

From Joe Savia, Sr., Business Manager

Effective 11/01/07 the distribution of the increase is as follows:

Wage Rate as of November 1, 2007

		1st Year	2nd Year	3rd Year	4th Year	5th Year
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
	Journeyman	47%	55%	65%	75%	80%
Straight Time	\$33.27	\$16.41	\$18.68	\$21.20	\$24.62	\$26.62
Time & One-Half	\$49.91	\$24.62	\$28.02	\$31.80	\$36.93	\$39.93
Double Time	\$66.54	\$32.82	\$37.36	\$42.40	\$49.24	\$53.24
Working a Paid Holiday:						
Holiday Pay and One and One-Half	\$83.18	\$41.03	\$46.70	\$53.00	\$61.55	\$66.55
Shift Work @ 15% 5 days Employer Contributions	\$38.26	\$18.87	\$21.48	\$24.38	\$28.31	\$30.61
Medical Fund	\$5.71	\$5.71	\$5.71	\$5.71	\$5.71	\$5.71
Pension Fund	\$5.89	\$0.88	\$0.88	\$0.88	\$0.88	\$5.89
RSP	\$1.65	\$0.00	\$0.00	\$1.65	\$1.65	\$1.65
Apprenticeship Fund	\$0.27	\$0.27	\$0.27	\$0.27	\$0.27	\$0.27
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	\$46.97	\$23.45	\$25.72	\$29.89	\$33.31	\$40.32

1st year and 2nd year Apprentice no RSP, \$33.27 + 1.65 used to calculate wage rate for a total of \$34.92.

2nd, 3rd & 4th year base rate x the multiplier less pension differential (\$.53 2nd year, \$.43 3rd year, \$.33 4th year) for the terms of the contract.

Mechanical Helper

First Year	\$11.15
Time & One-Half	\$16.73
Double Time	\$22.30
Working a paid holiday, Holiday	
Pay & One and One-Half	\$27.88
Shift Work @ 15% 5 days	\$12.82
Second Year	\$11.65
Time & One-Half	\$17.48
Double Time	\$23.30
Working a paid holiday, Holiday	
Pay & One and One-Half	\$29.13
Shift Work @ 15% 5 days	\$13.40
Third Year	\$12.50
Time & One-Half	\$18.75

	Double Time	\$25.00
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$31.25
	Shift Work @ 15% 5 days	\$14.38
Fourth Year		\$13.80
	Time & One-Half	\$20.70
	Double Time	\$27.60
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$34.50
	Shift Work @ 15% 5 days	\$15.87
Paid by the Employer on Mechanical Helpers		
	Medical Fund	\$5.71
	Industry Fund	\$0.09
No other Fringes to be paid on Mechanical Helpers		

No Pension, Annuity, or Apprentice Fund

Residential Tradesman

Straight Time	\$19.85
Time & One-Half	\$29.78
Double Time	\$39.70
Working a Paid Holiday, Holiday	
Pay and One & One-Half	\$49.63
Shift Work @ 15% 5 days	\$22.83
Employer Contributions	
Medical Fund	\$5.71
Pension Fund	\$5.89
RSP	\$1.65
Apprenticeship Fund	\$0.27
Int. Training Fund	\$0.05
Industry Fund	\$0.09
Communication/Productivity Fund	\$0.04
Total Package	\$33.55

Final copies of the full contract will be distributed to all members in the near future.

COPE

You will be receiving a request for a COPE contribution, please remember this is a very important time to support your politicians.

New Welding Shop

Our new Welding Shop has been dedicated and we are proud to say it will be the “Bernie Thornberg Weld Shop”, what a great way to honor a person who has been so important, for so many years to our school. Classes in the new shop should begin in November, 2007. Stop by and see the new Weld Shop, it is something to see.

Heat's On Water's Off

On September 29, 2007 we had our annual Heat's On Water's Off with Prince George's County. I would like to thank the 37 Steamfitters who attended, the day was a huge success and would not have been possible without you.

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.

BY LAW CHANGES

This change will be voted on at the next regularly scheduled meeting, Tuesday, November, 6, 2007.

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.

President, John P. Sullivan

SOLIDARITY
President, John P. Sullivan

LABOR ENDORSED CANDIDATES FOR VIRGINIA 2007 ELECTION

TUESDAY, NOVEMBER 6TH POLLS OPEN 7:00 AM TO 7:00 PM

IT IS YOUR DUTY AS A UNION MEMBER TO REGISTER AND VOTE

The candidates listed below approached Labor, asked for a questionnaire and an interview. The Northern Virginia and Prince William Labor Councils have selectively endorsed key candidates for county offices. Those endorsed have demonstrated a willingness to consider our concerns and deserve our support.

