

HEAT and FROST INSULATORS & ASBESTOS WORKERS LOCAL 24

BI-MONTHLY NEWSLETTER

Lino Cressotti **Renè Lazo** **Mike Moneymaker**
Business Manager **Business Agent** **Organizer**

Ph: 301-725-2400 Apprenticeship Ph: 301-498-9162



February 11, 2010

OLD MAN WINTER

It's been a tough winter so far and we're still about five or six weeks away from springtime! Please remember to be safe and use good common sense when driving to and from the job site. If you are not able to safely make it to the job site, it is your responsibility to notify your employer or Forman.

SPECIALLY CALLED UNION MEETINGS

The March 3, 2011 Union Meeting will be a Special Meeting in order to take nominations for Pension Trustee to replace the position being vacated by David Nichols. The April 7, 2011 Union Meeting will be a Special Meeting in order to have the election.

WORK PICTURE

Work is very slow right now in our area as well as in our conference. The Local over the last several months has been aggressive with target monies in hopes of helping our Contractors secure work for our members. Rest assured that your union officers are trying to use every tool available to us to

get more work for our members. Some of our members may not realize that our Local has suffered high unemployment before. Thankfully, it has been a long time since we have experienced a work shortage like this. After all, don't forget our industry is prone to cycles of boons and busts. We have been fortunate to have enjoyed the cycle of boon for many, many years. While we are not sure how long this slowdown will last, we are hopeful that things will turn around sooner than later.

DUES RECEIPTS

Dues receipts were mailed on Monday, January 24, 2011 to the last known address on file. For anyone who has not received yours yet, please contact the hall.

LOCAL #24 PICNIC SAVE THE DATE!

Last year's picnic was a HUGE success! Again this year we will hold the picnic at Smokey Glen Park in Gaithersburg, MD. The date this year will be **Saturday, July 16, 2010!** Mark your calendars now and plan on attending.

ATLANTIC CITY

Members and guests are welcome to join us on **Saturday, March 12** for a bus trip to Atlantic City. The bus will depart the Union Hall at **8:00 a.m.** headed for the Showboat Casino and will return at **8:00 p.m.** The cost for each person is **\$35.00** and you will get **\$30.00** back in coins upon arrival. Please have your money with you on Saturday morning or if you have signed up for the trip, send your money in now. If you sign up and fail to give 7 days cancellation notice, you will still be responsible for the cost of your seat. Refreshments will be provided on the bus. Those attending **MUST BE 21 YEARS OF AGE OR OLDER!! NO EXCEPTIONS!**

ASBESTOS LICENSING

Many times, when work slows here, we are called for men out of town on projects where an abatement license is required. Please look for upcoming classes, and take advantage of the opportunity to expand your knowledge and value to contractors.

LEGISLATIVE NIGHTS IN ANNAPOLIS

The Maryland and Virginia Legislative Sessions have begun. In Maryland, Monday nights are when you can meet your Representatives. If you would like to come down on Monday Nights, call Renè or Lino and we will find out who your representatives are and take you to their offices and try to meet with them. The more participation we have, the louder Labor's voice is heard.

MARYLAND STATE AND WASHINGTON BUILDING TRADES NIGHT IN ANNAPOLIS

Monday, March 21, 2011 from 6:00 p.m. to 8:00 p.m. at Lawyer's Mall, College Avenue & Rowe Boulevard in Annapolis is the Maryland State and Washington Building Trades Night in Annapolis. This is the night when the politicians come and address the members of the building trades and we in return show our support for the work that they do for working men and women of the Trades. Please, let's go to Annapolis on March 21st and fill the mall with our members and show our support! Be sure to wear your union t-shirts, hats and jackets.

HARASSMENT POLICY

Local 24 has a non discrimination and harassment policy in effect. A copy for you to review and be familiar with is enclosed.

DAD'S DAY EVENTS

Again this year, we'll participate in various Dollars Against Diabetes Fundraising activities. We will sponsor a booth at the Laurel Main Street Festival on Saturday, May 7, 2011 where we will raffle items, pass out information and promote the Local. Volunteers are needed. We will also participate in the Iron Workers Poker Run for DAD's Day on June 18, 2011.

UPCOMING EVENTS!

