

SPECIAL CALLED MEETING

A Special Called Meeting will be held on Tuesday, December 4, 2007 prior to the regular meeting, 6:00 p.m., at the UA Mechanical Trades School, 8509 Ardwick Ardmore Road, Landover, MD 20785 to vote on the proposed By Law Change, which reads as follows:

Recommended Change in the Local Union By-Laws

9/4/07

ARTICLE VIII Misdemeanors, Penalties and Fines
New Section 8

It shall be the duty of the members of the local union's Executive Board to help and assist any member who has been fired twice, with just cause, in any one calendar year. In this regard, the Executive Board shall schedule a conference with the member within thirty days of a receipt of a written notification by the Business Manager. It is understood that all legitimate grievance procedures will be exhausted prior to the formal notification. At that time, a certified letter shall be sent to the member stating the date, time, and place of the proposed meeting.

It shall be the obligation of any local union officer involved in these proceedings, to honor any legally protected or privacy concern of the member. During the conference, the Executive Board and the member shall review the firings along with the member's work record, training, licensing, and appropriate certifications. It will be the goal of the conference to develop a course of corrective action to help the individual to return to work as a more productive, better-trained, and loyal member of this local union.

Once notified, it will be the obligation of the member to participate in the proceedings. If the member is unable to meet at the scheduled date, time, or place of the conference, it will be his duty to notify the Vice President, in writing, before the scheduled meeting. It will be a further duty of the member to work out a timely rescheduling of the necessary conference.

Failure on the part of the member to participate in the proceedings will be noted in the member's records and may be considered by the union when providing for the manpower needs within the jurisdiction.

The member may request that the record of the proceedings be expunged after one year from the date of a conference, granted that the member has maintained a clean work record and has participated in the agreed upon course of corrective action. The request must be made in writing to the Vice President and include a statement, with proof, of the corrective action that was taken. Upon receipt of the member's letter and supporting documentation, the Vice-President will present the request to the Executive Board for their consideration. If the member's request is approved, the Vice President shall notify the member and the Business Manager that the record shall be expunged.

From Joe Savia Sr., Business Manager

Dues Check Off

Pursuant to the new contract, effective January 1, 2008, any member who has signed up for Dues Check Off will begin having dues withheld from their checks.

The amounts withheld in January will be applied to the February, 2008 dues. Please remember Dues Check Off does not cover Death Assessment, Initiations, any payments that are behind prior to February, 2008.

If the full amount is not deducted from your pay, you are responsible for the difference.

Any member who wants to sign a Check Off card can do so by notifying this office.

Dues/Per Capita

For the past two years I have been writing that the Local needs to go onto diskette for percapita reporting, well the time has come.

As some of you may have noticed, the first of the third month you will get a late letter, with a \$5.00 notice charge, the first of the 3rd month, the 1st of the 4th month you will be placed on reinstatement, and assessed a \$50.00 reinstatement charge, and the 1st of the 7th month you will be dropped for non payment of dues. This is not on a Local level, but rather as set out in the UA Constitution. The Local has to pay a reinstatement fee to the UA and/or a new initiation fee if you are dropped. Do not wait until the 5th or 6th month to call and make payment arrangements. This is too late.

Please remember if you are dropped for non payment of dues the initiation amount is \$1600.00. So, Dues Check Off may be the way to go to avoid the charges.

COPE

By now you have received a letter requesting COPE contributions. This is one way we can show our support and have a voice with our Labor Friendly politicians. Please make every effort to make a COPE Contribution. If you have already done so, I thank you for your support.

Address Changes

Please note the UNION HALL has NOT Moved, the Fund Office MOVED, the new address is 9411 Philadelphia Road, Ste S, Baltimore, MD 21237.

Change of Address

The amount of mail that is returned to this office is unbelievable, and with each item being mailed at \$.41, a waste of money. Please make sure to contact this office when you move and advise of the new address.

Substance Abuse Issues

The Substance Abuse program has started and is meeting at the Union Hall on Thursdays at 4:30 p.m.. This program is offered to ALL members and dependents. Remember, it is never too late to attend. There is NO cost and anonymous participation.

Windbreakers

Orders are still being accepted for the pull over v-neck windbreakers. 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. You will be notified when your order is received.

Feedback

This is your newsletter, anything you wish to see put in here, let me know.

