

From Joseph Savia, Sr., Business Manager

Dues Check Off

DO NOT assume because you signed a Dues Check Off Authorization that deductions will begin immediately. Please remember the employer HAS to HAVE 75% participation. The cards come into this office. If the employer has enough participation they will be notified, you will also be notified, in writing, of the effective date of the deduction. Currently, the employers participating in Dues Check Off are:

H & R Engineering, Talbert Mechanical, Unitemp, ICRC, Deerpath Corporation, Nelson Refrigeration, J & L Mavilia, Inc., Hunter's Heating & A/C, Lowery Mechanical, Riggs Distler, Energy Systems, Control System Sales, Comfort Control Inc., Heating, Piping & Refrigeration Training Fund, W.F. Collins, Inc., Honeywell, Inc., Crane Rental Co., Inc. Hurley Company, E.J. Herring & Son, Incon, Inc. Calvert Controls, Mechanical Systems, Johnson Controls, Poole & Kent Corporation, BPI Mechanical, R.E. Donovan, John Joseph Contracting, PEPCO Government Services, Caigeann Mechanical, HVAC Specialists, Leo Mechanical Services, Service Mechanical Inc., Crane Service Co., Thornton Services, Consolidated Engineering, A.D. Heath Corporation, John C. Grimberg Co., Ralph P. Sita Inc., Tempco Inc. & Carrier Building Systems.

If you are currently employed with one of these companies and are interested in Dues Check Off, please contact the Local Union Office.

Heat's On Water's Off

The 7th Annual Heat's On, Water's Off, was a huge success, thanks to all of those who participated. Without your participation this would not be a success.

Insert picture

Jerry Stack, Bob "Red Dog" Mumford with a 92 year old participant in the program, whose oil tank was filled, thanks to this event.

CAUSE/UA Mechanical Trades School

CAUSE is now in the process of strongly endorsing the UA Mechanical Trades School, you may hear commercials for the “UAM”, which is the trade school and you may see the following emblem in your travels:

Insert Cause Emblem

Address Updates

Please note it is important that you notify the Union Office of your address, home and cell phone changes as well as email. It makes it difficult to keep in touch with you if we do not have current information on file.

Know Your Officers and Their Roles

Pension Committee. The Pension Committee shall be composed of two members and the Business Manager/Financial Secretary Treasurer.

The Pension Committee shall be the Union Trustees of the Heating, Piping and Refrigeration Pension Fund and shall supervise that Fund along with the Contractor Trustees of the heating, Piping and Refrigeration Pension Fund.

Our Pension Trustees are: Donald Braun, Jr. and Mike Kopper.

DECEMBER RETIREE’S MEETING

The December Retirees’ Annual Christmas Meeting will be held December 7, 2005, at 12:00 noon, at Kings Landing Park. The Retirees met at this location last year and Tom Williams has reserved it again. It will be a catered affair with the Retirees providing desserts. The cost will be \$20-\$22 per person. Notice will be sent to members at a later date. All Retirees are welcome, however, we will need a head count no later than November 18, 2005. Please call Bill Lohr (301) 855-6249 for additional information and/or directions.

From Kevin Sullivan, Business Agent

Time clocks and the “docking” of employees for tardiness has become an ever increasing topic of late. Our Collective Bargaining Agreement does not address the subject, so I looked into any possible Labor Law addressing the increment of time you can be docked (¼, ½ or 1 hour) for coming in late. I found none, but I have encountered two infractions committed by employers that for their own sake should be taken seriously.

1. If an employer “docks” you, but allows you to work during that period, you are to be paid for the time actually worked (Federal Law).
2. “Docking” only those employees deemed as problem employees opens up a possible discrimination case for discriminatory enforcement of rules. A company policy should be adopted and ALL employees held to the same standard.