- 3/12/11 – Atlantic City Bus Trip**
- 3/21/11 – Legislative Rally**
- 5/07/11 – Laurel Main Street Festival**
- 6/18/11 – DAD's Day Poker Run**
- 7/16/11 – Local 24 Picnic**

IBEW #26 LOCAL FEDERAL CREDIT UNION

Local #24 has secured Credit Union membership for our members in the IBEW Local #26 Federal Credit Union. Visit www.ibew26fcu.com for info.

IN MEMORIAM

We are saddened to report the death of members and loved ones who have passed away since our last newsletter:

Brother Tony Arduini (Ret.)
Brother Cleveland Boyette (Ret.)
Brother Billy Palmer (Ret.)
Brother James Teague (Ret.)

Many of you may remember, Brother Teague was elected Sergeant-at-Arms in September of 1989 and honorably served our Local until his retirement in 2006. It takes a very special

kind of person to dedicate that many years to serving others.

Please keep these families in your thoughts and prayers.

THOUGHT FOR THE DAY

"I do not prize the word 'cheap'. It is not a badge of honor...it is a symbol of despair. Cheap prices make for cheap goods; cheap goods make for cheap men; and cheap men make for a cheap country!" – President William McKinley (1843-1901)

LOCAL #24 PRESENTS...

BENEFITS DAY & HEALTH FAIR

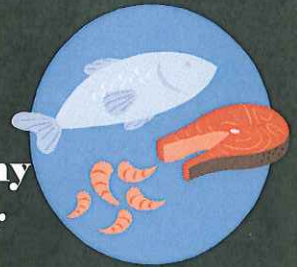
SATURDAY, APRIL 9, 2011

9:00 A.M. – 2:00 P.M.

**A representative from Prudential
will give a presentation on the
Define Contribution (Annuity).**



**Carefirst Bluecross
Blueshield will be on
hand with a
Nutrition
counselor to
discuss healthy
eating for our
families!**



**We will have
representatives
here from Carday and
PNC Bank.**



*Bring the kids and show them
what their moms and dads do at
work! Take them on a tour of the
Building, classrooms and the
hands on room. We will have
some activities for the kids too.
And refreshments will be served
– Wraps, subs, fresh fruit and
vegetables.*

**Group Vision Services,
in conjunction with
My Eye Dr., will be
offering
vision screenings from
10:00 a.m. to 12:00 Noon.**



**The Law Firm of Peter Angelos will be doing an Asbestos presentation and
The Law Firm of Koonz, McKenney, Johnson,
DePaolis & Lightfoot will give
A presentation on Workmen's Compensation.**



Heat & Frost Insulators and
Asbestos Workers Local #24
Non-Discrimination and Harassment Policy

The Officers of the Heat and Frost Insulators and Asbestos Workers Local #24 recognize the right of all members to work in an environment where individual dignity is respected. Discrimination against or harassment of members by employers, supervisors, other members or other employees on the job site should not be tolerated. This also includes sexual harassment as well as discrimination or harassment on the basis of race, color, religion, sexual preference, age and disability.

Sexual harassment includes such conduct as sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where: (a) submission to such advances, requests or conduct is made a condition of employment or job status, either explicitly or implicitly; or (b) such conduct has the purpose or effect of unreasonably interfering with a member's work performance because it creates an intimidating, hostile or offensive environment.

Examples of conduct that may constitute sexual harassment include, but are not limited to, lewd or sexually suggestive touching or other physical conduct, or any display of sexually explicit pictures, magazines, cartoons or other graphic material.

Harassment includes verbal or physical conduct that denigrates or displays hostility toward an individual because of his or her race, color, religion, gender, sexual preference, national origin, or disability, or that of his or her friends, associates or relations, and that has the purpose of creating an intimidating, hostile, or offensive working environment or unreasonably interfering with a person's work performance, or otherwise adversely affects a member's employment opportunities.

Harassing conduct may include, but is not limited to:

- (a) epithets, slurs or negative stereotyping;
- (b) threatening, intimidating or hostile acts;
- (c) written or graphic material in the workplace that denigrates or displays hostility toward another because of his or her race, color, religion, gender, sexual preference, national origin, age or disability.

Any member who believes he or she has been discriminated against or harassed may report the incident immediately to the Business Manager, or to any Officer of Local #24, if the conduct involves the Business Manager. Upon receiving a complaint, the Business Manager and/or Officers of Local #24 will conduct a prompt investigation and, if the complaint is substantiated, will take appropriate action, including discipline of any individual found to have engaged in such action.

