

From Joe Savia, Sr. Business Manager

Effective August 1, 2008 the new wage rates are as follows

Effective 08/1/2008 the total wage packet will increase by \$2.75 per hour for journeymen and appropriate percentages for apprentices. The following is a breakdown of wages, contributions and deductions.

		1st Year Apprentice	2nd Year Apprentice	3rd Year Apprentice	4th Year Apprentice	5th Year Apprentice
	Journeymen	47%	55%	65%	75%	80%
Straight Time	\$35.12	\$17.45	\$19.89	\$22.40	\$26.01	\$28.10
Time & One-Half	\$52.68	\$26.18	\$29.84	\$33.60	\$39.02	\$42.15
Double Time	\$70.24	\$34.90	\$39.78	\$44.80	\$52.02	\$56.20
Working a Paid Holiday: Holiday Pay and One and One-Half	\$87.80	\$43.63	\$49.73	\$56.00	\$65.03	\$70.25
Shift Work @ 15% 5 days Employer Contributions	\$40.39	\$20.07	\$22.87	\$25.76	\$29.91	\$32.32
Medical Fund	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81
Pension Fund	\$6.24	\$0.94	\$0.94	\$0.94	\$0.94	\$6.24
RSP	\$2.00	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00
Apprenticeship Fund	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
Int. Training Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Industry Fund	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09
Communication/ Productivity Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Package	\$49.72	\$24.75	\$27.19	\$31.70	\$35.31	\$42.70

1st year and 2nd year Apprentice no RSP. \$35.12 base rate + 2.00 used to calculate wage rate, for a total of \$37.12. 2nd, 3rd & 4th year base rate x the multiplier less pension differential (\$.53 for 2nd Year, \$.43 for 3rd Year and \$.33 for the 4th Year) for the terms of this contract. Effective August 1, 2009, the rates will increase by \$2.75 per hour.

Helpers. Wage and Fringe Payments, effective August 1, 2008 through July 31, 2009.

First Year	\$12.05
Time & One-Half	\$18.08
Double Time	\$24.10
Working a paid holiday, Holiday Pay & One and One-Half	\$30.13
Shift Work @ 15% 5 days	\$13.86
Second Year	\$12.55
Time & One-Half	\$18.83
Double Time	\$25.10
Working a paid holiday, Holiday Pay & One and One-Half	\$31.38
Shift Work @ 15% 5 days	\$14.43

Third Year	\$13.40
Time & One-Half	\$20.10
Double Time	\$26.80
Working a paid holiday, Holiday	
Pay & One and One-Half	\$33.50
Shift Work @ 15% 5 days	\$15.41

Fourth Year	\$14.70
Time & One-Half	\$22.05
Double Time	\$29.40
Working a paid holiday, Holiday	
Pay & One and One-Half	\$36.75
Shift Work @ 15% 5 days	\$16.91

Paid by the Employer on Mechanical Helpers	
Medical Fund	\$5.81
Industry Fund	\$0.09

No other Fringes to be paid on Mechanical Helpers

No Pension, Annuity, or Apprentice Fund

For the 2009-2010 contract year the total package will increase by \$1.00.

Residential Tradesmen. \$1.75 per hr. increase 8/1/2009 - 7/31/2010.

Straight Time	\$20.70
Time & One-Half	\$31.05
Double Time	\$41.40
Working a Paid Holiday, Holiday	
Pay and One & One-Half	\$51.75
Shift Work @ 15% 5 days	\$23.81

Employer Contributions	
Medical Fund	\$5.81
Pension Fund	\$6.24
RSP	\$2.00
Apprenticeship Fund	\$0.37
Int. Training Fund	\$0.05
Industry Fund	\$0.09
Communication/Productivity Fund	\$0.04
Total Package	\$35.30

A Look in the Past

From the Minutes of the May 21, 1913 Meeting

Paper Hangers Hall 430 – 9th Street, NW

Meeting open in due form by President pro-term Charles W Hamilton in the chair.

Minutes of previous meeting read and approved.

Roll call of members and absentees noted.

Motion made and seconded that we dispense with the regular order of business and obligate the candidates who are waiting in the vestibule, “carried”.

The following were admitted and given obligation.

A J Clough, James McDonald, C.E. Staats, Richard Thompson, James R Teeple, Fred Long, Walter Ritter

Report of Committees

Central Labor Union

Brother William Whyte reported that Glen Echo is still unfair to organized labor.