The following are other examples of Labor Laws, or lack of, that affect our day to day work:

- a) Meal periods and breaks – It is a misconception among many that it is a Federal or State Law that you are given a rest break or lunch after so many hours on the job. Child Labor Laws address this issue but, in our jurisdiction breaks are not required. We have lunch, only because it is part of our Collective Bargaining Agreement.
- b) Preliminary and Postliminary Activities – Walking, riding or traveling to and from the actual place where you perform your work would not be considered hours worked. For example, if you travel to a parking area and complete the trip to the worksite in a company bus, the time spent traveling to the parking area and riding on the bus to the worksite is not considered hours worked. However, there are exceptions based on custom or practice, the time to travel to the work area is on your time and back to the parking area on the Contractor’s time; this has been the case on some jobs in the past, such as Calvert Cliffs and NIH.
- c) Show up time – Sometimes when you arrive for work, upon the direction of your employer, and are sent home before any work is performed. Federal Law does not require you to be paid, however, our Agreement does address this under Article XXV.

These are just a few laws dealing with pay issues. You have others that touch on safety, Workers’ Compensation, and Unemployment issues that because of the lack of space cannot be discussed at this time.

For now, get familiar with your contract. I say yours, because the Local Agreement is not the only contract that our members work under; there are at least 19 other National Agreements. If you are not sure of which agreement your Contractors is signatory to, or if you want a copy of the agreement, please give me a call, I will get you a copy of your agreement.

If you run across George Haggard, Silvin Chiarizia or Michael Burke, please welcome them as they are the newest members of Local # 602.

**Pay Now or Pay Later,
By Bill Durkin, Organizer/Business Representative**

I have listened to politicians, news commentators, contractors and everyday citizens complain about the cost of Prevailing Wage and Project Labor Agreements.

Prevailing Wage, they claim, is the Union Wage Rate, when, in fact, it sometimes is very far from the rate paid to Union Employees. The law was designed to have the taxpayers' money pay a wage that was representative or "prevailing" in a given area. The Government sets the rules and Union Contractors comply. The non-union contractor doesn't comply and they want to change the rules. They have never paid their employees' benefits. When they are required to compete on an equal basis, they can't do it. Union Contractors, on the other hand, have been able to run efficient jobs and make a profit. The open shop makes their profit off the backs of their workers.

Project Labor Agreements (PLAs) require that wages and benefits paid to workers on a particular project are equal to those paid by the Local Union Contractors.

Neither prevailing wage or PLAs is a union only situation. Any contractor can bid and win one of these contracts, typically non-union contractors choose not to bid.

If my father had not been a Union member, it is most likely that he would not have had a pension. That pension would not have passed to his wife, after his death. My mother, God love her, is now in a nursing facility. She needs and receives medical care and prescription drugs. Her Union pension pays the cost of her stay in the nursing facility. Her Union health insurance pays the greatest portion of her medical and drug costs. Without the Union, her needs would have to be paid for by the Government. The cost of housing the old and infirm without means falls on the Taxpayer. The cost of medical care for young and old who can't afford to pay lands once again, in the lap of the Taxpayer.

How much is it costing the government now and how much will it cost in the future, to pick up the bill for contractors that don't provide coverage for their workers?

We pay now or we pay later.

And of course, it's the unscrupulous contractor that squeezes the last drop out of the workers and then throws them away.

President Bush suspended prevailing wage in the Gulf Area, when it was needed most.

Now, the Republicans in the House are trying to do Mr. Bush one better. They have introduced a new bill that will allow companies to add the "helper" position on prevailing wage jobs.

They call it "The Helper Opportunity Act" (HR3907). Sponsored by Marsha Blackburn, Republican, Tennessee. Co-Sponsors are Charles Norwood, Republican, Georgia, Gresham Barrett, Republican, South Carolina, John Hostettler, Republican, Indiana, Jeff

Flake, Republican, Arizona and Gary Miller, Republican, California. They claim that this bill will allow people to have an opportunity to learn a trade.

Isn't that what apprenticeships are all about? Apprentices are now allowed to work on these jobsites, the only requirement is that the apprenticeship is genuine.

Why are the Republicans doing this? - Because the non-union contractors told them to. They aren't willing to train people, they just want cheap labor.

And so the fight continues....

THIS 'N THAT

BIG WINNER

John Sullivan was the winner of the 50/50 raffle held at the November Union Meeting and donated his winnings to COPE.

LATEST RETIREES

Congratulations to the following members on their recent retirement:

George E. Anderson Jr.	11/1/05
Harry Greathouse	12/1/05
David Hoover	9/1/05
Ronald E. Merkle	9/1/05
Robert J. Money Jr.	10/1/05
Robert Parks, Sr.	11/1/05
David E. Pountious	9/1/05
Walker Smith Jr.	9/1/05

SICK BAY

Scott Walker's wife is in a Diabetic Coma.

