

## **From Joe Savia, Business Manager/Financial Secretary Treasurer**

### **UA Standard of Excellence**

The United Association, in conjunction with Management has adopted the “UA Standard of Excellence”. This is a labor-management commitment to uphold the highest standards in the workplace.

Many of you already take your responsibilities as a UA and a Local 602 member seriously. However, the UA has reduced a policy to writing. This will be published in the next issue of the UA Journal and is available, upon request, from our office, in its entirety, however a summary is as follows and will effect all of our members:

- Arrive on the job ready to work, everyday on time (Absenteeism and Tardiness will not be tolerated).
- Adhere to the starting and quitting times, including lunch and break periods (cell phones will not be used during the workday with the exception of lunch and break periods).
- Have your rule and channel locks with you at all times.
- Promote continuous training and keeping certifications current. Remember your pride shows and is contagious.
- Arrive on the job fit for duty. There will be a zero tolerance policy for substance abuse.
- Inactive time should be kept to a minimum.
- Eliminate disruptions on the job, the common goal should be safely working towards the on time completion of the project.
- Respect the contractor and customers’ property (waste and property destruction will not be tolerated).
- Dress appropriately, you are representing Local 602, the UA and your employer, (the wearing of offensive words, symbols and buttons are not acceptable).
- Respect and obey your employer and customers’ rules and policies.
- Follow safe, reasonable and legitimate management directives.

The Employer and/or Management also have a responsibility listing under the UA Standard of Excellence, with an outline of the Standards intended to help the membership maintain the goals listed above.

The implementation of the UA Standard of Excellence will put more responsibility on the Job Stewards and Foremen as well as the Union Hall. However, in reviewing the expectations outlined I don’t find them much different than is already expected and delivered by a large part of the membership.

### **2006 Elections**

I would like to thank everyone who went out to vote. This is the only way your voice can be heard.

## **Substance Abuse Issues**

In the last few years we have lost quite a few of our younger members as a result of some effect of substance abuse, whether directly or indirectly. In an attempt to curb this outbreak, the Local Union in conjunction with the Medical and Training Funds are putting together a weekly group therapy session (to run for twelve consecutive weeks), to all members or dependents interested. The only criteria is the desire to stop abusing alcohol and/or drugs whether legal or illegal. This will be provided at NO cost and will be on a voluntary basis with a licensed addictions counselor, your participation will be anonymous with no information being shared with the Local Union, Training Fund or Medical Fund. As the specific dates and times are made available they will be posted in the newsletter. If you have an interest in the program or need any additional information you can contact our office (301) 333-2356 x 9, you will not be asked for any personal information.

The program should start in late January and continue for twelve weeks. Based on the response we will re-evaluate the continued needs of the membership.

## **Heat's On Water's Off**

Our Seventh Annual Heat's On Water's Off was a huge success I would like to thank the following members for their participation in this wonderful event: Joseph Link, Jr., Robert Phipps, Will Sullivan, Mark Jones, Doug Windsor, Rodney Day, Kevin T. Ryan, Ryan S. Brooks, Russell Jacobs, E.J. Harrington, Matt Harrington, Ed Norrstrude, Sam Davis, Jamaal Brown, Phil Chiera, Chris Miliner, Mike Proctor, John Vines, Mike Strojni, Ron Myers, Gary Pedri, Mike Moreland, Tommy Athanason, Danny Kerns, Donald Huff, Brian Jameson, Carl Maus, Cliff Tupaj, Solomon Woldegiorgis, James Wernsing, Alexander Bailey, John Poole, Joe Severt, Kevin Ryan, Jeff Lello, Mike McClure, Ed Clay, Ed T. Clay, T J Cornell, Robert Phipps, Steve Benjamin, Dale Evan, Yago Jackson, Owen Torguson, Ronnie Scott, Charles Suanders, Moody DeAngelo, Sherman Pittman, Danny Loveless, Timmy Christian and Bob Mumford.

## **Windbreakers**

We have received requests to order the pull over v-neck wind breakers. Because of the cost we are only doing on an as order basis. The cost is \$35.00. If you wish to order, please mail your name, address, telephone number and size. These can only be ordered in groups of 30. Once we have a total of 30 requests we will place the first order. You will be notified when we receive the order.

## **MEMBERS GET DISCOUNTED DC UNITED TICKETS**

CAUSE will once again be an official sponsor of the DC United. As part of the 2006 sponsorship package, MCAMW members can purchase DC United home game tickets at a discounted rate via the following website link:

[https://secure.mlsnet.com/MLS/dcu/tickets/2006/group/uam\\_all/](https://secure.mlsnet.com/MLS/dcu/tickets/2006/group/uam_all/). CAUSE will have a

Spanish message field board ad and Hispanic radio ads, all part of CAUSE's Hispanic outreach program.

### **Washington Capitals Tickets/"Tickets to Troops"**

The Washington Capitals and the Washington DC Building Trades Council proudly present the: Tickets to the Troops Campaign. For every four (4) tickets purchased through the BCTC Tickets to Troops Campaign, the Washington Capitals and the BCTC will donate one ticket to the designated military service organization of choice. Those soldiers will attend the April 3, 2007 game. To purchase the tickets please go to [www.capstickets.com/bctc.html](http://www.capstickets.com/bctc.html). If you have any questions contact Pete Sekulow at 202-266-2342.