Pipe Trades Council – Brother F.J. Lucas stated that they would draw up a letter and report back to Local Union 602.

Sick Committee reported the following Brothers Sick – Maurice Botts, Charles Vespers, Alfred Boyce, Charles Deville and Robert Graham.

Examining Board – reported unfavorable on Hugo J Odenthal

Executive Board – No report

Correspondence and action thereon;

Letter from Paper Hangers Union read and accepted and placed in file.

Letter from Civil Service Commission, read and placed on file.

Letter from Thomas E Burke, read and placed on file.

Applications for Membership

J W Crossar, Fitter, C.E. Hunt, Helper;

Motion made and seconded that they take regular course and be placed in the hands of Executive Board, carried.

Motion, made and seconded that all applications must have \$10.00 with it "carried".

Appropriation of Money:

Steven D Zea, Business Agent, Salary & Expense from May 15 – May 21, 1913 \$25.25

M Stien Office Rent May 19 to June 19, 1913 Room #52 Le Droit Building \$8.00

J M Botts \$12.00 charter fees for 12 members and sent to Thomas E Burke, Chicago, IL

C.F. Hickman \$4.00 for postal cards and sent for notifying meeting to be held June 18, 1913.

Business Agent report read and accepted. Motion made that the Business Agent go and see Mr. Bishop, Foreman, Fitter at the Southern Riter Temple and tell him if he did not put on a Fitter from our Local he would have to take off Brother Joseph Williams, Helpster.

Attendance 43

New Applicants

The following have applied for membership with Local 602:

Charles G Marcum

Russell McBride

James C. Murphy

Michael Lutz

95th Anniversary Items

We are carrying zip up windbreakers and some new shirts to celebrate our 95th year, all are available for purchase. Come in before the sizes run out.

Maryland License Plates

The new License Plates are out and traveling around town. If you are interested please contact the Hall for the application, checks or money orders for \$25.00 payable to the MVA must be returned to the Hall with the application. The hall will forward the application for you.

Motorcycle plates have been delayed, we currently need 23 more applications to be eligible for the motorcycle plates. If you are interested please file an application with the hall. We will notify you when we have 23 and are submitted the request.

Substance Abuse Issues

We are still holding our Substance Abuse sessions on Thursday's in the hall at 4:30 p.m. All are welcome to attend.

Dues Check Off

With the start of Dues Check Off some clarifications need to be made. If the company withholds from your January paycheck that covers the February Dues. Any amounts due prior to February are your responsibility. All deaths and any initiations are also your responsibility. However, if deaths are not

paid, according to the UA Constitution they can be credited prior to your dues. Make sure your deaths and dues are caught up.

If a month has a fifth week, the company is withholding the extra week, that will go to pay any shortage of dues or deaths, whichever is needed.

If you have any questions regarding Dues Check Off or you would like to sign up for Dues Check Off, please contact the Union Hall.

Please remember the Union Hall does not always know where you are working, please contact us regarding changes in employment so the new employer may be notified. Without 100% participation we still have to notify the employer.

From Kevin Sullivan, Business Agent

During the course of the day we take calls regarding a variety of situations. Many of the calls involve money issues; imagine that. A couple of subjects that we get frequently are:

Travel pay – The price of gas has affected all of us. Those that are feeling it the most are the apprentices and the helpers who work at a lower pay scale. Brothers, remind the apprentices and the helpers, and aid them if needed, that if they are working 20 miles outside of the ellipse (center of DC) they are entitled to \$5.00 per day travel pay. If they are working 40 miles outside they are entitled to \$8.00 per day. Call us if you have any questions in regards to whether your job location applies.

