costs. Insulating the first 5 feet of pipe coming out of the top of your water heater and wrapping the tank with jacket insulation will help save up to 10% on heating costs. Be sure to leave the air intake vent uncovered when insulating a gas water heater.

Drafty homes increase your heating bill. As your house continues to try and heat itself, the warm air escapes through leaks and gaps in doors and windows. Adding weather stripping around your windows and caulking any holes you see will prevent heat from escaping. If the gaps between siding and windows or door frames are bigger than the width of a nickel, you need to reapply exterior caulk. Silicone caulk is best for exterior use because it won't shrink and it's impervious to the elements. If you have gaps under your doors that are allowing cold air in, block the base of the door with a rolled up towel or blanket. Cold air can seep in from the smallest of spaces, such as your electric wall plugs and attic doors. A quick fix for your outlets is to purchase pre-cut foam gaskets that fit behind the switch, keeping the cold air out. For your attic doors, weather-strip and insulate the hatch or door to prevent warm air from escaping out the top of your house.

If your ceiling fan has a reverse switch, use it to run the fan's blades in a clockwise direction after you turn on your heat.

The fan will create an updraft and push heated air from the ceiling down into the room. For those who have a traditional fireplace and chimney, remember to close the damper when not using it. The chimney acts like a large window that was left open, drawing the warm air out and bringing cold drafts in.

➤ For Your Yard

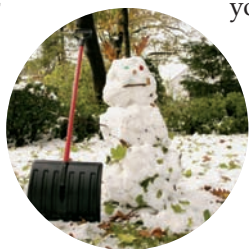
Winter is the best time to begin to repair any damage done to your lawn and yard during the scorching summer months. Begin by reseeding your lawn and adding a ¼" layer of compost or soil to allow the seeds to take root. If you mow your leaves instead of raking them, they will decompose and nourish your lawn over the winter. The cool autumn months are a great time to transplant any trees or shrubs around your yard. Trees benefit from being moved during autumn because they can put all their energy into root growth. However, give your shears and pruners the autumn and winter off. Pruning promotes growth which you don't want to encourage when plants are preparing to go dormant for winter.

Prep your garden for winter by planting a nitrogen-rich cover crop like clover or burlap to help prevent weed growth. Remove dead annuals and mulch hardy perennials. Annuals typically die after the first hard frost but perennials' root balls are hardy enough

to survive even extreme temperatures, especially if they are covered with a layer of mulch. The best time to mulch perennials is after the first frost, but you should avoid covering the crown or center of the plant—doing so will lead to rot.

A quick fix to help prevent any winter weather damage to your home's exterior is adding extensions to downspouts that will allow water to run at least 3 to 4 feet away from your house's foundation. To prevent freezing in your pipes, start by disconnecting all garden hoses and draining the water that remains in the faucets. If you don't have frost-proof faucets, close the shut-off valve inside your home. Like spigots, sprinkler system pipes should be drained to help avoid freezing and leaks. Any undrained water in pipes can freeze, which could cause pipes to burst as the ice expands.

Finally, don't wait for the first winter storm to restock cold-weather essentials, such as salt or ice melt. The store's shelves might already be empty! ■



Metal Work & Muscle Cars

Growing up on a New England dairy farm, Paul Lesiczka learned early about the simple power of hands-on work. His father, Carl, was a sheet metal worker and introduced Paul to welding when he was ten, and from then on, he fixed any item that needed repair on the farm, from broken gates to cracked hinges. Heeding his natural inclination towards metal work, he entered the apprentice program at Local 17 when he was eighteen.

During this time, he and his dad bought a couple of 1970 Pontiac LeMans, which they wanted to fix up and restore together. Paul's red LeMans, bought for \$300, ignited in him a passion for working with metal—hardcore, Detroit-fabricated

metal. And he knew that he wanted to make this work part of his life.

However, the birth of this passion coincided with increased personal and professional responsibilities, which Paul embraced wholeheartedly—even if that meant leaving the LeMans in the garage, untouched for months (or even years) at a time. He married his high school sweetheart, Lynn, and they had three daughters: Kerry, Jennifer, and Kara. Over the years, he has worked hard to adapt his skill set to the changing demands of the sheet metal industry, starting out as a cutter and mechanic at C.P. Blouin and then moving on to New England Ventilation as an installer, where he worked on the Millennium Towers project in Boston. After the Millennium project, he moved onto Worcester Air Conditioning, which has provided him with robust professional development opportunities, sending him to seminars about the newest technologies and including him in leadership meetings.

As busy as he was during these years, Paul never forgot his dream of restoring muscle cars, and the long-term security provided by a union career—good healthcare and pension benefits—enabled him to think seri-

ously about taking on this hobby.

And today, he is doing just that: rebuilding cars and winning several local and national events along the way. He has scored Gold in the Nationals and has seen his cars on several magazine covers. Unsurprisingly, the cars he gravitates towards were made in and around the early 1970's, especially muscle cars like the Pontiac GTO and the Pontiac Judge.

In rebuilding cars, he has leaned on the skills he has acquired as a sheet metal worker, especially the need for perfection and precision. His welding skills, his knowledge of blueprints, and his ability to shape metal all help him as he rebuilds these cars from scratch, constantly thinking ten steps ahead in order to avoid mistakes early in the process that could prove detrimental later on.

While car restoration is still a hobby at this point in his life, Paul feels blessed to have lived the “sheet metal dream” as he calls it. He has a beautiful wife and three beautiful children who support his vision of retiring and working on cars full time. Right now, he is looking forward to finishing a 1970 GTO, 455 four speed convertible. He artfully points out that it has a paint code #28, which is Atoll Blue with a black top and black interior. His attention to such details and the care with which he executes these tasks is clearly a reflection of his years as a master craftsman, upholding standards of excellence as a sheet metal worker. ■



Metra, Belt Railway Members Ratify Contracts

SMART Transportation Division conductors and assistant conductors on Northern Illinois Regional Commuter Railroad Corp.—known as Metra—and members of General Committee of Adjustment GO 65 employed by Belt Railway of Chicago have recently ratified new contracts.

With 85% of eligible ballots returned, the Metra employees approved a seven-year mediation agreement governing wages and working conditions, through calendar year 2018.

Included in the agreement are lump-sum signing bonuses, general wage increases each year of the contract, retroactive pay, enhanced deferred compensation, conductor certification pay for assignments paying the conductor rate of pay, a new training/qualifying understanding, a modified short term disability plan, and seniority retention provisions.

SMART Transportation Division Vice President John E. Lesniewski and SMART International Representative John Babler, who assisted with negotiations, commended GO 721 General Chairperson Barry Abbott

for his persistent and systematic attentiveness to the needs of our membership on his property. In turn, Abbott offered his thanks to Lesniewski and Babler for “bringing a wealth of experience and an enduring commitment to the bargaining table. This was truly a team effort,” he said.

Metra is the commuter rail division of the Illinois Regional Transportation Authority. The system serves Chicago and its metropolitan area through 241 stations on 11 different rail lines.

SMART Transportation Division members employed by Belt Railway of Chicago ratified a new agreement governing their rates of pay and working conditions.

The agreement mirrors that of the September 16, 2011, UTU National Agreement, Lesniewski said.

While GO 65 members had already been governed by the health and welfare provisions of the 2011 National Agreement by virtue of the carrier’s participation in national handling for health and welfare only, the remainder of the agreement had been stalled in mediation over disputes involving

crew consist and other local issues.

“With those issues having been successfully set aside in favor of future voluntary and non-binding discussions, the agreement was ratified by an overwhelming majority of nearly 97% of voting members,” Lesniewski said.

Lesniewski, who assisted with the negotiations, lauded the efforts of General Chairperson Stelios Paras and Vice General Chairperson Graeme McClure for “staying the course, ultimately securing the same favorable agreement our Class I members enjoy nationally, without any additional strings attached.”

BRC, headquartered in Chicago, is the largest switching terminal railroad in the United States. It is co-owned by six Class I railroads, including BNSF Railway, Canadian National Railway, Canadian Pacific Railway, CSX Transportation, Norfolk Southern Railway, and Union Pacific Railroad, each of which uses the switching and interchange facilities. BRC also provides rail terminal services to approximately 100 local manufacturing industries. ■



Rutgers' Bus Operators Were Smart,

On December 9, bus operators for Rutgers University’s inter-campus bus and shuttle system seeking union representation overwhelmingly chose the SMART Transportation Division as their collective bargaining representative.