### **UA Convention**

During the recent UA Convention it was determined that each member would be assessed an additional \$1.00 per month, in per capita dues assessed beginning January 1, 2007. The breakdown of the distribution is as follows:

- 15 cent to the United Association General Fund.
- 50 cents to the Organizing Fund
- 15 cents to the Burial Expense Benefit Fund
- 20 cents to the Convention Fund
- A decrease in the political action fund from 10 cents to zero

UA Members who reached age 65 prior to January 1, 2002 will continue to pay the current per capita.

### **Local 602 RETIREES' CLUB**

The December Meeting of the Retirees' Club will be held at Kings Landing Park on December 6, 2006. It will begin at 11:30 a.m. At the October Meeting, it was decided that rather than a catered affair, it will be a potluck luncheon. The cost for each retiree would be approximately \$5.00 for the rental of the building, with everyone bringing a dish. To avoid duplication of dishes, it is requested that you call and let Phil or Norma Lohr (301) 855-6249 know what you will be bringing. A roast beef, turkey and a ham will be cooked by Phil. For more information, or if you need directions to Kings Landing, call Phil at (410) 867-0784. All Retirees are Welcome!!!!

### **From Kevin Sullivan, Business Agent**

Periodically we get calls from members asking for an interpretation on Articles of the Collective Bargaining Agreement and how it applies to them. If we get calls asking for assistance, I can only think that there are other members who might need assistance also. Here are several that I have received recently:

### Overtime

The Company told the employee that they were a service shop and only had to pay time and one half for Sundays. According to the Supplemental Service Agreement (overtime) all scheduled work on Sundays shall be paid at double time. The work was new construction anyway and had nothing to do with the Supplemental Agreement. The same employee had said that the Company took his overtime hours and converted it to straight time for the weeks that had a holiday. He had been told that he must work 40 hours of straight time (Monday-Friday) to be paid at the overtime rate. That is a true enough statement; but it also states, further down in the paragraph, that the employer must provide 40 hours of straight time for this to apply. On the weeks that the holiday falls, the contractor can only supply 32 hours (unless you are on a 4-10's schedule) so anything more should be overtime. If you are hired on in the middle of a pay period and you are working overtime, anything over eight hours (Monday – Friday) is overtime; you need not reach 40 hours first.

### Holidays:

The holiday will be paid in the payroll period in which the holiday falls. If you are laid off during the two week period prior to a holiday period, you may have to wait for your holiday pay. A similar scenario applies when you quit a company. You may have to wait for that last check to come when your final days pay period rolls around.

### Comp Time:

You will never see this in your Agreement. It is the practice (illegal) of working overtime in lieu of a day off down the line. Eight overtime hours works out to be 12 hours of straight time. When the company gives you the day off you lose out on 4 hours of straight time and chances are nothing is paid into your benefit package; which hurts all of us. Just like vacation time, when you get these “promises” from your employer and they are not delivered, how do you collect? It's not part of the Collective Bargaining Agreement so our hands are tied.

### Elections:

It is for the election of Union Officers that you are given one hour off to vote.

That is enough today on the interpretation of our Agreement. Do be familiar with what agreement your contractor is working under because other than our Local Agreement there are probably a dozen National Agreements our contractors could be working under. If you are unsure give us a call and we can provide you with an answer and a copy of the agreement.

Through our outreach attempts during the recent election it is apparent that not always are we notified when a member moves. Please make sure that you notify us when there is a change in pertinent data. It can be really important in case we need to notify someone in an emergency. If you e-mail changes or you have not given us your address, please give us a call!

**THIS 'N THAT**

James and Donica Jett proudly announce the birth of their daughter, Jenna Skylar, born October 25, 2006, weighing 8lbs. 12 oz.

## **BIG WINNER**

Bob (Reddog) Mumford was the winner of the 50/50 held at the November Union Meeting.

## **SICK BAY**

Christopher Price is home recuperating after undergoing surgery for an emergency appendectomy.

## **SYMPATHY**

Our sympathy to the Braun family. Emma Braun recently passed away. She was the wife of deceased member Earl Braun, mother of Donald Braun, Sr., grandmother of Donald Braun, Jr. and Timothy Braun and great grandmother of Jeffrey Hamilton.

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

Retiree O.J. Valentine died October 24, 2006. Brother Valentine was 89 years old and had been a member since June 17, 1949. Death #1239.

**THE CURRENT DEATH IS NO. 1239. ANY MEMBER  
NOT PAID THROUGH DEATH NO. 1239 IS IN ARREARS.**

## **SOLIDARITY**

**President, John P. Sullivan**

Once every two years, the Constitution allows the citizens of the Republic to seize the reigns of Congress. It is our right and responsibility on Election Day to decide whether we shall return or recall our representatives. Over ninety percent of the time the incumbents are returned to office. Changes in the House and Senate are rare and most often due to retirement, death, and redistricting after the federal census.