Reminder

Remember to change your beneficiaries as soon as you need to, any change of events in your life should warrant a change in your beneficiary.

RETIREE'S CLUB

The Christmas meeting of the Local #02 Retirees' will be held at the Local 602 Office at 8700 Ashwood Drive, 2nd Floor, Capitol Heights, MD 20743 at 11:30 a.m. on December 5, 2007. This event will be a catered affair at a cost of \$15.00 per person. Parking is available all around the building. As usual, the Retirees' are asked to provide the desserts. All retirees are welcome. Any questions, call Phil Myer at (410) 867-0784.

UA Emergency Relief – From the UA General Office

Recently, hundreds of thousands of acres in Southern California were consumed by fire. At least 15 different fires roared across areas from Santa Barbara County to San Diego County. More than 500,000 acres covering several hundred square miles were burning, and estimates are that more than a million people were evacuated and nearly 2,000 homes destroyed as the fires swept across the drought-stricken region.

The fires, which may be fully contained within two weeks, were fought by more than 7,500 courageous firefighters. The damage to homes, apartments, businesses and habitat is expected to reach nearly \$100 million.

Our members and Local Unions are already rallying to help their brothers and sisters in

Southern California. The United Association Emergency Relief Fund is still active for this type of situation. If you wish to help, send checks made payable to "United Association Emergency Relief Fund" to the United Association, PO Box 37800, Washington, DC 20013.

The UA will make sure that your donations are used to help UA families who have been victims of this tragedy.

From Kevin Sullivan, Business Agent

Brothers and Sisters, currently we have over 60 contractors participating in Dues Check Off. There are over 2500 members signed up wanting to participate. For those wanting it, and not having their company participate, come January 1, 2008 it will become a reality. Because of the large number of contractors that have been given notice to get ready (120) I will be quite surprised if it gets pulled off by all. Now, you might think I am being pessimistic. No, I am just being realistic and I want you to be aware of a few things. This is no reflection on company payroll departments, for I know the ones we have worked with have pulled it off quite efficiently; it's just now we have to get 120 more up to snuff. Here are a couple of things for us to remember in regards to how it works.

The deducted amounts should fall between \$10.00 to \$15.75, depending on what your job classification is.

The deducted amounts from your weekly paycheck will be remitted once a month to the Union Hall. If your company starts deductions in January, we will receive that money in the first weeks of February. Because we don't receive your dues from the contractor until the month is over it was decided that we needed to apply that towards February's dues or you would always be one month behind, by the time we receive it. So, basically you are paying one month's dues in advance. This is the most misunderstood aspect of the dues deductions, and for good reason, none the less. In order for this to work properly, if your company begins deductions in January, you must be paid through January. The dues deducted from your paycheck are always applied to the following month.

As explained earlier, the contractor will remit you dues after the end of the month. After the money is received it will be posted and a receipt will be sent out. If a new month rolls around, by the time it is sent out, the receipt will automatically show you owing the next month. It is pretty safe to say that if you are on check off and you receive a notice saying that you owe one month dues it might be because we have not received your dues from your employer yet. If you get a receipt showing you owe two months, it might be cause for alarm. Give us a call and we will find where the problem lies.

The death assessment of \$3.00 was not figured into the equation because of helpers, permit men, and travelers not paying it. We have around thirty deaths a year, so what I do is write one check a year for \$120.00 and that just about covers deaths. Be aware of that because I have seen where a member will fall so far behind on their deaths (over

\$100) that when their dues came in for that month it was put towards deaths. According to the UA Constitution assessments are to be taken before dues.

We are appreciative of those that are participating in dues check off. It is a little more work for our members in keeping track – yes it is. But you must understand that down the line the Union will benefit. I am still putting a lot of effort in on dues collection along with my other day to day assignments. I do this knowing there will be a pay-off in the end for whoever sits in this chair. The reason I do know of the benefits is that one only need to look into the New Your Transit Union Local 100 struggles since they went out on strike in December, 2005. In an excerpt from the NY Times it wrote “In an attempt to bankrupt Transport Workers Union (TWU) Local 100 for its three day strike in December, 2005, a New York state court has revoked the Union’s Dues Check Off. As of June 1, member’s dues were no longer automatically deducted from paychecks by the Metropolitan Transit Authority; the first time in decades.” As of this writing, Local 100 has been forced to lay off office personnel because of lack of capitol. In a mass effort to try to raise money through hand collection of dues the Local has gotten around 60% of their Union to volunteer sending their dues. Local 100 Officers have been forced to chase the other 40% instead of defending the livelihood, safety and working conditions of it’s members. Thank you brothers and sisters for the little bit of effort that will be a large pay-off for this Union in the end.