Recommendations on House of Delegate and State Senate endorsements were passed onto the State AFL-CIO. Final debate and consideration took place at the statewide convention. Representatives of 300,000 Virginia union members voted on the official endorsements. Those that received our endorsement have demonstrated a concern for UNIONS, their right to organize and the importance of supporting working family values. You should be alarmed if your favorite politician is not listed here.

FAIRFAX COUNTY

Board of Supervisors

School Board

Chairman	Gerry Connolly
At-Large	Tina Hone
Mason District	Penny Gross
	Kaye Kory
Hunter Mill District	Cathy Hudgins
Lee District	Jeff McKay
Drainseville District	Joan DuBois
Braddock District	Sharon Bulova
	Liz Griffith
Springfield District	MiKe McClanahan
	Ramona Morrow
Providence District	Linda Smith
	Phil Niedzielski-Eichner
Mount Vernon District	Gerry Hyland
Commonwealth Attorney	Ray Morrogh
Clerk of Courts	Dale Evans

PRINCE WILLIAM COUNTY

Board of Supervisors

School Board

Chairman	Sharon Pandak
Neabsco District	John Jenkins
	Julie Lucas
Dumfries District	Maureen Caddigan
	Betty Covington
Woodbridge District	Frank Principi
Gainseville District	Corey Riley
Occoquan District	John Gray
Commonwealth Attorney	Paul Ebert
Clerk of Courts	Bill Ryland
Sheriff	Glenn Hill

LOUDON COUNTY BOARD OF SUPERIVSORS

Dulles District	Stevens Miller
Sugarland District	Susan Buckley
Catoctin District	Sally Kurtz
Sterling District	Jeanie West
Leesburg District	Kelly Burk
Broad Run District	Phyllis Randall

VIRGINIA AFL-CIO ENDORSED CANDIDATES FOR THE STATEWIDE ELECTION NOVEMBER 6, 2007 (POLLS OPEN 7 AM TO 7 PM)

VIRGINIA STATE SENATE DISTRICT

1	John C. Miller	johnmillerforsenate.com/
2	Mamie E. Locke	senatorlocke.com/
5	Yvonne B. Miller	www.senatorybmiller.com/
6	Ralph S. Northam	www.northam2007.com/
9	A. Donald McEachin	www.donaldmceachin.com/
11	Alex B. McMurtie, Jr.	
13	Steve E. Heretick	www.heretickforsenate.com/
16	Henry L. Marsh, III	
17	R. Edward Houck	www.senatorhouck.com/
18	L. Louise Lucas	
20	W. Roscoe Reynolds	roscoereynolds.com/

21	John S. Edwards	
22	Michael J. Breiner	www.breinerforsenate.com/web/
25	R. Creigh Deeds	www.creighdeeds.com/
27	Karen Schultz	www.karenschultz.org/
28	Albert Pollard	www.pollardforsenate.com/
29	Chuck Colgan	colganforsenate.org/
30	Patsy Ticer	www.PatsyTicer.com/
31	Mary Margaret Whipple	www.WhippleForSenate.com/
32	Janet Howell	www.JanetHowell.com/
33	Mark Herring	www.MarkHerring.org/
34	Chap Peterson	www.FairfaxSenator.com/
35	Dick Saslaw	www.DickSaslaw.com/
36	Toddy Puller	www.Toddy.org/
37	Janet Olesek	www.JanetForFairfax.org/
39	George L. Barker	www.BarkerForSenate.com/

VIRGINIA HOUSE OF DELEGATES DISTRICT

1	Jerry D. Taylor	
2	Clarence E. "Bud" Phillips	
3	Danny C. Bowling	www.danbowling.homestead.com/
4	Joseph P. Johnson	
5	P. Susie Dixon Garner	www.susiegarner.com/
7	Peggy H. Frank	www.peggyfrank.com/
9	Eric H. Ferguson	www.fergusonfordelegate.com/web/
10	Ward L. Armstrong	www.wardarmstrong.com/
11	Onziee Ware	www.onzleeware.com/web/
12	James M. Shuler	www.delegateshuler.com
13	Bruce E. Roemmelt	www.electroemmelt.org/
14	Adam J. Tomer	www.tomerfordelegate.com/
16	G. Andy Parker	www.parkerfordelegate.com/
19	Lewis B. Medlin, Jr.	www.lewismedlin.com/
21	"Bobbie" Mathieson	www.bobby21.com/
23	Shannon R. Valentine	www.shannonvalentine.net/
31	Bill S. Day, Jr.	www.dayfordelegate.org/
32	David S. Poisson	www.delegatepoisson.com/
33	F. J. "Marty" Martinez	www.martyfordelegate.org/
34	Margaret G. Vanderhye	www.Vanderhye.com/
35	Stephen C. Shannon	www.DelegateSteveShannon.com/
36	Kenneth R. Plum	www.KenPlum.com/
37	David L. Bulova	www.ElectDavidBulova.com/
38	Robert D. Hull	www.bobhull.org/
39	Vivian E. Watts	www.VivianWatts.com/
40	Rex A. Simmons	www.RexSimmons.org/
41	Dave Marsden	www.MarsdenForDelegate.com/
43	Mark D. Sickels	www.MarkSickles.com/

