

**HEAT and FROST INSULATORS &
ASBESTOS WORKERS
LOCAL 24**

BI-MONTHLY NEWSLETTER

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****NEW CONTRACT****

As you know, Local 24 just wrapped up contract negotiations with the ICA. I would like to thank the rest of the negotiation committee along with the ICA and their members for ratifying our new three year contract. I truly believe it is a good contract. Now we must move on and continue to be the most skilled, productive and safe work force that I know we can be. The new contract is effective October 1, 2009 through September 30, 2012. Insulation Mechanics received \$4.80 per hour over the three year period. **1st year:** \$1.25 paycheck; \$.25 Pension. Note: \$1.00 is being moved from the Defined Benefit to the Pension. That means the Insulation Mechanic now gets \$30.43 in the check, plus \$14.60 fringes. A listing of all classifications wage and benefit increases is attached at the end of this newsletter.

FOREMAN'S CARD

Foremen, please keep sending your cards to the office. These cards are mandatory! Call the hall with any questions.

NEW OFFICERS

In September, Local 24 held elections, the turnout was good and there were some very close races. The Business Agent's race was decided by only 3 votes! So, if you think that your vote doesn't count – think again – it does! It's very important that all members participate in the process. YOUR VOTE COUNTS! Thanks to all of the candidates that ran this year and congratulations to the following new and returning officers:

Vice-President: Bo Vogt
Business Agent: Dave Nichols
Executive Board: Gary Kauffman, Forrest Warman &
Medical Trustee: Forrest Warman
Pension Trustee: Dave Nichols
Sergeant-at-Arms: Opie McCourt
Recording Secretary: Shaun Murphy

GOODBYE WAYNE

I'd like to take this opportunity to thank Wayne Brobst for his many years of service to Local 24. Wayne has served as Business Agent for the past 9 years, President before that and as Business Agent again before that. Wayne has spent countless hours working on behalf of the members of Local 24 and we all wish him much happiness in his retirement. Thanks Wayne!

WORK PICTURE

Work in town is starting to pick up a bit. Out of town work is a little busy right now.

HOLIDAYS

We are observing Veteran's Day on Wednesday, November 11th. Also we are observing Thanksgiving and the day after on November 26-27th.

MEMBERSHIP CARDS

All members that are working under the Local #24 Collective Bargaining Agreement **MUST** have a membership card. No other member of any union shall perform our work. If any member does not have a membership card, please contact the Union Office. A fee of \$10.00 is charged to us by the International to replace lost cards.

ASBESTOS WORKERS LOCAL 24 MEMORIAL SCHOLARSHIP FUND

We are pleased to announce the thirteenth annual Asbestos Workers Local 24 Memorial Scholarship Fund! This fund is to help offset the cost of college for our members, spouses, and children of active members. We will award the scholarship through a random drawing at our December Union Meeting/Christmas Party. The amount awarded will be based on the number of applications that are received. No more than 14 names will be drawn. To be eligible to apply:

1. The member must be active and in good standing with Local 24.
2. You or your spouse or child must take a minimum of six credits per semester.
3. Complete an application in its entirety and return it to the Union Office by Monday, November 30, 2009. One application per student will be accepted. You may apply even if you've won previously. Call the Union Office for an application.
4. Upon winning, provide proof of college enrollment in an accredited college for the Fall 2009 semester or the

Spring 2010 semester. It is not necessary to provide proof of enrollment to apply for this scholarship; however, no funds will be dispersed until such enrollment is verified.

5. **In order to be eligible for this drawing, you must have applied for the Koonz, McKenney, Johnson, DePaolis & Lightfoot Scholarship that was available this past spring.**

CHILDREN'S CHRISTMAS PARTY

We will hold our annual Children's Christmas Party (for those 12 and under) on Saturday, December 5, 2009 from 9 am to 12 noon at our Hall. Everyone is invited. There will be games to play and lunch will be served for the children. Santa will arrive and pictures will be taken as each child has the opportunity to speak with Santa. **Please let us know how many children will be coming, to be sure we have a "Christmas Bag" for each child attending.**

UNION MEETING/ CHRISTMAS PARTY

The December Union Meeting will be held on Thursday, December 3, 2009 at our Hall. Our Christmas party will immediately follow a brief business meeting. It is nice to begin the holiday season by joining together to honor our members receiving anniversary pins for the 2010 year. Watches will also be presented to our recent retirees. Plan to attend and share in the good cheer and fellowship with you brother and sister members and friends of the union.

OPEN BOOKS

Heat and Frost Insulators and Asbestos Workers, Local Union #24, Joint Apprenticeship Committee will be opening their books & accepting applications for Apprenticeships on November 2, 2009, and continuing on an ongoing basis the First and Third Monday of every month, except for holidays, from 9:00 AM until 12:00 PM. The starting pay is \$15.22 per hour plus benefits. Applicants must apply in person at 901 Montgomery Street, Laurel, MD. All applicants should bring birth certificate, social security card & photo ID, and must be at least 18 years of age. The JAC will screen all applicants at a later date. Local 24 JAC does not discriminate on the basis of race, color, religion, national origin, sexual preference, age and disability. (301) 498-9162.