All members have the right to file charges of discrimination with the appropriate State and Federal anti-discrimination agencies. State and Federal law requires that the Union investigate claims of discrimination or harassment on the job. The Union will cooperate in the Business Manager's or Officers of Local #24's investigation consistent with its obligations under State and Federal law. Efforts will be made to ensure confidentiality, but absolute confidentiality cannot be guaranteed. Confidentiality will be safeguarded to the extent possible consistent with conducting a full investigation and the obligation to protect the rights of all involved.

Retaliation by the Business Manager or Officers of Local #24 against a member for reporting a complaint or participating in an investigation is prohibited and may constitute a separate violation of the law.

I have read and understand the above and have been given a copy.

Signature _____

Date _____

Apprenticeship and Training



Apprentice Reminders

The next scheduled union meetings will be Thursday, March 3, 2011 and April 7, 2011.

Turn in your monthly report form by the 7th of each month

Attend school as scheduled

Go to work every day and be on time

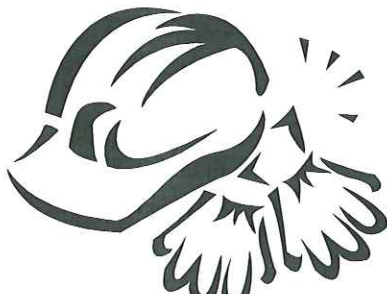
If you must be absent inform your employer early

Applicant Mechanic School

The applicant mechanic school will begin on Tuesday, February 22, 2011. School will meet on Tuesday at 5:00 pm until June when they will meet Mondays and Wednesdays until completion.

Apprentice OJT

While apprentices receive the technical skills needed to become a journeyman in the apprenticeship school, a crucial part of any apprenticeship program is the On-the-Job training received everyday in the field. Apprentices will not only receive the skills of the trade from skilled masters of their craft but they will also be exposed to the work ethic and



Insulators & Allied Workers Local #24 Asbestos Certification Training Schedule Spring 2011

Asbestos Supervisor Initial

Monday thru Friday, March 28 – April 1	7:00 am – 3:00 pm
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Asbestos Supervisor Refresher

Tues and Wed, March 1 - 2	4:30pm – 8:30 pm
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OSHA 10, Spanish

Thursday, March 17	5:00pm – 8:00pm
Saturday, March 19	7:00am – 3:30pm

OSHA 10

Thursday, March 24	5:00pm – 8:00pm
Saturday, March 26	7:00am – 3:30pm

CPR/First Aid

Thursday, March 17	5:00pm – 8:00pm
Saturday, March 19	7:00am – 3:30pm

CPR/First Aid, Spanish

Thursday, March 24	5:00pm – 8:00pm
Saturday, March 26	7:00am – 3:30pm

It is your responsibility to attend classes.
Please keep your expiration date in mind.
The next scheduled training will be in July.
You must call to register for class you wish to attend.
(301) 498-9162

There are jobs scheduled that do require asbestos licensing.
Please call to register if you are interested.

As scheduled classes approach there will be reminders in the newsletter

Insulation Energy Appraiser Program

I am happy to announce that the Local 24 Joint Apprenticeship Committee has secured a federal grant to assist in training. This will hopefully produce opportunities for signatory contractors to obtain work within the jurisdiction. The training opportunity that I speak of is the Insulation Energy Appraisal Program offered by the National Insulation Association.

The National Insulation Association's Insulation Energy Appraisal Program is a 2-day course that teaches students how to perform an insulation energy appraisal on plant or facility piping and equipment systems.

Insulation Energy Appraisers are qualified to use the 3E Plus software program to evaluate the thermal performance of insulated and/or un-insulated piping and equipment in a given facility. They are trained to document actual Btu losses, translate those losses into dollars, and calculate greenhouse gas emission levels with current in-place insulation systems - important information for any facility manager concerned about energy efficiency.

The training session will take place at the George Meany Center for Labor Studies in Silver Spring on April 12 & 13 beginning at 8:00 am each day. The training is covered by this grant and will therefore be at no cost. If you are interested in this class, please call the apprenticeship office to reserve your spot on the list. Class will be filled on a first come, first served basis and the class is limited to 25 participants.