44 Kristen J. Amundson	www.amundson..org/
45 David L. Elgin	www.DavidEnglin.org/
46 Brian J. Moran	www.BrianMoran.com/
47 Albert C. Eisenberg	www.a Eisenberg.com/
48 Robert H. Brink	www.bobbbrink.org/
49 Adam P. Ebbin	www.AdamEbbin.com/
50 Jeanette M. Rishell	www.jeanetterishell.com /
51 Paul F. Nihols	www.paulnicholsfordelegate.com/
52 Christopher K. Brown	www.brownfordelegate.com
53 James M. Scott	www.DelegateJimScott.com/
56 Will F. Shaw	www.willshawfordelegate.com/
57 David J. Toscano	www.davidtoscano.com/
59 Connie Brennan	www.conniebrennan.com/
63 Rosalyn R. Dance	
64 William K. Barlow	
67 C. Chuck Caputo	www.delegatecaputo.com/
69 Franklin P. Hall	
70 Dwight C. Jones	
71 Jennifer L. McClellan	www.jenniferMcClellan.com/
72 Tom F. Herbert	www.herbertfordelegate.org/
75 Rosalyn C. Tyler	
77 Lionell Spruill, Sr.	
78 Michael L. Meyer	www.mickmeyer.com/
79 Johnny S. Joannou	
80 Kenneth R. Melvin	
83 Joseph F. Bouchard	www.bouchardfordelegate.com/
86 Jay P. Donahue	www.JayDonahue4Delegate.com/
87 Paula J. Miller	www.delegatepaulamiller.com/
88 Carlos Del Toro	www.deltorofordelegate.com/
89 Kenneth C. Alexander	
90 Algie T. Howell, Jr.	www.algiehowell.com/
92 Jeion A. Ward	
95 Mamy E. BaCote	
96 Troy J. Farlow	www.troyfarlow.com/
100Lynwood W. Lewis, Jr.	

THIS 'N THAT

BIG WINNER

Michael (Lee) Riddle was the winner of the 50/50 raffle held at the October Union Meeting.

LATEST RETIREES

George S. Baker	9/1/07
George DeHart	5/1/07
Robert M. Dement	9/1/07
Patsy DiMauro	9/1/07
George Edwards	9/1/07
Modesto Fermin	9/1/07
James Grimes	9/1/07
Joseph Lare III	10/1/07
Charles Lee	9/1/07
Robert Morgan	9/1/07
Thomas C. Read	9/1/07
Gerald F. Seidenkranz, Sr.	11/1/07
Louis Sinesi	10/1/07

**THE CURRENT DEATH IS NO. 1274, ANY MEMBER
NOT PAID THROUGH DEATH NO. 1274 IS IN ARREARS.**

From Kevin Sullivan, Business Agent

The Standards For Excellence, Appendix C of our contract, is a policy adopted by the UA to aid in winning back market share lost over the last three decades. The policy was formulated after much research was conducted by the UA, along with the customers and owners, utilizing our members now and in the past. What they found was, as a whole, the UA members received high acclaim for their craftsmanship. The skills that they brought, along with the training that was provided them, made them the best tradesmen in the world. With those high regards came the criticism that every local or every open shop will hear; there is a small percentage of the workforce that is not pulling their fair share. The small percentage of the workforce with problems of absenteeism, drug and alcohol abuse, low productivity and poor craftsmanship will overshadow the majority of the decent hard workers that want a fair pay for a fair days work.

The Standards for Excellence Policy is the result of those findings. The policy booklet, too long for this article, came on the inside of a previous UA Journal. We will check with the UA for extras or available posters for job sites.

Who will be affected by this policy? I would hope all of us in one way or another. As mentioned earlier there is no denying the quality and production output of the majority of our members. For all of you, I expect the UA and Mechanical Contractors Association of America, along with the local MCA to use this policy as a tool. I would expect them to put forth a marketing plan, reaching out to the customers and owners, extolling the benefits of this policy and the usage of UA craftsman.

