

## **From Joe Savia, Sr.**

### **Dues Increase**

At the March 6, 2007 Special Called Meeting the following Dues Scale was approved. These rates will be effective April 1, 2007. Please make note of the new rates.

Category	Amt Due
	Monthly
Working Dues	\$63.00
Out of Town Dues	\$40.00
Non-Working Dues	\$24.00
Retiree Dues	\$24.00
Retiree Dues (Over age 65 on 12/31/01)	\$21.00
1st & 2nd yr. Apprentice Dues	\$46.00
3rd, 4th, & 5th yr. Apprentice Dues	\$49.00
Helper Dues	\$40.00
National Tradesmen (NT)	\$41.00
Metal Trade Dues	\$25.00
Residential Trade / MES Dues	\$49.00

### **CONTRACT TIME**

Negotiations of the new contract effective August 1, 2007 will begin soon. Anyone having any suggestions for the contract, *please submit in writing* either via email, regular mail or drop at the hall.

### **M.EDDIE MOORE SCHOLARSHIP**

Applications for the year 2007 will be accepted through June 30, 2007. In order to be considered the dependent must be eligible for medical coverage, in our Fund, to apply. For applications please call (301) 333-2356.

### **THANK YOU**

A special thank you goes out to Crane Services for donation of their crane & fuel for the use of the First Year Practical Piping Class. What a great way to teach our apprentices the trade by using actual equipment.

### **UA SCHOLARSHIP**

Applications for the UA Scholarship will be accepted through June 30, 2007. The application can be downloaded from the UA website or by calling this office (301) 333-2356.

## **SUBSTANCE ABUSE ISSUES**

The substance abuse program has started and is meeting at the Union Hall on Thursday's at 4:30 p.m. This program is offered to **ALL** members and dependents. Remember it is never to late to attend. There is **NO** cost and anonymous participation.

## **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.

## **RETIREES' MEETING**

The next meeting of the Local #602 Retirees' Club will be held at the Apprentice School on April 4, 2007, at 11:00 a.m. Coffee and donuts will be served. Any and all retirees are welcome. Any questions, please call Phil Myer at 410-867-0784.

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

The most vital part of any army is the front line soldier. In a Union, the front line soldiers are its stewards. Without stewards diligently enforcing the contract, that contract is just words in a book. Without stewards looking out for the interests of their co-workers, abuse and discrimination are invited.

A steward is, at one time or another, part attorney, part psychologist, part policeman, and part priest. He or she is expected to represent, defend, analyze, protect, sympathize with, and be the confidant of fellow members. A steward is also expected to be a leader and a role model in the workplace.

**Know your contract** – the steward must have a good knowledge of the union contract. Stewards are questioned or challenged on contract issues quite frequently. Knowing those articles of the agreement that come up most frequently, usually money, makes for a more efficient steward and their life easier as well. Stewards are the eyes, ears and sometimes the voice of the Union in the workplace. Union leadership depends on stewards to help carry out the policies and initiatives of the Union along with feedback on the problems and issues confronting the membership. That doesn't mean calling the officers daily or about every little issue. Remember, the officers have multiple responsibility as they deal with all the complexities that come with leading an organization, so a good steward learns to seek council when necessary but not involve the hall in routine matters.

**Dispute resolution** – the interaction of personalities on a job can run smooth or can get quite ugly. Your ability to recognize a potential problem and your ability to solve a situation can be the difference between one or two people losing their job.

**Grievance handling** – when a possible contract violation surfaces, your action to resolve can be quite beneficial; the best grievance for the Union is the one you win without filing. If the grievance cannot be resolved, have documented evidence to present to the Business Manager or his representative. Your responsibility also includes telling a member when they don't have a legitimate grievance, along with an explanation as to why.

**Attend Meetings** – the Union depends on you to attend membership meeting in order to stay informed and, much like the town crier of old, to carry important information back to the workplace for those member who cannot or simply do not attend.

**Be a Good Example** – you owe it to yourself and your Union to be a good and responsible member, you should be a solid, reliable employee as well. It's against the law for your employer to hold you to a higher standard than other workers just because you're the Union Steward, but the fact is, the better worker you are, the more respect you'll get from management.

**Be Fair** – it is also important that you treat all members fairly and equally regarding their rights in the workplace and protections under the contract, no matter what your feelings about the individual are. You have a legal duty of fair representation and must honor and respect that duty.

This is a thank you to all our stewards; for through your daily efforts you aid in the operation of this Union. Recognize that you are an integral part of the representation process, and remember the responsibilities that go with it.

## **THIS 'N THAT**

### **BIG WINNER**

Cameron Ferguson was the winner of the 50/50 raffle held at the March Union Meeting.