Among 112 eligible voters, 74 of the 80 operators participating in the union election chose SMART as their representative, while six voted for no union.

The bus service is managed by First Transit, Inc., based in Cincinnati, OH.

SMART TD Director of Organizing Rich Ross lauded the efforts of organizer and Alternate Bus Vice President Calvin Studivant, saying, “Calvin just did an outstanding job. We had a meeting at Rutgers a couple of weeks ago, and approximately 90 drivers attended. Calvin was well

Whistleblowers *Can Now* File Complaints **Online**

Whistleblowers covered by one of 22 statutes administered by the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) will now be able to file complaints online. An online form will provide workers who have been retaliated against an additional way to reach out for OSHA assistance online.

"The ability of workers to speak out and exercise their rights without fear of retaliation provides the backbone for some of American workers' most essential protections," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Whistleblower laws protect not only workers, but also the public at large, and now workers will have an additional avenue available to file a complaint with OSHA."

Currently, workers can make complaints to OSHA by filing a written complaint or by calling the

agency's (800) 321-OSHA (6742) number or an OSHA regional or area office. Workers will now be able to electronically submit a whistleblower complaint to OSHA by visiting <https://www.osha.gov/whistleblower/WBComplaint.html>.

The new online form prompts the worker to include basic whistleblower complaint information so they can be easily contacted for follow-up. Complaints are automatically routed to the appropriate regional whistleblower investigators. In addition, the complaint form can also be downloaded and submitted to the agency in hard-copy format by fax, mail or hand-delivery. The paper version is identical to the electronic version and requests the same information necessary to initiate a whistleblower investigation.

OSHA enforces the whistleblower provisions of 22 statutes protecting employees who report violations of various securities laws, trucking, airline, nuclear power, pipeline,



environmental, rail, public transportation, workplace safety and health, and consumer protection laws. Detailed information on employee whistleblower rights, including fact sheets and instructions on how to submit the form in hard-copy format, is available online at www.whistleblowers.gov.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov. ■

Now They're **Smarter**

received during the meeting and was recognized for his efforts and for his knowledge of the bus industry."

Studivant has more than 25 years of experience as a bus operator for Community Transportation in Clifton, NJ.

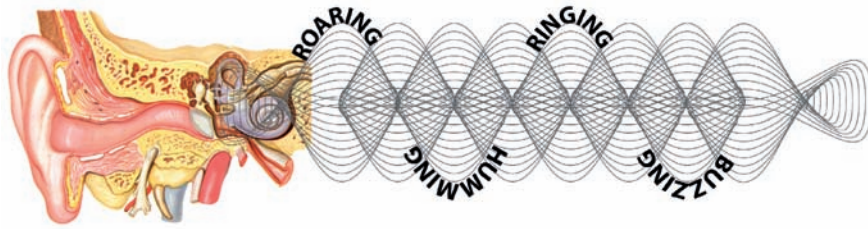
Ross also noted the efforts of Local President Waverly Harris and Vice Local President Brian Caldwell in assisting with the organizing campaign

and helping drivers realize the benefits of union representation. Both are members of SMART TD Local 1594 at Upper Darby, PA, employed by a division of Southeastern Pennsylvania Transportation Authority (SEPTA).

The Rutgers-New Brunswick/Piscataway inter-campus bus and shuttle system provides efficient and reliable transportation service for all five campuses. It is available to all

members of the university community and the public.

According to First Transit's website, the service is the second largest operating bus system in New Jersey, transporting more than 6 million passengers annually and providing more than 70,000 passenger trips per day. It operates approximately 50 transit buses that utilize bio-diesel fuel and Green Roads technology in an effort to reduce emissions and petroleum consumption. ■



SMART TD Partners with KUMC in Hearing Loss Study

Sixty percent of the U.S. population has hearing loss, and most of those incidences are the result of exposure to noise. The University of Kansas Medical Center



HINRICH STAECKER

(KUMC) and the SMART Transportation Division have launched a partnership that could benefit you if you are suffering from this disability.

The partnership between KUMC and the SMART TD provides active and retired members with:

- The most up-to-date information and research on hearing health through regular newsletter articles,
- Access to state-of-the-art testing that can help the KUMC team find the best treatment or device for your hearing loss, and
- An opportunity to participate in research if you qualify for any of the active studies.

Dr. Hinrich Staecker, KUMC

As an international leader in hearing loss research, Dr. Hinrich Staecker of KUMC has been working for more than 20 years on a way to restore hearing. The product of this groundbreaking research is beginning to reach the clinic, and patients could begin to participate in that research soon. The hope is that by using gene

therapy, KUMC's program will be able to restore hearing in those suffering from hearing loss.

The initial program launch will be in the Kansas City area, with plans to expand to satellite locations. The KUMC team is in the process of developing a registry for members who are interested in more information. This will be launched soon, so look for updates in future newsletters and on the www.utu.org website.

If you are an active or retired SMART member with hearing loss/concerns, and have interest in being evaluated by the KUMC team, or are interested in receiving more information about research opportunities, please email the team at ENTResearch@kumc.edu or contact Christine Adams at (913) 945-5077. You will be contacted to discuss the multitude of services that may be helpful to your needs.

For general questions, contact a SMART general chairperson in the Kansas City area.

The KUMC Ear, Nose, and Throat team is excited about this partnership and looks forward to working with SMART TD to help improve the hearing health of its membership.

Through the advancement of state of the art testing, education, and the best treatments available, this program will serve to encourage members of SMART TD in exercising care and treatment of their hearing health. ■

Risch Appears on America's Work Force Radio

SMART Transportation Division's Alternate National Legislative Director John Risch appeared on *America's Work Force* daily labor radio program December 23 to discuss the country's support for Amtrak and other issues.

America's Work Force is the only daily labor radio program in America and has been on the air since 1993, supplying listeners with useful, relevant input into their daily lives through fact-finding features, in-depth



JOHN RISCH

interviews, informative news segments, and practical consumer reports.

Through the support and participation of the labor community, *America's Work Force* radio program features regional, national, and international labor leaders and advocates, as well as politicians, civic leaders and industry professionals discussing issues important to the labor movement.

To listen to Risch's interview, visit <http://awfradio.com/blog>.

Members *Helping* Members

INTRODUCING THE UNION MEMBER ASSISTANCE COORDINATOR (UMAC) PROGRAM

On November 10, 2013, union representatives from twelve SMART local unions from around the country gathered together in Philadelphia, PA, to take part in a week-long training program. The training kicked off a pilot program designed to help union members and their families who are experiencing various forms of personal crisis. Once in place, the Union Member Assistance Coordinator, or UMAC, program will form a network of compassionate, respected, and competently trained union representatives who work together to assist our members and their families find assistance for struggles with depression, substance abuse and other mental health related issues.

Union representatives assist members daily with issues such as travel pay or jurisdictional assignments, but these are relatively minor concerns when compared with a union member in personal crisis. The current recession that SMART members have been clawing out of has

“Every day we are working to make life more prosperous for our members. To know that we will also be there when our members are experiencing personal difficulties is comforting and very much appreciated. I applaud our business agents’ willingness to build for our organization this network of helpers. Their work will enhance our solidarity as a union and reflect our purpose as a caring organization in the truest spirit of unionism.”

----- SMART General President Joe Nigro

“**...We need to do more than just pass along an 800 number...**”

left an indelible mark on many of our members, and we thought: “Couldn’t we be doing more?”

Many SMART local unions have contracted with third party Employee Assistance Programs (EAPs), which provide necessary professional help, but we needed to do more than just pass along an 800 number.

SMART Director of Education Chris Carlough put together a train-

ing program that was originally developed by Bobby Bonds, a specialist in the mental health profession from IQOL, LLC Consultants Philadelphia. Nationally recognized as a leader in crisis intervention, Bobby Bonds has trained more than 25,000 lay-professionals, volunteers, and mental health professionals in the United States and Europe to deal with workplace and family crisis interventions. “Bobby’s association with the transportation industry and the transportation trade unions spans a period of over 25 years. The majority of those years, Bobby has dedicated his career to developing and administering helping programs dealing with all aspects of members’ and their family’s well-being,” Carlough stated. ➤



CRISIS INTERVENTION IS NOT PSYCHOTHERAPY:

An important element in crisis intervention is remembering that crisis intervention is NOT psychotherapy. While it certainly contains psychotherapeutic elements, it is not therapy as practiced by licensed mental health clinicians. ***It may be thought of as a form of emotional first-aid.*** Thus, as physical first-aid is to the practice of medicine, crisis intervention is to the practice of psychotherapy.