Overtime and Holiday pay – it is all too common that we get the members or the company questioning whether overtime should be paid or not. Where the problem stems from is the tendency of either party to pick one sentence from Article XX (Hours of Work, Overtime) and pick whatever works best for them. The paragraphs from Article XX work together in setting the conditions of eligibility for overtime. If the whole article is read it usually becomes clear on whether overtime is paid or not. With all that said hopefully, I may clarify a confusing situation regarding Article XX of our Collective Bargaining Agreement. Paragraphs 97 and 98 define the normal work week as an 8 hour day worked Monday through Friday. This is your standard work week unless your job has opted to work for a 4-10's schedule. One common misconception is that if you hire on in the middle of the week and you work past the normal work day (8 hours) the contractor does not have to pay you overtime because you did not work 40 hours of straight time; WRONG! I know payroll will point to paragraph 101 where it says "the employee must work 40 hours of regular straight time to be paid at the overtime rate". This is an example of picking that one sentence that suits you but, if you read further into the paragraph it explains the 40 hours doesn't apply to new hires. A similar situation also applies in a week that a holiday falls. Again, your standard work day is 8 hours. In a week that a holiday falls, your standard work week now has been reduced to 4 days times 8 hours a day. Now anything beyond 32 hours worked is overtime. This is explained in the middle of paragraph 101 "the employer must provide 40 hours of regular straight time during the week or the 40 hours before overtime does not apply". So using this knowledge from pages 20 and 21 you will be able to correct any overtime discrepancies that you may encounter in any given week, especially a holiday week. In a week that a holiday falls you are only capable of working 32 straight time hours. Anything worked beyond those 32 are overtime hours. In summary, if you were on a 5-10's schedule this past 4th of July week, but had the Holiday off, your check should read 32 straight time hours, 8 hours

of time and a half, and 8 hours of holiday pay. Well, I hope this is clearer than mud to you now. If you have any questions bring them to your job steward and, if they are not available call us.

THIS 'N THAT

BIG WINNER

was the winner of the 50/50 raffle held at the July Union Meeting. Apprentice, Matt Murray was the winner of the National's tickets donated by CAUSE.

SICK BAY

Wayne Gladden is home recuperating from prostate surgery.

John G Sullivan has been home recuperating from hernia surgery.

O'Neil Cammock is home recuperating after undergoing knee surgery.

SYMPATHY

Our sympathy to the family and friends of Cassie Brady who recently lost her mother, Nancy Lee Smith.

Our sympathy to the family and friends of William Elliott who recently lost both his step father and mother, Richard and Barbara Hines.

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

Retiree Franklin Gessford died June 5, 2008. Brother Gessford was 70 years old and had been a member since June 2, 1964. Death #1294.

Brother Albert Gryskewicz II died June 12, 2008. Brother Gryskewicz was 49 years old and had been a member since July 3, 1979. Death # 1295.

Retiree, Bernard C. Shorter died June 14, 2008. Brother Shorter was 76 years old and had been a member since February 5, 1974. Death #1296.

Retiree, James R. Brown died June 28, 2008. Brother Brown was 66 years old and had been a member since May 6, 1969. Death #1297.

**THE CURRENT DEATH NO IS 1297. ANY MEMBER NOT PAID
THROUGH DEATH NO. 1297 IS IN ARREARS.**

SOLIDARITY

President, John P. Sullivan

Reflections on Independence Day 2008

On the eve of the first Independence Day, a British fleet containing one hundred and thirty ships dropped anchor near the city of New York. The largest expeditionary force ever assembled by England had arrived to crush the colonial rebellion. Over the next several weeks over twenty thousand British and German troops would land on Long Island with artillery and fixed bayonets.

Lexington, Concord, and Bunker Hill were skirmishes between local militias and small forces of British troops. The Battle of Long Island, August 27, 1776, was the first time that the two armies would face each other in a pitched battle. This first battle was the largest and one of the bloodiest in the entire Revolutionary War. Our army would be outnumbered by more than two to one on that fateful day.

Maryland sent nearly 4000 troops to join Washington and the mass of the rebel militias, which had marched from Boston. The troops came from every Maryland county and the Indian frontier. Smallwood's Battalion of nine companies with 76 men each had troops from Prince George's, Charles, Calvert, St. Mary's, Anne Arundel, Baltimore, Hartford, and Montgomery Counties. There were joined by seven independent companies of 100 men each with contingents from both the Western and Eastern shores of the Chesapeake Bay.

The British strategy was simple, crush the rebellion by slaughtering its fledgling army. Washington's untested army numbered less than ten thousand. England had more than twenty five thousand veteran troops. Washington divided his troops in order to defend all of New York. The Loyalist forces concentrated their initial attack on Long Island before taking the rest of the city.

The British and German troops executed a masterful plan and encircled the American forces. The slaughter began and it was bloody. Many of our men, some as young as sixteen, were hacked and stabbed to death. The British muskets were equipped with bayonets. Our rifles were not. The Hessians (Germans) forces were masters of the bayonet. They were feared for they gave no quarter and showed no mercy. Surrender meant certain death.