THIS ‘N THAT

BIG WINNER

Joe Parker was the winner of the 50/50 raffle held at the November Union Meeting.

SICK BAY

Chuck Wicks is in the critical care unit at Fairfax Hospital from a head injury.

SYMPATHY

Our sympathy to the family of Jack Stamp, who lost his wife, Nancy, on November 2, 2007. She was also the grandmother of Johnny Richardson.

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

Retiree, Charles M. Fox, died October 7, 2007. Brother Fox was 87 years old and had been a member since July 23, 1952. Death #1275.

**THE CURRENT DEATH IS NO. 1275, ANY MEMBER
NOT PAID THROUGH DEATH NO. 1275 IS IN ARREARS.**

KOREAN WAR VETERANS MEMORIAL PLAQUE

We are currently in the process of gathering names of all members of Local 602 who served in the Korean War (June, 1950 to July, 1953). If you served in the Armed Forces of the United States during the Korean War ear, please provide your Name, Branch of Service, Rank and Comments and mail to:

Steamfitters Local 602
Attention: Bernie Thornberg
8700 Ashwood Drive, Second Floor
Capitol Heights, MD 20743

The plan is to gather all the names of those who served this country during the Korean War and place the names on a Plaque to hand on the wall in the Union Office.

SOLIDARITY

President, John P. Sullivan

The 2007 Virginia Election

On November 6th, voters went to the polls to decide who was to return to the forty seat Virginia State Senate and the one hundred seat State House of Delegates. The Virginia State AFL-CIO had made endorsements in 26 of the 40 State Senate races and in 63 of the 100 State House contests.

With one race still undecided, organized labor can claim success in 20 out of the 26 Senate races statewide. Nearly 4 out of 5 candidates that received our endorsement will take a seat in the next legislative session. Our caucus now comprises 50% of the members of the State Senate. The caucus includes Dick Saslaw, the new majority leader, and Chuck Colgan, the likely chair of the Ways and Means Committee.

We were slightly less successful in the State House of Delegates election. We won two out of every three (43 of 63) elections where there was a labor-endorsed candidate. Our caucus in the State House has grown to include 43% of the elected Delegates. All in all, it was a good day for organized labor.

Organized labor is 300,000 strong in Virginia. When we mobilize effectively, we can affect the outcome of any election. Six years ago we committed to elect Mark Warner for governor; and we did. Two years ago we committed to elect Tim Kaine as Warner's successor for governor; and we did. Last year we committed to elect Jim Webb to the U.S. Senate; and we did. This year we committed to reverse the balance of power in the State Senate; and we did.

There is an election every year in the state of Virginia. Next year will be a Presidential and Federal Election. There will be elections in all eleven U.S. Congressional Districts. There will also be a U.S. Senate election in Virginia.

Leslie Byrne has announced her candidacy to reclaim her 11th Congressional District seat. She was labor's darling in the days of confusion surrounding the early Clinton administration. Considering all of our local Congressmen and Senators, she stood alone

and voted against NAFTA and her party's president. She maintained a hundred per-cent labor record during her term. She deserves our support.

Then there is the question of who will replace John Warner who is retiring from the U.S. Senate. Former governor Mark Warner is gearing up for the campaign. This will be his second run for the U.S. Senate. Mark Warner did not seek labor's support when he first ran for Senate. He lost. Mark Warner did seek labor's support when he ran for governor. He then won. I know that he has learned a very valuable lesson. I doubt that he will ever shun organized labor again.

I assume, by back practices, that the Virginia State AFL-CIO will not endorse until after the local and state primaries are held. That will not happen until probably next June. Until then, let's concentrate on voter registration and commit to voting next year in person or by absentee ballot.

By Bill Durkin

59 Years Ago

At four minutes past midnight on December 10, 1948 – 59 years ago – the world changed.