“ The main reason most people seek help from a professional is not because they have a “problem” that has become insurmountable, but because the social supports in their social circles are no longer accessible or willing to provide the needed assistance. ”

SMART predecessor organizations SMWIA and UTU have an impressive history with peer and member assistance programs. Today’s Union Member Assistance Coordinator program offers assistance and support for every facet of crisis that our members face, living the true meaning of “union family.” The coordinators in the UMAC program have close ties to members on and off the job. They see attitudes and behaviors as they develop and are therefore in a better position to detect a problem and take early action. As business agents, they have already earned the respect and trust of members and the union leadership. Their credibility, mixed with compassion and a deep understanding of a member’s situation, makes for a powerful combination that cannot be offered by any other professional.

The core components that comprise UMAC training are: Confidentiality, Communication, Interpersonal Skills, Introspection of Oneself, Assessment of Crisis, Ethical Responsibility, Relapse and Follow-up, and Navigating through Health Care Plans.

The UMAC education program includes both theoretical knowledge and practice of basic skills necessary for crisis interventions. There are three distinct areas UMACs will play a vital role at SMART:

- **Early Intervention**—The UMAC recognizes the signs and symptoms of a variety of substance abuse and mental health problems. The UMAC will offer “emotional first aid” and develop a proactive intervention to help members deal with the problem. UMACs are always searching for ways to help the member find the best solution. The UMACs remain visible and accessible, and will demonstrate their concern around quality of life issues when a member or a member’s family is experiencing a crisis. The UMAC tries to help the local by helping the member identify a problem before it reaches a serious “crisis stage,” decreasing the hardship, complexity and consequences associated with problems left unchecked. By advocating earlier for the member, the UMAC helps avoid employer discipline, family complications, and disassociation with other members in the local.
- **Understanding Member Benefit Plans**—UMACs will be able to identify appropriate effective resources and direct members to help within the member’s eligible health plan. UMACs will network and have the ability to augment a member’s mental health plan with other supporting social services when necessary. Today’s

mental health benefit plans are confusing and often prove difficult to navigate. Finding the appropriate treatment provider can become frustrating and exacerbates an already difficult situation. Many health plans have restrictions and only offer access to limited in-network providers. By understanding these constraints, UMACs will help the member search for all available resources and determine the best option for their specific needs.

- **Follow-up**—UMACs will be able to support the member when returning back to work and to assist in coordinating the member’s continuing care plan for a successful continuation of their recovery. Once a member completes their initial treatment, their re-integration back into their home and work life can offer some steep obstacles. The therapeutic value of one union member understanding and helping another union member is without parallel. This important support is





often times the difference between a successful recovery and relapse. The UMAC can direct members to additional resources and provide them with the positive support and reinforcement every member needs in the early stages of ongoing recovery.

Core Skill Sets for a UMAC

- High credibility within the local
- Strong interpersonal and attentive listening skills
- Natural desire to help others
- Preferred elected union officer or agent
- Willingness to learn and availability of time

Program Goals

- Create direct access to union resources. "Promoted by members for members."
- Establish a trusted gatekeeper for information/support and resources. "People don't care what you know, until they know that you care."
- Provide confidential non-judgmental union services to members. "Members who judge don't matter, and members who matter don't judge."
- Heighten awareness and attention to health issues.
- Increase efficient utilization of eligible contracted benefit plans.
- Enhance the quality of life for SMART members.

"Just trying to get caught up after that intense week of training. It was a little overwhelming at times but worth every minute. I learned a lot and will be a better brother and agent because of it."

----- *Bob Greiner, Local 12 Business Representative*

"I think the UMAC program is very good and all business agents should take the training."

----- *John Chase, Local 10 Business Representative*

"The best potential benefit of the UMAC program is instructing the union leadership in how to get better at getting our members to take advantage of the resources that are already available."

----- *Buck Paulsrud, Local 10 Metro Apprentice Coordinator*

"The UMAC program will help us help our members through difficult times. Agents are, a lot of times, the first and last lines of defense in helping out our members."

----- *Dave Holzer, Local 10 Business Representative*

"The notion of union brotherhood implies a sense of family. A sense of family implies a group of people who watch out for and help each other. That is what the UMAC program is all about."

----- *Steve Raatikka, Business Representative/UMAC*

UMAC Objectives

- Reduce relapse occurrences through case management, personal care, and follow-up.
- Provide broader access to member benefit plans through established relationships and trust.
- Inspire, incentivize, and motivate the member into positive lifestyle changes.
- Reduce the risk of a troubled member negatively impacting the workplace or home by creating a culture of positive and constructive intervention.

SMART Director of Education Chris Carlough

UMAC Pioneering Local Unions

Building Trades Locals 10, 12, 19, 33, 71, 100, 105, 137, 312

Rail Locals 398, 472, 526

FOCUS on FUNDS

LAWSUITS FILED

SEPTEMBER
2013 –
OCTOBER 2013

* . Joint collections with local

^ Includes audit discovery hours



LOCAL	EMPLOYER	SUIT FILED	MONTHS REFERRED	ESTIMATED AMOUNT DUE FOR MONTHS REFERRED
012	CRENSHAW & BURKE CONSTRUCTION, INC d/b/a CRENSHAW BROTHERS CONSTRUCTION, INC a/k/a CRENSHAW BROTHERS CONSTRUCTION ERIE, PA	12/9/13	6/2013-10/2013	\$38,294.37
018	AJ PYRAMID MECHANICAL INC and DEAN ALLAN STENSHAUG* OAK CREEK, WI	11/26/13	6/2011-2/2012, 3/2013- 8/2013; late fees 8/2010-2/2012	\$12,791.97
027	D AND S SHEETMETAL a/k/a D&S SHEETMETAL, INC a/k/a D&S SHEET METAL, INC KEYPORT, NJ	12/9/13	11/2012-9/2013; late fees 4/2012-7/2013	\$61,576.89
028	GUIDO ENTERPRISES, INC MONROE TOWNSHIP, NJ	11/14/13	1/2010-6/2013	\$72,077.26
028	J & A CONTRACTORS CORP and VITO LABARBERA as an individual BROOKLYN, NY	12/26/13	8/2013-11/2013	\$70,124.58
032	CAILIS MECHANICAL CORP COOPER CITY, FL	11/22/13	3/2013-5/2013; late fee 7/2013	\$4,833.66
066	NORTHSHORE SHEET METAL, INC EVERETT, WA	11/19/13	8/2012-9/2013	\$22,780.91
088	HAMMOND SHEET METAL INC and GARY THOMAS CLUTTS, individual, and DYNTHIA EILEEN CLUTTS, individual*^ NORTH LAS VEGAS, NV	12/3/13	2/2012-10/2013	\$5,020.59
088	PYRAMID STAINLESS INC and HOWART TURTZ as an individual, and LORA TURTZ as an individual*^ LAS VEGAS, NV	12/3/13	2/2012-10/2013	\$9,830.80
104	VILLAGE HEATING AND SHEET METAL a/k/a VILLAGE HEATING & SHEET METAL a/k/a RANGEL HEATING VENTILATING AIR CONDITIONING* CARMEL VALLEY, CA	11/14/13	5/2011-9/2013	\$4,775.77
137	ACCURATE SIGNS & AWNINGS, INC and JAMES COOPERSMITH as an individual BROOKLYN, NY	12/11/13	5/2013-10/2013; late fees 10/2011-6/2013	\$80,176.89
137	METROPOLITAN SIGN & RIGGING CORP and JOHN PRYOR, JR BRONX, NY	11/1/13	8/2013-9/2013; late fees 11/2011-7/2013	\$48,044.58
218	NOGLE & BLACK ROOFING, INC URBANA, IL	11/18/13	4/2013-8/2013; late fees 11/2012-2/2013	\$14,324.86
292	ELEKTRO-ION, INC FENTON, MI	12/11/13	1/2013-5/2013; late fees 6/2012-12/2012	\$5,687.42