A small minority of our members may be impacted differently, a negative yet positive way. As extensive as this policy is; outlying the employee, employer and steward relationship, it seems most of the contractor's emphasis revolves around the employee three strikes policy. The policy states that if you are discharged "for cause" three time in a year you will be brought in front of a Union and Contractor Representative and an independent arbitrator. They will look into the cause of the firings in hopes of coming up with a punishment/solution (example, no referral for 30 days, journeyman training, rehab or outpatient for substance abuse).

A common misconception of this policy is where the member gets laid off and they think that is a strike against them. A reduction in force or resignation is not considered "for cause". When you leave employment you should be given a separation notice along with your last check. If, on that separation notice is: absenteeism, insubordination, tardiness, non compliance with company policy, unsatisfactory work performance or violation of safety rules is checked off, you have been let go "for cause"; that is one strike against you.

Another misconception regarding this three strikes policy, is that a member could get thrown out of the Union for accumulating three strikes in one year. According to the UA Constitution it seems to me the only way to be expelled is from not paying your Union Dues.

If you are let go "for cause", and you do not agree with the termination, it is in your best interest to write on the separation notice that you do not agree with the reason for separation, that you wish a Union Representative to look into the cause; and then sign it. That is when the Shop Steward will play a vital role in helping to determine whether the firing was legitimate or not. To our members out there in a position capable of firing, I ask this of you; If you are having problems with a brother, talk to them; expressing your concerns and expectations of them. Bring the Steward in and please document that a meeting did take place. If after that, nothing changes you do what you have to do.

In the next 20 years the demand for electricity will increase 50%. There are over 250 Power Plants being considered for construction. There are over 35 Nuclear Power Plants applying for permits. The Standards of Excellence is a tool the UA will bring to the owner/builders saying "we have a policy in place where we can supply you with skilled craftsmen that show up, are drug/alcohol free, and we are proactive in dealing with those that don't meet the standards". I challenge CAUSE (Contractors and Unions) using this policy as a tool, to help secure more work; not just concentrate on the 3 strikes part. And, for those few members, that will be called to task for accumulating 3 strikes, we are reaching out to help you help yourself. This can be a good thing!

FROM WAYNE'S WORLD

STEAMFITTERS LOCAL 602 PICNIC

On Sunday, September 9th our Picnic took place at Mayo Beach Park. We started going to Mayo Beach in 1999 and it has been a great place to have the picnic. Our attendance is always good and this year was no different, with about 1050 in attendance. We try to have something for everyone, starting with amusements and games for the kids; Moonbounce, Jumbo Slide, Magic Show, Clown, Spin Art, face painting and a duck pond. For the big kids it was good food, beer and a DJ, as well as seeing all of your buddies from jobs in the past. As in every picnic the big hits were the ice cream, snow cones and cotton candy.

We had a great turnout of hot rods, and motorcycles. Thanks to everyone who brought their cars and bikes, we all enjoy seeing them. I have been putting on the games since we were going to Bay Ridge, it's the best part of the picnic. In the foot races we name the King and Queen of the picnic, aged seven and under. This year's King was GINO SITA and Queen was KIRSTEN LINTHICUM. Congratulations to both of you.

WINNERS OF ALL RACES

BOYS

7 & Under

1. Gino Sita
2. Mike Gilbert

8 – 10

1. Jason Reilander
2. Dominic Sita

11 – 13

1. Zachary Divelbiss
2. Jason Moody

14 – 17

1. Kendgray Bennett
2. Beau Shonenberg

18 – 35

1. Russ Jacobs
2. David Ruffin

36 & Up

1. Mark Dintino
2. Phil Drieu

GIRLS

7 & Under

1. Kirsten Linthicum
2. Brock Bogaczyk

8 – 10

1. Hannah Elswich
2. Bailey Woodring

11 – 13

1. Brittany Bland
2. Jessica Windgate

14 – 17

1. Angela Sita
2. Roxanne Sanderson

18 – 35

1. Amber Siefert
2. Sherry Woodring

36 & Up

1. Pauline Yenason
2. Monica Armbruster

Note: In the foot races when we get to the 18 – 35 and the 36 and up boys, keeping in mind that these races don't start until 2 on the beach – and by that time the beer has made some of these boys faster than they really are. This is when the sand starts to rumble, the tongue wagging begins and with some, the foot races turn into belly surfing and sand eating. It's a lot of fun for all.

The one hand soft ball toss takes two people to stand across from each other, tossing a softball underhanded to the other person who catches it, with one hand. Each time the ball is tossed, each person takes one step backwards. We got down to three pairs and on the last toss one pair caught the ball. The winners were Allison Dignan and Chris Gengiel. Thanks to everyone who helped at the gate and with the games. See you in 2009!