Epam Chisholm is home from the hospital but is scheduled to return to the hospital in the near future for surgery on his leg.

SYMPATHY

We would like to apologize to Thomas (Buckey) Jewell and Chuck Jewell Jr., and their families for inadvertently neglecting to mention their names on the recent loss of Thomas' mother and Chuck Jr.'s grandmother in the September issue of our newsletter.

Our heartfelt sympathy to the family and friends of the following members:

Retiree Carl M. Cobb died October 1, 2005. Brother Cobb was 90 years old and had been a member since August 18, 1942. Death #1210.

Retiree Thomas E. Shahady died October 29, 2005. Brother Shahady was 80 years old and had been a member since August 3, 1948. Death #1211.

Retiree John M. Heiss died October 28, 2005. Brother Heiss was 75 years old and had been a member since January 7, 1975. Death #1212.

**THE CURRENT DEATH IS NO 1212. ANY MEMBER
NOT PAID THROUGH DEATH NO. 1212 IS IN ARREARS.**

From Wayne's World

SEVENTH ANNUAL HEAT'S ON/WATER'S OFF

Well we have another very successful year of Heat's On/Water's Off behind us. On October 15, 2005, we had 43 Local 602 Members, 45 Local 5 Members, 29 Apprentice, 25 Management and other Support Staff, 10 Prince Georges Fire Department and Family Services Personnel. A total of 152 people volunteered their time that day. From the two Locals there were 34 contractors that provided 47 Service Trucks. There were 4 Supply Companies that had their doors open. We had a 602 Member that donated Fuel Oil to top off the tanks at 2 Homes! We had nothing but a positive response from the 40 Homeowners that were serviced and the County Executive Office.

What a great feeling we all had contributing to the Health and Welfare of the Elderly and Disabled Homeowners of Prince Georges County. Several of the homes needed emergency service that we were able to provide that day. Our mechanics identified one home that was in desperate need of a new furnace. The labor and furnace will be donated and this home will be a safe place to live again. The American Spirit of Volunteerism was alive and well that day. THANKS TO THE 602 MEMBERS and to volunteer their time for this very worthwhile project. Hope to see you next year.

WHAT'S NEW IN TRAINING

!!!!!!ANNUAL OPEN HOUSE AND MATH TEST REVIEW!!!!!!

There will be an Open House on Saturday, December 3, 2005 at 8 AM at the UA Mechanical Trades School at 8509 Ardwick-Ardmore Road in Landover, Maryland. THE OPEN HOUSE WILL ALSO INCLUDE A MATH TEST REVIEW.

Applications will be accepted:

Monday,	January 2 nd & 9 th	from 8:00 a.m. to 11:00 a.m.
Wednesday	January 4 th & 11 th	from 8:00 a.m. to 11:00 a.m.
Friday	January 6 th & 13 th	from 8:00 a.m. to 11:00 a.m.

Place:

UA Mechanical Trades School
8509 Ardwick-Ardmore Road
Landover, MD 20785

Requirements:

Minimum Age 18 by July 1, 2006 &

High School Diploma with Official (sealed) Transcript of Grades

Or

GED Certificate with Scores (by January 31, 2006)

Or

All high school seniors must present a validated letter from high school official verifying date of graduation before June 30, 2006

Required Documents to be Presented at time of Application:

Copy of Birth Certificate &

High School Diploma

Or

GED Certificate and Test Results

Or

Letter from high school official stating the date of graduation for high school seniors

&

Official Transcript of High School Grades

Photo Identification (Driver's License preferred)

DD214 (if veteran)

Required Test for ALL Applicants:

Math Test

**THE APPRENTICE COMMITTEE SELECTS STUDENTS OF ANY RACE,
COLOR, SEX, NATIONAL OR ETHNIC ORIGIN TO ALL THE RIGHTS,**

**PRIVILEGES, PROGRAMS AND ACTIVITIES GENERALLY ACCORDED OR
MADE AVAILABLE TO STUDENTS AT THE SCHOOL.**