DIRECTORY OF VARIOUS FUNDS

**Sheet Metal
Workers National
Health Trust Fund and SMW+**
c/o Southern Benefit
Administrators, Inc.
P.O. Box 1449
Goodlettsville, TN 37070-1449
(615) 859-0131

**Sheet Metal
Workers
National Pension
Fund**
8403 Arlington Blvd., Ste. 300
Fairfax, VA 22031
(703) 739-7000
1-800-231-4622
(For Plan Participants Only)
**Marc LeBlanc, Funds
Administrator**
www.smwnpf.org

**National Energy
Management
Institute**
8403 Arlington Blvd., Ste. 100
Fairfax, VA 22031
(703) 739-7100
James Page, Administrator
www.nemionline.org

**SASMI—
Stabilization
Agreement of
the Sheet Metal
Industry**
8403 Arlington Blvd., Ste. 310
Fairfax, VA 22031
(703) 739-7250
1-800-858-0354
Ken Colombo, Administrator
www.sasmi.org

**International
Training Institute
for The Sheet
Metal and Air
Conditioning
Industry**
8403 Arlington Blvd., Ste. 100
Fairfax, VA 22031
(703) 739-7200
**James Shoulders,
Administrator**
www.sheetmetal-iti.org

**Alcohol, Substance
Abuse Employee
Assistance Program**
1750 New York Avenue, N.W.
Washington, D.C. 20006-5386
(202) 783-5880

**Sheet Metal
Occupational
Health Institute**
8403 Arlington Blvd., Ste. 100
Fairfax, VA 22031
(703) 739-7130
**Randall Krocka,
Administrator**
www.smohit.org

ITI-Trained Certified Welding Supervisors

SERVE AS VITAL RESOURCE FOR WELDING CONTRACTORS

There are many layers to any new project. Specifications for a single project can often be as thick as a phone book. These specifications, welding codes, and procedures are important parts, but they can be misleading, misunderstood, or unknowingly overlooked by a contractor trying to handle all the points of the project at once. In a book 2 inches thick, there may be limited information regarding welding codes.

It's easy to miss.

However, if the specs are completely vetted by a Certified Welding Inspector with welding supervisor training, someone who knows exactly what to look for, contractors can save research time and materials—which equals money—as well as prevent future liability issues.

One welding code or welding procedure specification can take hours of research—hours a contractor typically can't afford. Welding supervisors (WS) at local sheet metal training centers are an untapped resource, available to any union contractor, providing vital, up-to-date information and knowledge on welding codes or procedures. A WS can tell a contractor the types of welding certifications that will be needed for a project, as well as write the procedures necessary to train and qualify welders to the codes or specifications required by the project.

There are more than 70 ITI-trained welding supervisors located at sheet metal training centers across the country as well as additional experts from local American Welding Society chapters.

So, contractors can bid on a variety of projects requiring welding, because welders can be trained

and certified on whatever is needed, said Steve Kowats, the International Training Institute's (ITI) welding and industrial specialist.

"There is no code or specification we can't write procedures and qualify personnel to," Kowats added. "Welding supervisors are trained to work any code and any process. They can do it. When a union administrator gets a call, the answer is 'yes.' We can take the code and write the procedures to qualify welders."

Sometimes, welding supervisors aren't called until there is already a problem with the certifications of welders on an existing project.

"Involve them sooner' is my advice," Kowats said. "They may repeat back to you what you already know, but isn't that an asset?"

Kowats suggests getting a WS involved before the bidding process on a project even begins.

"Our contractors have a resource, and many of them don't even know

it. It's an under-utilized resource," Kowats said. "If you're passing up jobs because you think we don't have the qualified welders, you're wrong. It broadens the spectrum on jobs you can bid on."

The WS at the training center reports back to the engineer regarding the codes and procedures. The engineer informs the contractor; the contractor then sends the welders to the training center for their qualification exam, which is developed by the training center based on the parameters in the code.

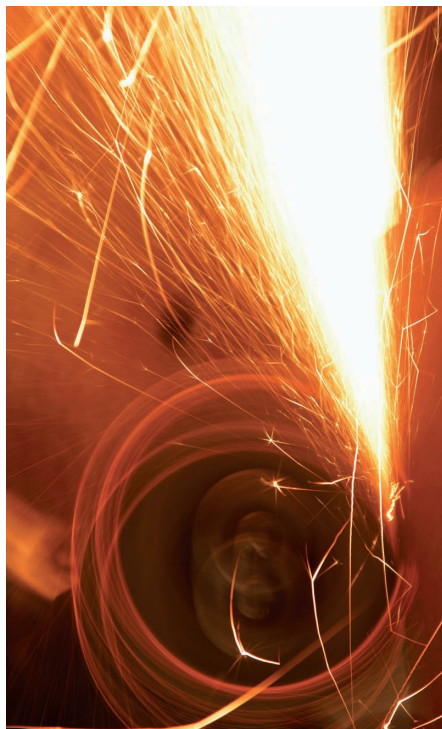
Dale Edwards, training coordinator for Sheet Metal Workers Local 7 in Marshall, MI, and a welding inspector for 18 years, has worked with the ITI and local contractors as a consultant. Even when a contractor or engineer comes to him with something he doesn't know, he can call Kowats, one of the other staff members, or welding specialists at the ITI to get the answer.

He also provides the qualification exams that certify the welders, and all the documentation and paperwork that accompany them. Many times it takes hours of research and eight to 10 hours to qualify and complete the paperwork for a single procedure.

But the resources are there to help contractors bid on, win, and retain projects and keep sheet metal workers on the job.

"The support team is there," Edwards said. "It gets complicated sometimes. It's nice to know you have a task force you can call. I don't feel there is anything we can't accomplish with welding procedures with this teamwork in place."

To reach an ITI-trained WS, call your local sheet metal training center. ■



Locals Across The Country Focus On Recruiting More Women

On many job sites across the country, women in the construction and labor trades are few and far between. Although apprenticeship programs have been open to women since 1978, many women seeking a rewarding career are simply unaware of the opportunities afforded by the unionized sheet metal industry.

In the last few years, unionized sheet metal training centers across the country have focused on the recruitment of women to the trade to diversify the workforce and open the industry up to female influence.

While some have found success with the program, others are just beginning to recruit women into the training centers.

At Western Washington's Local 66 training center in Everett, recruiting women into the trade is an active process. There are currently 33 female apprentices, who account for more than 10 percent of the apprenticeship class.

Offered at 160 training centers across the United States and Puerto Rico, the accredited, five-year apprenticeship program allows students to learn in the classroom, while they build hands-on skills at the jobsite. All students attend on what is similar to a full-ride scholarship, so they graduate with zero college debt. Students can also earn college credits, which they can use to earn their associate or bachelor's degree.

In total, the International Training Institute, the members' education arm of the unionized sheet metal and air conditioning industry, reports 251 out of 8,000 active apprentices across the country are female, based on 142 out of 150 training centers report-

ing. Although women account for only 2% of the apprenticeship classes across the country, the numbers are improving.

"The wages and benefits are attractive during their apprenticeship, as is the training provided," said Eric Peterson, training coordinator for the Western Washington Sheet Metal training center at Local 66. "They like the nature of the work we're creating out of a flat piece of sheet metal. Some of the apprentices are moms trying to support their families, and some just like to work with their hands and try something different."

Liz Fong, 32, earned her bachelor's degree in Christian theology and was heading for her MBA when she decided she didn't want to be in an office for the rest of her career. She found sheet metal work fit her goals, and she is currently working on her third year in the apprenticeship program at Local 66.

"I'm treated like a little sister," Fong said. "It would be nice if women knew it was an option—and a lucrative option. We can do it. It's not about being super strong. It's about working smart."

The industry isn't easy—make no mistake. But safety requirements level the playing field between men and women, tall and short, fit and unfit, she added.

"We all—men and women—have strengths and weaknesses. Heavy lifting is just a small portion of what we do as sheet metal workers. With the right training, equipment and teamwork, we can work smarter and more safely than we have in the past," Fong said. "If you show up with a positive attitude and a willingness to learn and to work, that's

what makes you successful in sheet metal or anywhere you go."

In Queens, NY, training coordinator Leah Rambo works with local agencies to bring women into the trade. Currently, women make up 8.5% of the students in the current apprenticeship class—34 females in a class of 403 apprentices.