As our flanks collapsed the Maryland troops were dispatched to secure the central obstacle to Washington's retreat. The Vechte House was a two-story farmhouse with artillery and two thousand British and Hessian forces dug in around it. Four hundred Marylanders attacked repeatedly and were butchered. Six times they stormed the defensive lines to fire at less than fifty yards. Most got off only one shot before they were shot or bayoneted during the counter-attacks. The final assault, with troops from St. Mary's joining the fray in hand-to-hand combat, succeeded. The Maryland flag was raised as Washington evacuated the remaining troops.

Washington watched the carnage first hand. He knew that the survivors would be eventually overwhelmed and lose the only high ground captured that day. He knew that few would make it off Long Island that day. He was overheard to say, "*Good God, what brave fellows, I must today lose.*"

Of the "Maryland 400", four company of men from Smallwood's Battalion and the 7th Independent Company from Queen Anne and Kent Counties, less than one hundred escaped Long Island. Many of those were seriously wounded. Of the original four hundred men, only thirty-five were later judged fit for further military service.

Because of the heroics of the “Maryland 400”, the mass of Washington’s army survived to fight another day. Our quest for Independence continued and was confirmed some seven years later. It was Cornwallis that encircled our troops on Long Island. In the end, it was with the aid of Maryland troops that General Cornwallis was later encircled and defeated at the final battle, the Siege of Yorktown in 1783.

Most of the Marylanders who died that day lie in an unmarked mass grave somewhere in Brooklyn. It has never been located. Most of Marylanders who died that day remain unknown. Their individual records perished a long time ago but the memory of their sacrifice in the struggle for independence will live on forever.

From Bill Durkin, Business Rep/Organizer

I have taken the opportunity to reprint an article by Harry Kelber.

There’s no question that the nation’s workers have been hit hard by the continuing decline of a weakened economy. The problems they have to face are overwhelming. Even the smartest business economists don’t have ready answers for the future, except to agree that the recession or whatever else you want to call it will continue well into 2009.

Large companies have a ready, knee-jerk response to a business downturn; they cut their costs. They slash their payrolls with little regard for their employees. In June, they wiped out 68,000 jobs, the sixth consecutive month they failed to increase the employment rolls, for a total loss of 438,000 jobs, according to the U.S. Bureau of Labor Statistics. By these wholesale layoffs (Starbucks, for example, closing 600 stores), they are contributing to the economic crisis.

Those who are lucky enough to hold onto a job have plenty to beef about. Wage increases in recent years have been skimpy and sparse, because employers have pressured unions into concessionary bargaining. Workers have actually suffered a loss in the purchasing power of their wages.

The average wage increase for the past year, ending in June, was 2.8 percent, which was wiped out by a 4 percent rise in inflation. The exorbitant cost of gasoline has not only increased the cost of transportation, but has impacted on the price of food, clothing and other necessities for working families.

The auto industry, which has laid off tens of thousands of employees in the recent past, reported losses of from 18 percent to 28 percent this June, an omen for more layoffs to come. Then, there is the housing crisis, accompanied by a credit crunch, with fewer homes being bought or built, causing slowdowns and layoffs in construction, real estate, home furnishing and other industries.

The one bright spot amid the pervasive gloom: Congress added 13 more weeks of unemployment benefits to the long-term jobless. The legislation, sought by labor, was wrapped up in a supplemental funding bill for the war in Iraq.

Should Labor Have a Voice in Deciding National Policies?

One wonders why organized labor has so little influence in Washington when such weighty questions as dependence on foreign oil or the size of the federal budget are debated and voted upon in Congress. It is indeed rare to see prominent labor leaders testifying before congressional committees in behalf of millions of workers. Far-reaching decisions on trade or the environment are made by political and business representatives, while labor is downgraded as a "special interest," nor worthy of much respect or attention.

The sad fact is that leaders of the AFL-CIO and Change to Win have accepted their low status on the nation's political landscape. They almost never appear on national talk shows to proclaim labor's position on controversial issues or to propose new policies. Since they don't appear on national radio or television, millions of workers, including their own members, do not know who they are or what they stand for.

Unions contribute millions of dollars and legions of volunteers to Democratic candidates, but there is little evidence that their leaders are involved in strategy sessions or the choice of candidates.