It was then the United Nations General Assembly solemnly passed the Universal Declaration of Human Rights. For the first time ever, the world's major governments agreed on a common standard of human rights. Eleanor Roosevelt, one of the most beloved Americans of the day, told the delegates, "We stand today on the threshold of a great event both in the life of the United Nations and the life of mankind."

Each Article in the Declaration was voted on separately. Several had abstentions or nay votes. But all the nations voted for Article 23, which declared, "Everyone has the right to for and to join trades unions of the protection of his interest."

In those days the United States could proudly stand before the world as a land where the right was respected. Other countries admired our National Labor Relations Act and its crown jewel, the National Labor Relations Board, for protecting the freedom of the working people to choose a union.

Since then, though, something has gone terribly wrong. Today, you can largely express any opinion you want and worship how your choose – but if you want to express your freedom to join a Union, you're in serious trouble. Your employer may lie to you, spy on you and perhaps even fire you illegally.

The sad result, as the Peter D Hart survey indicates, is that more than half of American workers would be in Unions if they could choose freely, yet only 11 to 12% of American workers are in unions now.

Why is this freedom to choose a Union so important in the first place? Because if you work for a living and live from paycheck to paycheck, the Union Card in your wallet can make all the difference in the world.. Union members have median wages 28% higher than workers who don't have the chance to be in a Union. Strong Unions serve as the gateway to the middle class for average workers. An Economic Policy Institute (EPI) study shows that as Unions have weakened, the gap between white collar and blue collar wages has grown substantially. Unions help you even if your are not a Union member. EPI has shown that strong unions actually set a higher pay standard for everyone in an industry that non-union employers follow.

The bottom line is that with a union, a telephone operator can own a home, a secretary can send her kids to college, and an assembly line worker can count on health insurance and a vacation. But today, that's all in jeopardy. Why?

Two reasons, first, the law itself has been whittled down to almost nothing. Wilma Liebman who sat on the National Labor Relations Board put it bluntly: "The law's remedy for labor violations are weak and ineffective." She tells how worker's rights fall victim to delays in the legal process and decisions of the Board itself that "often narrow the circle of the Act's protections, affording fewer rights to fewer workers."

But another large problem is that employers throughout the economy are waging a systematic war on their employees who try to exercise their free choice to organize into a union. Sometimes these employers actually boast of what they do, much like segregationist politicians used to crush civil rights in the South. Other times they work in the shadows. But either way, their tactics are usually the same.

Kate Bronfenbrenner of Cornell University reported in her landmark study that 25% of the private sector employees illegally fire at least one worker for union activity during organizing campaigns. 75% hire union busting consultants to help them fight workers' organizing drives, and 92% force employees to attend closed door meetings against the union. As the NLRB's Wilma Liebman said, "Labor law is inadequate to protect worker's rights to organize, particularly in the fact of these kinds of tactics."

How could we bring back the freedom of American workers to choose unions? One of best ways would be for Congress to pass the Employee Free Choice Act. This reform guarantees that when a majority of the employees where you work sign a statement saying that they want to be represented by a Union, you get your Union – period. It avoids the NLRB's terrible meat grinder – like process – the months of employer threats, surveillance, coercion and firing, that so many workers have to go through now.

This reform is simple, it's fair, and it would strengthen one of the most precious freedoms that working people can ever heave. What's more, it would help restore America to what it should always be: a beacon of hum rights for the entire world, just as it was on that chilly December night 59 years ago.

The bill has passed in the House but needs to pass in the Senate. The assured veto by the President, if it passes the Senate will need your help to convince an additional 7 Senators and 14 Congressmen to override his veto. Please contact your representatives and insist on their support.



APPLICATION FOR
APPRENTICESHIP

STEAMFITTERS LOCAL 602 JAC

ALL INTERESTED!