"One of the things is outreach. I'll use my free time to visit with women's organizations and high schools. I talk to the students," Rambo said. "For many women, they don't realize these opportunities exist. If you start early enough—in middle school—they know these opportunities exist as a career field. I let them see me as a woman in the trade."

Word of mouth has benefitted her program, Rambo said, as "women of a feather flock together." Making sure "women are encouraged to apply" is printed on the apprenticeship application makes a big difference, she said.

"It's about how you present it," she added.

Two years ago, Local 46's training center in Rochester, NY, retired its first female journeyman, which got training coordinator Don Steltz thinking about recruiting female apprentices. He attends trade shows, career, and other events to recruit women to the trade. He lets them know sheet metal work has many facets.

"Being in the sheet metal industry is more than being a sheet metal worker," he said. "It's welding. It's architecture. It's testing, adjusting and balancing."

In his training center, women in the apprenticeship class have a maturing effect on their male peers.

“My three apprentices bring calm to the group. Women are more mature. When we do small group projects, the women are always taking the leadership roles and getting

the guys to talk. They are actually helping the guys with school, and I think the guys have respect for them,” Steltz said. “They can make a decent living and work side-by-side

along with the men. I think it makes for a better work environment. They put the guys on their toes. I wouldn’t mind having three or four more female apprentices next year.” ■

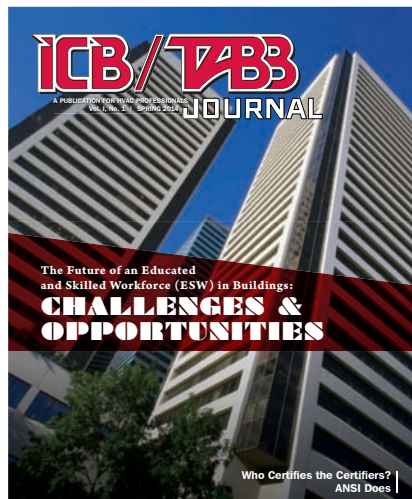
NEMIC News

ICB/TABB Journal Makes Its Debut

The *ICB/TABB Journal* is now available. Formerly known as *TABB Talk*, the new publication offers a more functional layout, enhanced design, and improved content.

“Our goal is to make this the leading industry publication in its category, a useful resource that engineers, technicians, supervisors, and contractors can refer to time and again,” said James Page, NEMIC administrator.

Each issue consists of seven categories: Commentary, Industry Pulse, Letters, Events, Tech Talk, Contractor’s Corner, and Feature (an article



that addresses vital industry topics in an in-depth and thoughtful manner). This issue’s feature article by building performance consultant James E. Woods, P.E., Ph.D., discusses the challenges and opportunities associated with developing an educated and skilled workforce.

While HVAC Testing Adjusting and Balancing will always be the central theme, the *ICB/TABB Journal* covers topics that go beyond traditional testing, adjusting and balanc-

ing. These include related disciplines such as HVAC fire life safety, commissioning, sound and vibration, indoor air quality, total building energy audit, and fume hood performance testing.

The *ICB/TABB Journal* is designed to be interactive.

“It works best when our readers are fully engaged,” said Page. “We encourage them to submit ideas for matters of interest, opinions in the form of letters to the editor, or even relevant articles in the 500- to 1,000-word range.”

As a bonus, if their article is selected for publication, they will receive a complimentary registration for the 2014 ICB/TABB Conference in Cleveland in May. To submit ideas and materials, email Brian Rouff at brouff@weareimagine.com.

For a digital version of the *ICB/TABB Journal*, visit www.TABBCertified.org. ■

Professional and Trade Organizations Join Icb/Tabb

IN EFFORT TO PROMOTE A BETTER PREPARED WORKFORCE

ICB/TABB is continuing its efforts to maintain and expand its recognition as the only testing, adjusting and balancing entity in the HVAC industry to earn ANSI accreditation under the ISO Standard

17024, which provides an international benchmark for personnel certification programs to ensure that they operate in a consistent, comparable, and reliable manner.

ICB/TABB-certified technicians

and supervisors are the first and only ANSI-accredited HVAC testing adjusting and balancing and HVAC fire life safety professionals in the HVAC industry, positioning the unionized sheet metal and air conditioning ➤



TABB Technician and Supervisor
ICB/TABB HVAC FLS1 Technician and Supervisor
ICB/TABB HVAC FLS2 Technician and Supervisor

industry as a leader in meeting specification requirements.

In September 2013, the American National Standards Institute (ANSI) completed its review of the ICB/TABB scope extension for the HVAC Fire Life Safety Level 2 Certification Program.

As a result, accreditation was extended to include the following certifications:

- ICB/TABB HVAC Fire Life Safety Level 2 Technician
- ICB/TABB HVAC Fire Life Safety Level 2 Supervisor

The new ANSI accreditations are in addition to the four already in place:

- TABB Technician
- TABB Supervisor
- ICB/TABB HVAC Fire Life Safety Level 1 Technician
- ICB/TABB HVAC Fire Life Safety Level 1 Supervisor

“Organizations designated to display the ANSI seal must continuously maintain benchmark performance criteria and quality levels stipulated by the

Institute as well as national and international standards,” said Kevin Casey, ICB/TABB Director of Certification.

Now other industry and trade organizations are beginning to follow suit. On November 19, 2013, ASHRAE announced its intent to participate in the U.S. Department of Energy effort to promote a better prepared workforce. The announcement states:

“ASHRAE has accepted an invitation from the U.S. Department of Energy (DOE) to join an effort that will improve building performance through a better prepared workforce. The goal is to advance the skill sets of engineers and other professionals involved in building design, operation and commissioning.

“Under DOE leadership, a Board of Advisors has been created for the Commercial Workforce Credentialing Council (CWCC). This Board will be led by the National Institute of Building Sciences (NIBS) with the participation of ASHRAE and other creden-

tialing and professional development organizations. They will work to establish a set of voluntary national guidelines to improve the quality and consistency of commercial building workforce credentials.”

“We are pleased that ASHRAE and other building organizations are joining the effort to improve our industry and are confident that ASHRAE’s certification programs will eventually receive ANSI accreditation,” said James Page, NEMIC Administrator. “In the spirit of cooperation and collaboration, we welcome them to the table and look forward to working together to reduce the confusion and uncertainty around workforce credentialing; lower costs; and support better credentials, better workers, and better buildings.”

For more information on ICB/TABB, visit www.icbcertified.org. For the latest updates on TABB, visit www.tabbcertified.org. ICB and TABB are functions of the National Energy Management Institute Committee. ■

9/11 Memorial & Museum Opens in Illinois

On September 11, the Carol Stream, IL, Fire Department marked the opening of its new 9/11 Memorial & Museum with a memorial ceremony. The Local 265 Labor Management Cooperative

Committee (John Boske) partnered with Gengler Lowney Laser Works (Jack Gengler), a signatory contractor with Local 265, to contribute the two stainless steel plaques embedded in the floor of the museum. Gary Ras-

mussen, the local fire inspector, got the idea when he was doing a yearly inspection at Local 265 and saw a stainless steel plaque on the wall that Gengler Lowney Laser Works had also done. ■



Batter up!

REGISTER EARLY FOR THE 2014 ICB/TABB CONFERENCE AND QUALIFY FOR DISCOUNTS ON CLEVELAND INDIANS TICKETS

The well-known Hyatt Regency Cleveland at the Arcade will be the site of the 13th annual ICB/TABB Conference, May 18–23. This year, we have combined the training and conference all through the week and have also added contractor classes. All one-hour seminars will take place during the 90-minute lunch session at the House of Blues. Class and seminar subject matter will be announced at a later date.



As an added bonus, arrangements have been made with the Cleveland Indians to provide tickets for the Tuesday, May 20, game vs. the Detroit Tigers. These are excellent seats in the right field lower reserve section that normally sell for \$22–\$25. However, if you register for your hotel rooms now, you will be able to buy these tickets for just \$16 each. Quantities are limited and available on a first come, first served basis. To book your room and reserve your tickets, go to <https://aws.passkey.com/event/10839289/owner/4531/home> and select “Attendee” from the dropdown menu. ■

SMOHIT News

Additional SMOHIT Safety Award Winner Is Announced

Darrell Wade, sheet metal shop foreman at Pierce and Associates in Alexandria, VA, has been selected as a recipient of SMOHIT’s 2013 Safety Award, joining previous 2013 winners Kurt Christiansen of Southeastern Wisconsin, Ed Hoganson of St. Louis, Roger Fewkes of San Diego, Local 33 in Cleveland, RHP Mechanical Systems in Reno, Nev., and C&R Mechanical in St. Louis.