Unions in Western Europe play a more active and public role. Unions in England have a voice in national policy by their membership in the country's Labor Party. In France, powerful labor federations openly challenge government policies affecting the working class, conducting strikes and nationwide rallies to support their cause. The same is true in Germany and Italy, where huge public demonstrations have been used to stop mass layoffs or prevent the privatization of state-owned property.

What Changes Should Labor Make to Better Serve Workers?

Union leaders must be more assertive in defending worker rights. They must insist on a partnership role with government and business on major national decisions, especially those affecting the well-being of working people.

It will help to increase labor power, if more opportunities for leadership are opened up to tens of thousands of qualified union activists. There should be regional training programs to develop articulate, knowledgeable spoke persons, who would express labor's viewpoint on public issues.

For organized labor to participate effectively on the national scene, we will need leaders who are recognized and respected for their ability and integrity, and who will not shrink from militant actions when it is required.

The American people are tired of the status quo, which is largely responsible for their current difficulties. They want change. Our political system is undergoing some of the most fundamental changes in our history. Change is in the air!

The American labor movement must accept change! It's future depends on it!

Local 602 must change, very few are left that experienced the peak of the US Labor Movement in 1956. The country was 35% Union and Building Trades were 85%. Get involved before it's too late.

WAYNE'S WORLD

CONFIDENCE IN YOUR TRADE

Confidence in our trade depends on your skills and performance on the job. What goals do you have as a Apprentice, Journeymen or as a Contractor? Although the goals are different for each person, the end result is the same. To be successful at what you do. A member's success in steamfitting is determined not only by their personal goals but also by their ACTIONS! If your goal is to be the best at one part of our Trade, such as a fitter, welder, HVAC Tech, Hi-purity, foreman only to name a few, it would make sense to take the Training Classes to increase your work opportunity to reach that goal. How about setting even higher goals. Have you thought about an officer in 602 or a contractor? If that is a goal, what is your action plan? To be an officer you would need to start reading the by-laws and our agreement. Run for a Committee or Board position. Start attending Union Meetings, volunteer for special projects like Heat's On Water's Off. Go to social functions like the Dinner Dance, Picnics and Bull Roasts. Taking part in those activities helps you understand the inner workings of the Local. Take myself as an example, I am looking to retire at the end of my term. Looking back, I knew I wanted to be part of the inner workings of this Local. I never knew or was certain I could be an officer but I was willing to try. Starting as an Apprentice, I never missed a Union Meeting, attended social events, volunteered my time and was elected to be the Inside Guard and sat on two Boards. When asked to do something I would say yes even when I wasn't sure how to do it. I would ask questions and learn as I went along. All these experiences built my confidence. I have made many friends along the way and I thank them in helping me grow over the years. Being a contractor is another path you may want to take. Becoming a Foreman then a project manager and getting guidance from a contractor would help you understand what a big responsibility it would be running a company.

Once an owner of a company with a view from both sides, it would be important to become a member of the MCA. Taking part in their monthly meetings and running for one of their committees or boards. This would help you be a confident contractor and when using confident Journeyman it equals success for everyone.

1st Annual Bull & Oyster Roast

1:30-5:30 on September 7, 2008

@ Martin's Crosswinds in Greenbelt, MD



All You Can Eat:

Pit Beef
Raw Oysters
Ribs, Chicken,
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Salad Bar
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Free Beer & Soda's
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Presented by Steamfitters Local 602 Apprentice Class of 2009

\$45.00 per person

For Tickets Call: (301) 333-2356

37th
SAM TOWNSEND
MEMORIAL GOLF TOURNAMENT



QUEENSTOWN HARBOR GOLF COURSE
310 LINKS LANE
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AUGUST 19, 2008
8:00 A.M.
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\$125.00 PER PERSON

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FIRST 200 GOLFERS
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DRESS CODE POLICY: The club requires all players to wear appropriate golf attire. Shirts with collars must be worn at all times. Shorts may be worn, but must be mid-thigh length or longer. Denim jeans are not permitted. Spikeless shoes are also a requirement. Golf shoes may be changed into non-metal spikes in golf shop for a small fee. Please arrive 45 minutes prior to the event for this service

MAKE CHECKS PAYABLE TO: SAM TOWNSEND MEMORIAL GOLF TOURNAMENT
MAIL TO: STEAMFITTERS LOCAL 602, 8700 ASHWOOD DRIVE, 2ND FLOOR, CAPITOL HEIGHTS, MD 20743

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