INTERESTED IN A JOB IN AN EXCITING CAREER in:

- HEATING
- AIR CONDITIONING
- REFRIGERATION
- PROCESS PIPING
- CONSTRUCTION & SERVICE FIELD

WE WILL ACCEPT APPLICATIONS on the FOLLOWING DATES Between 8:00 and 11:00 am:
WEDNESDAY, JANUARY 2 & 9, 2008

THURSDAY, JANUARY 3, 2008
FRIDAY, JANUARY 4 & 11, 2008
MONDAY, JANUARY 7, 2008

APPLICATIONS MAY BE MADE IN PERSON AT EITHER LOCATION

U.A. MECHANICAL TRADES SCHOOL
8509 ARDWICK-ARDMORE ROAD
LANDOVER, MARYLAND 20785
301-341-1555

HAMPTON INN
7295 WILLIAMSON BLVD.
MANASSAS, VIRGINIA 20109

REQUIREMENTS: MINIMUM AGE of 18 BY AUGUST 15th, 2008

**HIGH SCHOOL DIPLOMA EARNED by JUNE 30, 2008 or GED CERTIFICATE by
JANUARY 31, 2008**

PRESENTATION of the FOLLOWING DOCUMENTS ARE REQUIRED at TIME of APPLICATION:

1. HIGH SCHOOL DIPLOMA (or LETTER STATING that YOU WILL GRADUATE in JUNE of YEAR in WHICH YOU are APPLYING) or GED CERTIFICATE and GRADE SCORES
2. OFFICIAL TRANSCRIPT of HIGH SCHOOL GRADES (in SEALED ENVELOPE)
3. SOCIAL SECURITY CARD
4. BIRTH CERTIFICATE
5. PHOTO IDENTIFICATION (DRIVERS LICENSE PREFERRED)
6. DD 214 (if VETERAN)

ALL APPLICANTS are REQUIRED to TAKE the FOLLOWING TESTS:

1. A MATH TEST GIVEN by the JATC MUST be PASSED with a 70.00% in ORDER to be CONSIDERED for an INTERVIEW. THE SAMPLE MATH TESTS are AVAILABLE
2. DRUG TEST (MUST be PASSED if ACCEPTED INTO THE PROGRAM and RANDOMLY GIVEN THEREAFTER).

THE APPRENTICESHIP COMMITTEE SELECTS STUDENTS OF ANY RACE, COLOR, SEX, NATIONAL OR ETHNIC ORIGIN TO ALL RIGHTS, PRIVILEGES, PROGRAMS, AND ACTIVITIES GENERALLY ACCORDED OR MADE AVAILABLE TO STUDENTS IN THE SCHOOL.

WE WILL BE HOLDING AN OPEN HOUSE & MATH TEST REVIEW ON SATURDAY, DECEMBER 1, 2007 AT 8 AM AT THE U. A. MECHANICAL TRADES SCHOOL AT 8509 ARDWICK-ARDMORE ROAD IN LANDOVER, MARYLAND. THOSE INTERESTED IN HELPER'S JOBS MAY CONTACT THE STEAMFITTERS LOCAL 602 UNION HALL AT 301-333-2356.

FROM WAYNE'S WORLD

2007 HEAT'S ON WATER'S OFF

Heat's On Water's Off took place on Saturday, September 29, 2007. There were 102 Fitters, Plumbers, Apprentices and Retirees that volunteered.

With the 35 Contractors, MCA and PG County Department of Family Services, PG Fire Department Personnel, 52 company vehicles, there were over 150 who volunteered their time. With the positive response we get from the elderly and disabled homeowners, it's a great feeling for everyone who takes part. The volunteers serviced 36 homes with minor repairs needed to be done that day. Several of the homes needed emergency services with one needing a new Boiler. Thanks to Kingswell who donated the Boiler and W.E. Bowers, Kirlin Services and MECCO putting it in, this home is a safe place to live again. For years, Bob (Red Dog) Mumford has been topping off the Fuel Oil Tanks in homes that need it. He always comes back with a story, and this year was no exception, Bob was talking with an elderly homeowner in her front yard while Donnie Braun was running a drop cord through a window to hook up a pump for the Fuel Oil. The homeowner told Bob she sang in the Choir and Bob said he also did. So Bob asked if she knew "Amazing Grace". While Bob, with guitar in hand, and the Homeowner were singing in the front yard, the window that Brother Braun was running the drop cord through fell out of the house and hit him on the nose. The good lord was in the front yard but not in the back. Thanks to all the volunteers, contractors and suppliers that donated their time and equipment. This is only a small part of what can be done to make our communities a better and safer place to live.

Switching gears, (Veterans' Day) freedom does not come free! The war on terror is a very real thing! Don't forget our troops, Thanksgiving Day is a day to reflect on what we can give thanks for. Wages and Benefits that are good which, sadly many families in our communities can not say the same. Be thankful for what you have!