Wade used his knowledge and facility to collaborate with SMOHIT and MetaMedia Training International to create e-learning safety training programs and DVDs. “Four High Hazards,”

“Stressors in the Workplace” and “Safety Orientation” were created to give workers more information about how to ensure their safety in the workplace.

“Darrell and the crew at Pierce are always willing to help us with whatever we need to get the right shot, whether it’s safely operating a forklift, welding in a confined space, or showing proper hoisting and rigging techniques,” SMOHIT Industrial Hygienist Charles Austin said. “MetaMedia Training International has always felt comfortable when calling on Pierce Associates for safety programs developed for SMOHIT.” ■



Darrell Wade, center, poses with his SMOHIT Safety Award and his crew at Pierce Associates, which includes, from left, Thomas Thornton, fourth-year apprentice; Jimmy Dwyer, journeyman; TJ Struder, fourth-year apprentice; Frederick “Bud” Brooks, journeyman; Thomas Hickey, journeyman; Jacob Goldstein, assistant foreman; Scott Zimmerman, second-year apprentice; Raymond Washington, second-year apprentice and Rolando Montoya, journeyman.

SMOHIT E-Blasts Feature New User-Friendly Format

For the past three years, SMOHIT has distributed an e-blast to the sheet metal industry every Tuesday morning. These e-blasts publicize safety and health news, trends, new rules and regulations (OSHA, NIOSH, NFPA, etc.), recommendations, launch of new materials,

industry announcements, success stories, and more.

Now, in response to your suggestions, SMOHIT has introduced a new user-friendly format featuring more bullet points and links. “We hope this new layout fits more easily into readers’ busy schedules and look forward to continu-

ing to serve as a valuable resource for all health and safety needs,” said Randy Krocka, SMOHIT Administrator.

If you do not currently receive our e-blasts and would like to sign up at no charge, please email Randall Krocka, SMOHIT Administrator, at rkrocka@smohit.org. ■

New Educational Resources Released

TO BETTER PROTECT WORKERS FROM EXPOSURES TO HAZARDOUS CHEMICALS

Each year, tens of thousands of American workers are made sick or die from occupational exposures to hazardous chemicals. While many chemicals are suspected of being harmful, OSHA’s exposure standards are out-of-date and inadequately protective for the small number of chemicals that are regulated in the workplace. To help keep workers safe, OSHA has launched two new Web resources.

The first resource is a step-by-step

toolkit to identify safer chemicals that can be used in place of more hazardous ones. The Transitioning to Safer Chemicals Toolkit (https://www.osha.gov/dsg/safer_chemicals/index.html) provides employers and workers with information, methods, tools, and guidance on using informed substitution in the workplace.

OSHA has also created another new Web resource: the Annotated Permissible Exposure Limits ([https://www.osha.gov/dsg/annotated-pels/](https://www.osha.gov/dsg/annotated-pels/index.html)

[index.html](https://www.osha.gov/dsg/annotated-pels/index.html)), which will enable employers to voluntarily adopt newer, more protective workplace exposure limits. Since OSHA’s adoption of the majority of its PELs more than 40 years ago, new scientific data, industrial experience, and developments in technology clearly indicate that in many instances these mandatory limits are not sufficiently protective of workers’ health.

“From steel mills to hospitals, from construction sites to nail salons, hazardous chemical exposure is a serious concern for countless employers and workers in many, many industries, in every part of this nation,” said Dr. David Michaels, assistant secretary of labor for occupational safety and health. “With these new resources, OSHA is making sure that all business owners have access to information on safer exposure limits and safer alternatives to help protect their workers and their bottom lines.” ■



Local News

Local 26 Gives Back to the Local Community

Matt Doehring, Business Manager of SMART Local 26 is a proud lifetime member of the community of Sparks, NV. Called the “Rail City,” Sparks is a medium-sized community with a proud railroad heritage. A vintage steam locomotive, cupola caboose, and Pullman executive car are displayed in the historic downtown, as well as a depot replica and a monument to the Chinese rail workers who toiled on the construction of the early rail lines.

Even with the day to day duties and responsibilities that come with being a Building Trades Business Manager, Local 26 Business Manager Matt Doehring coordinates efforts at the seasonal Keep Truckee Meadows Beautiful Christmas tree recycling station, along with other Local 26 sheet metal workers. Recently, the *Sparks Tribune* recognized Doehring and Local 26 for its volunteer efforts on behalf of the community.

Doehring told the *Tribune*, “(I do) whatever I can do to try and make things the best possible under any circumstances. As you start to get older, you start to think about giving back...It just feels right.”

Doehring hopes to strengthen SMART’s ties to the local community, boost member morale, and inspire lasting volunteer efforts. “Everyone who comes to drop off their tree is always in a

great mood. It’s just an overall fun day,” he said. “It makes my heart smile at the end of the day to know that I’ve given back to the community.”

Local 26 members have coordinated and participated in a number of volunteer events in addition to the tree drop-off, like the Washoe County School District book drive and the KTMB E-Waste recycling days.



Left to right, Sam Lumpe, Zach Hendrickson, Matt Doehring, Josh Morrow, Rob Benner, Ray Davis, and Gabriel Viegas.

Local 19 Wins Election at Singer Equipment Company

After a long fight with Singer Equipment Company—from the stipulation hearing to the ground campaign—Local 19 sheet metal workers recently won an election on December 19. The owner fought the whole way, but the workers

stood strong, with a unanimous decision in the end.

According to Local 19 Business Manager Gary Masino, “We are looking forward to garnering a fair agreement for these workers and feel the possibility of attaining one is strong in this case.”

Singer Equipment Company is currently the fourth largest foodservice equipment dealer in the United States. Singer also provides kitchen equipment on a nationwide basis to chain restaurants and contract feeders.

Local 33 Honors Long Service



60-YEAR HONOREE.

Cleveland District 60-year honoree John Rak (seated), with Financial Secretary-Treasurer Tom Wiant (left) and Retirees' Club President Dave Gaeta.



50-YEAR HONOREES.

50-year Cleveland District honorees. Left to right, Financial Secretary-Treasurer Tom Wiant, honorees Albert Radka, John Matula, Jr., and Charles Goble, and Retirees' Club President Dave Gaeta.



50-YEAR HONOREE.

50-year Vermilion District honoree Paul Whitman (left) with Business Agent Dave Larson.



40-YEAR HONOREES.

40-year Cleveland District honorees. Front row, left to right, honorees Larry Klarner, Guy Disiena, Thaddeus Gates, Robert Herron, Frank Jones, Jr., and Timothy Study. Back row, left to right, Business Agent Todd Alishusky, Business Manager Michael Coleman, Financial Secretary-Treasurer Tom Wiant, and Business Agents Tim Miller and Kevin Tolley



40-YEAR HONOREES.

40-year Cleveland District honorees. Left to right, Financial Secretary-Treasurer Tom Wiant, honorees Gus Williams, Frank Jones, Jr., Thomas Frizzell, John Dowdell, and Burt Slowbe, and Retirees' Club President Dave Gaeta.



25-YEAR HONOREES.

25-year honorees. Front row, left to right, honorees Taras Zuk, Brian Zuchowski, Shawn Toth, Gregory Koeth, Ray Stastny, John Osborne, Paul S. Connell, Jackie Kelly, and Joan Fuller. Back row, left to right, Business Agent Todd Alishusky, Business Manager Michael Coleman, Financial Secretary-Treasurer Tom Wiant, and Business Agents Kevin Tolley and Tim Miller.



25-YEAR HONOREE.

25-year honoree Jim Rose (center), with Financial Secretary-Treasurer Tom Wiant (left) and Retirees' Club President Dave Gaeta.

RETIREMENT LUNCHEON

Honorees at the Akron Holiday Party. Left to right, Business Agents Jerry Durieux and Keith Barker; 40-year honoree Gregory Spencer; member Jeff Lowry with his father, 60-year honoree Jack Lowry; 50-year honoree Thomas Crowther; Business Agent Brad Klausner, Financial Secretary-Treasurer Tom Wiant; and JATC Coordinator and 25-year honoree Wesley Smith.