### **SYMPATHY**

Our sympathy goes out to the family of Dana and Golden (Bill) Hubbell who recently lost their father/brother, Charlie Hubbell and to the family of Mike Forrester who lost his mother this past January.

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

Retiree, Seymour E. Fowler died February 21, 2007. Brother Fowler was 82 years old and had been a member since February 6, 1962. Death #1253.

Brother Thomas I. Craig died February 24, 2007. Brother Craig was 29 years old and had been a member since March 2, 1999. Death #1254.

Retiree, James G. Whipty died March 6, 2007. Brother Whipty was 70 years old and had been a member since August 6, 1963. Death #1255.

**THE CURRENT DEATH IS NO. 1255 ANY MEMBER  
NOT PAID THOROUGH DEATH NO. 1255 IS IN ARREARS.**

**SOLIDARITY**  
**President, John P. Sullivan**

Waiting until the day after Valentine's Day, the Hershey Company announced that it will shut down a third of its assembly lines in the United States and Canada and build a new manufacturing plant in Monterey, Mexico. Over the next three years, the makers of Hershey and Reese's candies plan to eliminate 1500 employees, which is approximately 11.5% of its current workforce.

According to analysts, Hershey is under intense financial pressure from its shareholders after admitting that they had suffered their first drop in profits in three and half years. Of course, little mention was made of the major recall of its products after salmonella bacterium was found at one of its Canadian factories. Further, nothing was said about the Hershey's Chief Executive, Richard Lenny's annual salary and stock package that was estimated to be somewhere around \$22 Million five years ago.

Hershey anticipates that the restructuring will result in savings of 170 to \$190 Million dollars a year by 2010. Much of this will be a direct result of the tax and import/export incentives made available by the North American Free Trade Act (NAFTA).

Share prices for Hershey rose \$1.28 (2.4%) to \$52.58 after the announcement of the restructuring plan.

The employees at the Hershey and Reading, Pa. factories are represented by Chocolate Workers Local 464. They and the Hershey employees at the Halifax, Nova Scotia factory (Local 446) are part of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union.

The International believes that the number of workers facing a lay-off would have to be greater than those announced by management. They point out the obvious; the Mexican factories will require Mexican workers.

Do the math. You would have to cut a lot more jobs if you downsize the workforce by 1500 while increasing your outsourcing, and move more of your operation to Mexico. That is, unless, Hershey is thinking about following Willie Wonka's lead and plan to use OOMPA-LOOMPAS to staff the Mexican factory.

There are 4000 union members represented by Local 464. The town of Hershey Pennsylvania has a population of around 12,000. Many in the surrounding dairy and farming community will be directly impacted by the restructuring.

Each year, an estimated 30 million visitors go to Hershey Park. I, for one, will not.

## **FROM WAYNE'S WORLD THE DUES INCREASE**

This is a topic that we all have been talking about. With all the phone conversations and e-mails we have had over the last month this subject needs clarification. We all were talking about it, wondering about it, and have questions about it. The Business Manager/ Financial Secretary Treasurer has a big responsibility in running this Local, its not an easy job, if you think about it. In doing this he tries to make our members comfortable with his everyday decisions, but when a subject like this comes up it makes some of our members very uncomfortable. He could have thought that the membership would accept the increase without question, but we all know that is not going to happen! So my guess would be we start looking at the reasons why an increase is needed. If you have been coming to the Union Meetings over the last four years and heard the Financial Reports you would know our income is getting faraway from our everyday expenses. The reasons; moving to a new hall, putting a new employee in the Union Office, Officer Salaries increase, losing the number of Travelers that work out of the Local, and having no increase since 1983. This is only a few reasons, so, after getting advise from our Financial Advisors, meeting with the Executive Board, Finance Board and By-Laws Committee it was determined that a \$5.00 increase was need to meet our long term needs/obligations. All the changes that have been made over the past five years comes from the growth of our Local, just trying to keep up with the manpower demands in our work jurisdiction. So I want to say **THANK YOU** to our members for supporting your officers with this Dues Increase and for the Future of Local 602.

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 #

# **STEAMFITTERS LOCAL 602**

proudly presents the

## **“Awards Dinner Dance”**

**Saturday, May 19, 2007**  
**7:00 p.m. till 1:00 a.m.**

at

**Martins Crosswinds**  
**Greenbelt, Maryland**

Sumptuous Dinner \* Open Bar  
Dancing to the Sounds of a **NEW BAND**

### **A Very Special Night**

Come and celebrate with your Friends and Co-Workers  
\$90.00 per Couple ***Non Refundable*** \$50.00 Single

For Ticket Information and Seating Call Sandra Macek  
**301-333-2356 ext 9**

**Limited to the First 600**

Special Room Accommodations will be available  
For Local 602 at the Greenbelt Holiday Inn  
(301-982-7000) located next to Martins Crosswinds