

HEAT and FROST INSULATORS & ASBESTOS WORKERS LOCAL 24

BI-MONTHLY NEWSLETTER

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WORK PICTURE

It looks like the slowdown is about to hit our industry. Work is slow and layoffs are coming in as we write this newsletter. Due to the economy projects have been delayed or even canceled. The Local over the last several months has been aggressive with target monies in hopes of helping our Contractors secure work for our members. We're not sure how long this slowdown will last, but are hopeful that things will turn around sooner than later.

WEBSITE

Over the next couple of months, Local 24 will be updating our website. We have been experiencing some technical difficulties with the site, and have not been able to update it lately. We hope to have it corrected soon. We still encourage all members to register their email address on the site. We often use mass emails to get out important updates and notifications.

MEMBERS CORNER

The Local would like to take this opportunity to announce our latest retirees for 2009: Howard Mackey, Michael "Mickey" Miller, and Bobby Risinger. Thank you for your many years of service and dedication to our trade and the Local. Good Luck and Enjoy!

If any member has news to report, please call the Local and let us know so we can share it in our next newsletter.

ORGANIZING MEETING

The next Organizing Meeting is scheduled for Wednesday, February 18TH at 5 pm.

HARASSMENT POLICY

Local 24 has a non discrimination and harassment policy in effect. We are enclosing a copy for you to review and be familiar with.

PHONE NUMBER AND ADDRESS CHANGES

Please remember to keep the union office updated on your contact information. Also, if a member becomes employed, unemployed or changes contractors, please inform the union office.

ATLANTIC CITY

Members and guests are welcome to join us on Saturday, March 14 for a bus trip to Atlantic City. The bus will depart the Union Hall at 7:45 a.m. headed for the Resorts Casino and will return at 8:00 p.m. The cost for each person is \$30.00 and you will get \$26.00 back in coins upon arrival. Please have your money with you on Saturday morning. If you have already signed up for the trip, please send your money in now. Refreshments will be provided on the bus. Those attending must be 21 years of age or older.

DUES RECEIPTS

Dues receipts were mailed on Friday, January 30, 2009 to the last known address on file. For anyone who has questions or concerns about their receipt or if you have not received yours yet, please contact the hall.

LOCAL #24 PICNIC

The Local is looking in to trying something different for this year's picnic. We will have more details in the next newsletter.

LEGISLATIVE NIGHTS IN ANNAPOLIS

The Maryland and Virginia Legislative Sessions have begun. In Maryland, Monday nights are when you can meet your Representatives. Last year the asbestos workers had very good group attendance on any given Monday night. If you would like to come down on Monday Nights, call Wayne 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 30th from 6:00 p.m. to 8:00 p.m. at Lawyer's Mall, College Avenue & Rowe Boulevard in Annapolis is 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 30th, let's fill the mall with Asbestos Workers and show our support! Families and Retirees are welcome!

ASBESTOS ABATEMENT LICENSING

It is in the best interest of each and every mechanic to have an Asbestos Abatement License. Many times, when work slows here, we are called for men out of town on projects where an abatement license is required. From time to time, Local 24 sponsors the training for asbestos abatement so that our members can be licensed. Please look for upcoming classes, and take advantage of the opportunity to expand your knowledge and value to contractors. If you have any questions, please call the hall.

DAD'S DAY EVENTS

Once again this year, we will be participating in various Dollars Against Diabetes Fundraising activities.

We will be sponsoring a booth at the Laurel Main Street Festival on Saturday, May 9, 2009 where we will be raffling items, passing out information and promoting the Local. Volunteers are needed and this is a fun event for the entire family. We will also be participating in the Iron Workers Poker Run for DAD's Day on June 20, 2009. Please contact the hall for more details.

UPCOMING EVENTS!

3/30/08 – Legislative Rally
3/14/09 – Atlantic City Bus Trip
5/09/09 – Laurel Main Street Festival
6/20/09 – DAD's Day Poker Run
TBD – Local 24 Picnic

IBEW #26 LOCAL FEDERAL CREDIT UNION

Local #24 has secured the benefit of Credit Union membership for our members in the IBEW Local #26 Federal Credit Union.

IN MEMORIAM

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

Ellis Franklin Hall, father-in-law of Brother Tom Haun
Brother Eugene K. Marstaller (Ret.)
Maude Marshall, mother-in-law of Brother Lenny Brown (Ret.)
Elizabeth Newberry, mother of Brother Drew Newberry
Brother Albert Walker (Ret.)
Eugenia M. Greenwalt, mother of Brothers Roy & John Greenwalt
Robert Willumsen, father of Brother Craig Willumsen

Please keep these families in your thoughts and prayers.

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.

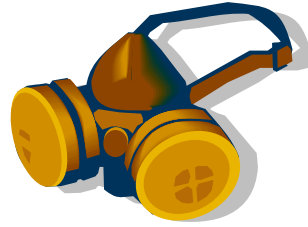
Retaliation by the Business Manager or Officers of Local #24 against a member for reporting a complaint or participating in an investigation is prohibited and may constitute a separate violation of the law.

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 5 and April 2, 2009.

The Annual Review of Apprentices is scheduled for March 9. All apprentices must attend.

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

Please go to work every day and be on time. If you must be absent please inform your employer.

Applicant Mechanic School

The applicant mechanic school will begin on Tuesday, February 24, 2009. School will meet on Tuesday at 5:00 pm until June when they will meet Mondays and Wednesdays until completion in September.

CPR/First Aid

We are in the process of scheduling CPR/First Aid classes for the spring. The class will be open to journeymen as an upgrade. Please call for updates.



Asbestos Training

Supervisor Refresher Schedule

Monday and Tuesday, March 2 - 3	4:30 – 8:30 pm
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Asbestos Supervisor Initial

Monday thru Friday, February 9 - 13	7:00 am – 3:00 pm
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OSHA 10 in Spanish

Saturday, February 7, 2009	7:00 am
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OSHA 10

Saturday, March 21, 2009	7:00 am
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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

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 life skills of an experienced work force. The apprentices are future of your Union; keep that in mind when they are on the job.