Local 47 Celebrates 106 Years, Long Service

On Saturday, November 23, 2013, Local 47 (Ottawa) celebrated their 106th Anniversary. Members who had attained 50, 40, and 25 years of continuous membership in good standing were invited to be presented with their pins and certificates.

25-YEAR HONOREES.

Left to right, Business Agent Floyd Cunning, honoree Russell Wilkes, International Representative Terry Belleville, honoree Harry Chudleigh, Business Agent Georges Lessard, honorees Sylvain Paquette, Christopher Smyth, Patrick Scott, Michael Francis, and Brad Lapensee, and Local 47 President Gabriel Chauvin.



40-YEAR HONOREES.

Left to right, International Representative Terry Belleville, Business Agent Georges Lessard, honorees Ronald Hanson and Claude Viau, Business Agent Floyd Cunning, honoree Randy Beauchamp, Local 47 President Gabriel Chauvin, and honoree Rolland Morin.



50-YEAR HONOREES.

Left to right, International Representative Terry Belleville, honoree Gilles Labreche, Business Agent Floyd Cunning, honorees Mario Faucher and Donald Ritchie II, Business Agent Georges Lessard, and Local 47 President Gabriel Chauvin.

Local 261 Members Help a Brother Out

On January 21, 2013, Local 261 held a benefit dinner to help a furloughed member, Chase Pritchard, at the Russell Locomotive Shop. They collected \$1676.00 from employees and members, including a donation from local 261 in the amount of \$300.00. Local Chairman Jeremy Nagle and President Mark Huffman presented a check to Brother Pritchard on February 4, 2013. According to Nagle, Local 261 members "feel like we are all family and we need to take care of each other." Brother Pritchard was very thankful and appreciates what the employees of the Russell Shop and members of local 261 have done.



Fighting Autism in Babylon, NY

On December 18, 2013, General Committee 505 delivered on its yearly commitment to autism services in the local community they proudly serve with reliable and safe transportation.

General Committee 505 leadership sponsors a golf outing each year to raise funds for autism services on Long Island, NY. While supporting research to assist in the continued efforts to aid families affected by autism, SMART leadership was determined to set additional funds aside to give back to families in the local community. SMART Transportation Division General Chairperson Anthony Simon, Vice General Chairperson Vinnie Tessitore, and Local Chairperson Michael Denn met with Town of Islip Councilman Anthony Senft Jr. to learn about a new program in the community called

Inclusive Sports and Fitness (ISF). This amazing program, founded and managed by Alexander Lopez, utilizes mentorship and therapeutic principals inherent in sports to foster positive personal, social, and physical growth and development in an "inclusive" way for all children.

At a local news event, General Chairman Simon said, "On behalf of our railroad union members, we are pleased to assist in getting this program to expand to more kids in our community. SMART members are proud to give back to the neighbors we serve."



General Committee 505 leaders Simon, Tessitore, and Denn present a check to Alexander Lopez (ISF) with the support and appreciation of Suffolk County Executive Steve Bellone and Islip Town Councilmen Senft and Flotteron. Also in the photo are ISF volunteers and children enrolled in the program.

Local 71 Honors Service at Annual Christmas Party



25-YEAR HONOREES

Left to right, honoree Jim Doherty, Business Representative Paul Crist, President Ron Burns, honorees Mike Haas, Tim Benner, Terry Livergood, and Lee Scheffler, and Business Manager John Helak.



50-YEAR HONOREES

Left to right, honorees John Markowski, Otto Orf, and Lou Minotti, President Ron Burns, Business Manager John Helak, honorees Marty Blersch, John Yeager, and Dennis Roth, and Business Representative Paul Crist.



40-YEAR HONOREES

Left to right, Business Representative Paul Crist, honorees Chuck Seink and Dave Mathis, President Ron Burns, and Business Manager John Helak.



In 2009, Andrew Blersch was presented his apprenticeship completion certificate by his father, 40-year (plus) member Marty Blersch. This year, Andrew had the honor to return the favor. 50-year member Marty Blersch received his presentation from his son, Andrew.

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Lee Murphy
union member



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Let Us Always Remember...



Local Union & Address	Name	Age	Date of Death
1-Peoria, IL	Dunning, Matthew	31	10/17/2013
2-Kansas City, MO	Israel, Robert V	88	11/29/2013
2-Kansas City, MO	Schmidt, Raymond J	81	11/28/2013
2-Kansas City, MO	Voyles, David L	72	11/10/2013
2-Kansas City, MO	Wram, Tom	59	12/24/2013
3-Omaha, NE	Armstrong, Jerry	72	11/23/2013
3-Omaha, NE	Brooks, Jerold T	57	12/23/2013
3-Omaha, NE	Johnson, Donald D	83	1/1/2014
7-Lansing, MI	Dubois, Jr., Kenneth E	59	11/22/2013
7-Lansing, MI	Simpson, Richard J	82	10/1/2013
7-Lansing, MI	Speck, William	66	11/19/2013
9-Denver, CO	Fleming, Leslie D	95	9/15/2013
9-Denver, CO	Masel, Raymond C	70	11/12/2013
9-Denver, CO	Nichols, David R	72	10/21/2013
9-Denver, CO	Schumacher, Randall L	52	11/18/2013
10-Maplewood, MN	Alms, Robert W	87	10/5/2013
10-Maplewood, MN	Clark, Charles H	81	10/24/2013
10-Maplewood, MN	Kennedy, George L	93	10/30/2013
10-Maplewood, MN	Lane, John L	60	10/11/2013
10-Maplewood, MN	Peloquin, Michael T	64	10/9/2013
10-Maplewood, MN	Ritchie, Hubert O	92	10/28/2013
10-Maplewood, MN	Roehler, James L	67	10/15/2013
12-Southwestern, PA	Cassidy, Lawrence J	82	10/6/2013
12-Southwestern, PA	Fike, John W	87	11/28/2013
12-Southwestern, PA	Ramos, Ercilio	50	11/25/2013
15-Central, FL	Weaver, Richard	76	11/28/2013
16-Portland, OR	Newstrom, Adam	28	11/10/2013
16-Portland, OR	Page, Orville	94	11/1/2013
17-Eastern, MA	Cloran, James	58	11/27/2013
18-State of WI	Kleeman, Richard A	80	10/28/2013
18-State of WI	Mueller, Donald R	80	10/30/2013
18-State of WI	Weishan, John F	81	10/30/2013
19-Southeastern, PA	Blessing, William	93	9/6/2013
19-Southeastern, PA	Blum, Norbert J	49	9/10/2013
19-Southeastern, PA	Brown, Richard H	79	9/5/2013

Local Union & Address	Name	Age	Date of Death
19-Southeastern, PA	Grimmer, Robert E	71	10/7/2013
19-Southeastern, PA	Guanga, John A	52	9/10/2013
19-Southeastern, PA	Hampton, Randall B	66	9/12/2013
19-Southeastern, PA	Jamison, Robert F	84	10/18/2013
19-Southeastern, PA	Nickerson, Alvin K	87	9/28/2013
19-Southeastern, PA	Obrien, Arthur C	85	10/11/2013
19-Southeastern, PA	Rebar, Brad J	59	9/13/2013
19-Southeastern, PA	Reilly, Gerald E	83	9/3/2013
19-Southeastern, PA	Scattergood, John T	90	10/25/2013
19-Southeastern, PA	Scully, Francis X	80	10/14/2013
19-Southeastern, PA	Volpe, Domenick N	84	10/17/2013
19-Southeastern, PA	Weaver, George H	89	10/31/2013
20-Indianapolis, IN	Rosser, Don W	57	8/26/2013
22-Union, Morris, Somerset/Sussex, NJ	MacMillan, Kenneth	78	10/27/2013
24-Southern, OH	Collier, Lloyd N	88	11/15/2013
24-Southern, OH	Deis, Kenneth L	84	11/5/2013
24-Southern, OH	Jones, Ricky L	54	11/13/2013
24-Southern, OH	McClure, Clyde R	81	10/24/2013
24-Southern, OH	Penny, Gregory A	53	10/26/2013
24-Southern, OH	Schumacher, Randall	52	11/18/2013
24-Southern, OH	Steele, John F	90	11/30/2013
26-Reno, NV	Cantrell, David W	87	10/5/2013
27-South, NJ	Chesak, Jr., Anthony	85	11/8/2013
27-South, NJ	Matthews, Francis M	71	11/15/2013
27-South, NJ	Motto, Arthur	95	11/17/2013
28-New York, NY	Coletti, William	69	8/31/2013
28-New York, NY	Corsello, William	86	5/5/2013
28-New York, NY	Ditta, Louis	84	10/21/2013
28-New York, NY	Gambo, Paul	89	9/20/2013
28-New York, NY	Katz, Sidney	92	8/7/2013
28-New York, NY	Reed, Joseph	82	9/14/2013
28-New York, NY	Stock, Martin	85	9/21/2013
29-Wichita, KS	Botkin, Frank	76	12/11/2013
29-Wichita, KS	Nobles, Stephen	68	8/7/2013
30-Toronto, Ont. Canada	Hale, Terry	62	12/8/2013
30-Toronto, Ont. Canada	La Rocca, Mario	80	1/3/2014
30-Toronto, Ont. Canada	McCullough, Kenneth H	82	8/7/2013
30-Toronto, Ont. Canada	Schwab, Frederik	90	11/29/2013
30-Toronto, Ont. Canada	Whitley, Walter	83	12/9/2013
30-Toronto, Ont. Canada	Yankowski, Morris	64	12/18/2013