Here are a few examples of "local" incumbents. Ben Cardin was elected to replace Senator Paul Sarbanes who is retiring at the end of his 5th six-year term. He will have represented Maryland for 30 years. Maryland Senator Mikulski is in her 4th term. Senator Warner of Virginia, soon to turn 80, is in his 5th term. And in case that you missed it, Senator Byrd of West Virginia, soon to turn 89, was elected to his 9th term. Senator Byrd will return as Senate President pro tempore and will be third in line of succession to the President of the United States.

November 7, 2006 will go down in history as a very different year in the body politics of America. Across the United States there was a groundswell in voter turnout in key

districts. Nationwide there was only a slight increase in the 40% average voter turnout in mid-term elections. But in Maryland there was a 60% voter turnout. In Virginia there was more than a 12.6% increase in voter turnout.

Collectively, the electorate decided to shift the majority balance of our government. The Democrats captured the majority of Governors, the U.S. House and Senate. Pundits will postulate why but I believe that the majority of the voters were just pissed off and voted for "change".

The occupation in Iraq, the effectiveness in our "War On Terror", and the debt now measured well beyond dollars to include the loss of life in foreign lands and liberty at home brought many to the polls. They also came to protest the size, power, excesses, and corruption of government. Some came to protest the loss of jobs and the decline in wages, health care, and pension benefits. Some came to support marriage while others voted to reaffirm a woman's right to choose. They came to object to limits on scientific research. In all, more came to protest than to support the course of state and federal leaders. They voted for freedom and accountability over restraint and incompetence.

Thus is the nature of our nation. Maryland, the "Free State" threw out Ehrlich and elected Martin O'Malley for governor and sent Representative Ben Cardin on to the U.S. Senate. The citizens of the Commonwealth of Virginia, with its slogan, "Sic Semper Tyrannus", (Thus Always To Tyrants) rose up against President Bush's domestic and foreign policies. They recalled George Allen and elected James Webb as their junior senator.

Outside of the thrashing that took place in Maryland, there were very few landslide victories in this land of 300 million. James Webb won by a margin of three tenths of one percent. Ironically, that margin will be confirmed by the Va. State Attorney General who won by only 360 votes statewide last year. As of today, Armistice Day, November 11th, seven U.S. House races are still undecided. The average congressman represents over 650,000 citizens. The closest margin today, in the undecided House races, is 167 votes.

Does your one vote count that much in an election? It does in a tight race. A two to three vote shift at each precinct in Virginia would have returned George Felix Allen to the U.S. Senate.

On that note, I wish to thank Local 602 members Dawn Drennen, Peter Marshall, and Bob Mumford for phone banking our members in the Va. 8th and 11th Congressional Districts. To give you an idea of the grass roots effort of union activists in Virginia I'll offer you numbers from the Northern Virginia Central Labor Council. On Election Day over a hundred union activists showed up at the NoVa CLC office. On the last day of the campaign, we knocked on 4000 doors of union households and made 2400 get out the vote phone calls to our members. How effective were we? There is no way of telling. But, we were only one of many Central Labor Councils doing the same throughout the state. I am confident that we did make a difference in 2005 and once again in 2006.

## **From Wayne's World**

**HEAT'S ON WATERS OFF**

In the wake of all that has happened to our troops overseas let us take the time to count our blessing and share with those less fortunate. Just try and think of all the lives that have been effected by the tragedy of this war. Our everyday complaints are small when you think of the alternative. With Thanksgiving behind us and Christmas approaching, make a commitment to do just one nice thing for someone else. Whether it is a stranger, a family member, a friend or a co-worker, the sharing of your time can make such a difference in your life and that of others. A perfect example of this was this years' HEATS ON WATERS OFF that took place on Saturday, October 28, 2006. We had 42 602 Journeymen and Apprentices along with Local 5 Journeymen and Apprentices that volunteered their time that day. There were 37 contractors with company trucks that serviced 40 homes. We have had nothing but positive response from the homeowners, Prince Georges County Fire Department, PG County Department of Family Services, Delegate Joe Vallario and County Executive Mike Miller, Jr., Maryland Senate President. What a great feeling it had to have been for our members to contribute to the Health and well being of the elderly and disabled homeowners of PG County. One of our members, Bob Mumford took this one step further by topping off fuel tanks with over 1,000 gallon of fuel oil. Several of the homes needed emergency services that we able to be provided that day. Our Mechanic's identified one home that was in desperate need of a new furnace. Labor, Furnace and materials were donated by our contractors and supplies. This home is now a safe place to live. Again, thanks to the 602 members for taking time out of your busy schedule.



We are continuously updating our records. We now have over 3300 Members and close to 200 Contractors. Addresses, phone numbers and many other changes that we, at the Hall need to keep current. We have

found that with upcoming events, and the speed that the world expects, we have found that we need to include email addresses in our database. If you have changed ANY of your vital information please let the union office know. You can email us at [ua602@aol.com](mailto:ua602@aol.com) or mail in the changed information.

Name

Address

Email

Telephone

Cell #