VIRGINIA ELECTIONS

On November 3, 2009 we have a very important election for Governor, Lt. Governor and Attorney General in Virginia. The AFL-CIO and the Building Trades have endorsed the following candidates: **Creigh Deeds – Governor; Jody Wagner - Lt. Governor and Stephen Shannon - Attorney General.** These candidates were selected because of their commitment to the union movement and to working family values. This is why we should do everything in our power to get out and vote on November 3rd, and get these candidates elected. If you have any questions about any of the House or Senate races, please contact the union hall.

PICKETING

We have started picketing a few jobs again. The first was the new police station in Laurel, not too far from the union hall. I believe that because of the relationship we have built with the city, we should have been awarded some of the work at the station. Some of our contractors did place bids with

the mechanicals, unfortunately those mechanicals were not awarded the job. I had a few conversations with the mayor about our issues at the police station and reminded him that we have strongly supported the City of Laurel in our 11 years here and that we have members that live in the City of Laurel. Since we have ceased the picket at the Laurel Police

Station I have spoken to the Mayor of Laurel and he has committed to give Local 24 contractors a chance to bid on the rest of the asbestos removal that is left in the police station. He has committed to sit down with me and talk about best value contracting and prevailing wages in the city of Laurel.

WAGE RATE INCREASES 2009 – 2010: ALL CLASSIFICATIONS

EFFECTIVE 10/1/09

	HOURLY RATE FOR MECHANIC:	\$ 30.43	FRINGE TOTAL	\$ 14.60	TOTAL PKG	\$ 45.03
50%	HOURLY RATE FOR APPRENTICE "1A"	\$ 15.22	FRINGE TOTAL	\$ 7.03	TOTAL PKG	\$ 22.25
50%	HOURLY RATE FOR APPRENTICE 1	\$ 15.22	FRINGE TOTAL	\$ 14.80	TOTAL PKG	\$ 30.02
55%	HOURLY RATE FOR APPRENTICE 2	\$ 16.74	FRINGE TOTAL	\$ 14.80	TOTAL PKG	\$ 31.54
60%	HOURLY RATE FOR APPRENTICE 3	\$ 18.26	FRINGE TOTAL	\$ 14.80	TOTAL PKG	\$ 33.06
70%	HOURLY RATE FOR APPRENTICE 4	\$ 21.30	FRINGE TOTAL	\$ 14.80	TOTAL PKG	\$ 36.10
HOURLY RATE FOR HAZ MAT HANDLER:						
(Helper)	START	\$ 14.00	FRINGE TOTAL	\$ 0.22	TOTAL PKG	\$ 14.22
(Helper)	AFTER 6 months	\$ 14.00	FRINGE TOTAL	\$ 3.72	TOTAL PKG	\$ 17.72
(Helper)	AFTER 364 DAYS	\$ 14.85	FRINGE TOTAL	\$ 4.98	TOTAL PKG	\$ 19.83
(Helper)	AFTER 4000 HOURS	\$ 15.85	FRINGE TOTAL	\$ 4.98	TOTAL PKG	\$ 20.83
(Helper)	AFTER 6000 HOURS	\$ 16.85	FRINGE TOTAL	\$ 4.98	TOTAL PKG	\$ 21.83
(Mechanic)	AFTER 8000 HOURS	\$ 18.85	FRINGE TOTAL	\$ 7.22	TOTAL PKG	\$ 26.07
HOURLY RATE FOR FIRESTOP WORKERS:						
	HOURLY RATE FOR MECHANIC:	\$ 24.10	FRINGE TOTAL	\$ 7.11	TOTAL PKG	\$ 31.21
60%	HOURLY RATE FOR APPRENTICE "1A"	\$ 14.46	FRINGE TOTAL	\$ 0.57	TOTAL PKG	\$ 15.03
60%	HOURLY RATE FOR APPRENTICE 1 (after 6 mo)	\$ 14.46	FRINGE TOTAL	\$ 4.07	TOTAL PKG	\$ 18.53
65%	HOURLY RATE FOR APPRENTICE 2	\$ 15.67	FRINGE TOTAL	\$ 5.12	TOTAL PKG	\$ 20.79
70%	HOURLY RATE FOR APPRENTICE 3	\$ 16.87	FRINGE TOTAL	\$ 5.12	TOTAL PKG	\$ 21.99
80%	HOURLY RATE FOR APPRENTICE 4	\$ 19.28	FRINGE TOTAL	\$ 5.12	TOTAL PKG	\$ 24.40

Apprenticeship and Training

Asbestos Refreshers

The next scheduled asbestos refresher training is scheduled for November. Please do not let your asbestos license expire; it could give you the ability to be employed when those without a license are unable to be.

Open Books

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Refresher and Upgrade Training

Asbestos Supervisor Refresher

Monday and Tuesday, November 2 & 3	4:30 – 8:30 pm
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It is your responsibility to attend classes. Please keep your expiration date in mind. You must call to register for class you wish to attend. (301) 498-9162.

Apprentice Reminders

The next scheduled union meetings will be Thursday, Nov 5 and Dec 3.

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

Attend school as scheduled.

Go to work everyday and be on time.

If you must be absent please inform your employer.