CORRECTION

Paul Kliment, Local 112, Elmira, NY was listed mistakenly in the November/December 2013 Journal. He retired on 9/1/2013 and is a dues paying member.



Let Us Always Remember...



<i>Local Union & Address</i>	<i>Name</i>	<i>Age</i>	<i>Date of Death</i>	<i>Local Union & Address</i>	<i>Name</i>	<i>Age</i>	<i>Date of Death</i>
32-Southern, FL	Catron, Alfred T	78	10/22/2013	104-San Francisco, CA	Bethard, Glenn	92	12/11/2013
32-Southern, FL	Williams, William E	90	10/23/2013	104-San Francisco, CA	Bowman, Steven W	49	11/10/2013
36-St. Louis, MO	Lapresto, Gary C	71	11/27/2013	104-San Francisco, CA	Brundage, Fred E	91	10/31/2013
36-St. Louis, MO	Pardo, Patrick A	76	10/31/2013	104-San Francisco, CA	Bush, James	83	12/27/2013
36-St. Louis, MO	Prenger, Herbert H	103	10/26/2013	104-San Francisco, CA	Canas, Mauricio	75	11/13/2013
36-St. Louis, MO	Sodemann, William A	86	11/16/2013	104-San Francisco, CA	Cappello, Victor	83	12/5/2013
36-St. Louis, MO	Vanderver, Nicholas P	34	11/2/2013	104-San Francisco, CA	Hazel, Wade	86	12/4/2013
36-St. Louis, MO	Wilderman, Harold H	75	11/30/2013	104-San Francisco, CA	Keenan, Terence	78	12/23/2013
38-S.E., NY & Western, CT	Russo, Louis	88	12/13/2013	104-San Francisco, CA	Kozlowski, Edward	74	11/23/2013
38-S.E., NY & Western, CT	Samartino, Nicholas	103	11/23/2013	104-San Francisco, CA	Lackey, Samuel	81	11/14/2013
38-S.E., NY & Western, CT	Zahra, Joseph	78	11/22/2013	104-San Francisco, CA	Marquette, John	85	11/21/2013
44-Northeastern, PA	Kogoy, Wayne T	59	12/14/2013	104-San Francisco, CA	Phelps, Curtis	70	12/23/2013
55-Pasco, WA	Dickman, Lawrence B	94	10/8/2013	104-San Francisco, CA	Reynolds, Brad	32	11/25/2013
58-Syracuse, NY	Amarose, Frank	85	11/2/2013	104-San Francisco, CA	Robinson, Skylar T	58	12/7/2013
58-Syracuse, NY	Gotte, Alfred	81	10/20/2013	104-San Francisco, CA	Schwartz, George J	77	11/25/2013
63-Western, MA	Bushika, Jr., Joseph J	86	12/8/2013	104-San Francisco, CA	Shively, Donald	89	11/6/2013
66-Western, WA	Collins, Ronald P	73	1/5/2014	104-San Francisco, CA	Storti, Joseph	92	11/10/2013
66-Western, WA	Dragovich, Vincent R	72	11/17/2013	104-San Francisco, CA	Wallin, William	84	12/8/2013
66-Western, WA	Kinsella, Patrick M	83	11/17/2013	104-San Francisco, CA	Watson, Shawn P	49	10/9/2013
66-Western, WA	Munich, Steven L	60	11/5/2013	105-Los Angeles, CA	Bullock, Homer F	90	4/1/2013
66-Western, WA	Stover, Sr., Orden L	82	10/27/2013	105-Los Angeles, CA	Reed, Eugene A	82	11/2/2013
66-Western, WA	Touchette, William R	91	11/24/2013	116-Montreal, Que., Canada	Gelinas, Daniel	56	12/20/2013
67-San Antonio, TX	Beard, III, Andrew J	46	11/20/2013	206-San Diego, CA	Thein, John K	72	11/29/2013
67-San Antonio, TX	Hill, Robert L	79	10/31/2013	206-San Diego, CA	Torres, Roland A	83	11/19/2013
67-San Antonio, TX	Lewis, Jesse G	78	10/9/2013	214-Baton Rouge, LA	Kaupp, Jr., George W	88	12/27/2013
73-Chicago/Cook Cos., IL	Barber, Donald J	79	11/8/2013	214-Baton Rouge, LA	Tarantino, Jr., Walter	70	11/30/2013
73-Chicago/Cook Cos., IL	Denbesten, Gerald C	93	12/13/2013	218-Springfield, IL	Bauman, Jr., Guy G	93	10/4/2013
73-Chicago/Cook Cos., IL	Dvorak, Richard R	75	12/4/2013	263-Cedar Rapids, IA	Driscoll, Jack	78	12/15/2013
73-Chicago/Cook Cos., IL	Giambone, Phillip	77	11/10/2013	270-Tulsa, OK	Mann, Gary R	77	10/26/2013
73-Chicago/Cook Cos., IL	Lortie, Robert J	83	11/1/2013	280-Vancouver, BC, Canada	Gritchen, John	80	9/21/2013
73-Chicago/Cook Cos., IL	Petro, Carmen	89	11/5/2013	280-Vancouver, BC, Canada	Pryor, Terence C	79	10/11/2013
73-Chicago/Cook Cos., IL	Piccione, John R	81	12/27/2013	293-Honolulu, HI	Hansen, David A	65	9/24/2013
73-Chicago/Cook Cos., IL	Sarlitto, Jr., George	89	11/1/2013	312-Salt Lake City, UT	Mitchell, J. Earl	86	12/2/2013
73-Chicago/Cook Cos., IL	White, Maynard	76	12/22/2013	312-Salt Lake City, UT	Vincent, Jack L	89	12/9/2013
85-Atlanta, GA	Lamb, Charles T	93	10/3/2013	359-Arizona	Hancock, Eddie L	85	11/9/2013
88-Las Vegas, NV	Fielding, Denis R	78	10/28/2013	359-Arizona	Selvey, Robert L	88	12/7/2013
88-Las Vegas, NV	Licht, Jr., John	64	11/5/2013	435-Jacksonville, FL	Lee, II, James W	71	12/5/2013
100-Washington, DC & Vicinity	Buchacz, Gilbert	81	11/11/2013	473-London, Ontario, Canada	Tangen, David E	55	11/26/2013
100-Washington, DC & Vicinity	Shields, Sr., John	83	11/27/2013	511-Winnipeg, MB, Canada	Peirson, Dave V	54	11/29/2013
104-San Francisco, CA	Beabout, Harold	86	12/2/2013	562-Kitchener, Ont. Canada	Coffin, Clifford	84	1/3/2014



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- » Breaking information for members, their families, media representatives, and other interested parties
- » Job Bank information
- » Archived sheet metal and transportation material
- » Online directories
- » Scholarship information
- » Awards and agreements
- » Important documents for local officers
- » SASMI screenings
- » and more. . .

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And don't forget to register on the site for action alerts and access to members only information such as the Job Bank.

- Email us at info@smart-union.org with tips and ideas for improving the online experience for you and your fellow members.