Welcome to the Convention

On the Las Vegas Strip, right down the road from The Mirage, sits a historic sign that famously reads, “Welcome to Fabulous Las Vegas, Nevada.” Fabulous. A brief, but apt description of our host city, home of five-star resorts, spectacular entertainment and nightlife, and world class restaurants and shopping. The sign, built in 1959, welcomes over 42 million visitors annually and is unique with its style, shape and content. And just as Las Vegas has evolved from its earliest days as a Native American haven, to the Wild West, to today’s glittering international tourism destination, keeping progress with the times, so has our union.

Our great union, founded in 1896 with a proud, storied history, and our members are exceptional with our commitment, dedication and experience. This year’s theme depicts our values — organized, skilled, professional — with our members being the constant throughout our history. Our union’s steadfast commitment is to organizing, training and professionalism with our methods ever evolving to meet the necessities of today and the demands of tomorrow. Union ironworkers stand poised to be the leaders in our industry. To show the unorganized and unrepresented the strength of unity. To lead on the jobsite with safe practices through experience and training. To be the voice of working people to ensure dignity and fairness. And to be the best and only choice for owners to get the job done right the first time and every time.

I am so proud and humbled to convene our 43rd Convention as your general president. I grew up surrounded by union ideals and traditions. For me ironworking is an honored family heritage, one of which I am extremely grateful. I have never stopped learning in my ironworking career, from apprentice to journeyman to local labor leader to general president. I acknowledge those that have come before me, especially General Presidents Emeritus Joseph Hunt and Walter Wise. Their legacy is woven in the daily fabric of our lives, guiding us to a greater future.

At our 42nd Convention, held in my hometown Chicago in 2011, First General Vice President George Krater called our convention to order. What an honor to have such a distinguished and respected union man to open the proceedings setting the course of our union for next five years. Today, we have the opportunity to pay tribute to George and follow his example of leadership by getting to work and moving our union forward.

The motto of our host city may be “What happens in Vegas, stays in Vegas,” certainly applicable for your afterhours activities, but it is crucial for the words and the actions of our 43rd Convention to spread across the United States and Canada — in local union halls, on the jobsite, in the job shacks and shanties, in our homes, in our capitals and communities. We must let the world know we are the organized, skilled, professional solution to the construction industry, let them know we are prepared to lead, that our spirit is iron willed and our resolve is strong as steel.

Eric Dean
General President, 1051885
Convention Highlights
The iPad Help Desk assisted 780 delegates in getting them connected to the Ironworkers App and keeping them up to date on convention news. The interactive scanner was a hit amongst the delegates.

News from the Convention Floor

Ironworkers Take Aim: Iron Workers 43rd Convention Sporting Clay Shoot Results

Over 40 delegates and guests participated in the Iron Workers 43rd Convention Sporting Clay Shoot, held Sunday, August 21, 2016, at the Clark County Shooting Complex in Las Vegas. Though the event showed off sharp shooting skills of all the competitors, three emerged on top.

Ryan Scott, Local 704 (Chattanooga, Tenn.) finished in first with Ed Abbott, Local 25 (Detroit) and Sean Kimball, Local 704 (Chattanooga, Tenn.) tied, taking home second and third place.

Over $15,000 was raised to benefit the John H. Lyons Scholarship Foundation. Congratulations to the winners!

The Digital Age Arrives

The iPad Help Desk assisted 780 delegates in getting them connected to the Ironworkers App and keeping them up to date on convention news. The interactive scanner was a hit amongst the delegates.
Convention in Action

Welcome to Las Vegas
Delegates arrive at The Mirage and explore the exhibit hall.

Getting to Work
Members of the convention’s eight standing committees were on the job in Las Vegas before the delegates arrived for the union’s 43rd Convention.
Iron Workers’ Veterans Trip to Washington, D.C.

Iron Workers’ military veterans Brian Hamlin, Walter “Wally” Hatfield, Daniel MacIsaac and Jerry Wilson were selected as the winners of the Iron Workers’ Veterans Trip to Washington, D.C. The winners traveled to Washington and participated in a wreath laying ceremony at the Tomb of the Unknowns in Arlington National Cemetery on Sunday, October 23, 2016.

The Iron Workers’ Veterans Trip to Washington was organized by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and No Greater Love, a non-profit organization dedicated to honoring America’s fallen. Iron Workers’ military veterans registered for the contest on the Iron Workers’ website and the winners were chosen at random.

THE WINNERS

Brian Hamlin
Following in the footsteps of his father and older brother, Brian Hamlin enlisted in the Canadian Armed Forces in 1974 at the age of 17. Brian’s father served in the American Navy during the Korean War, his brother served with the 82nd Airborne during the Vietnam War and Brian served for three years with the 3rd Battalion of the Royal Canadian Regiment. His last deployment was with the United Nations Peacekeepers in Cyprus in 1977.

Brian is proud of his military heritage, and he is just as proud of his 35 plus years as a union ironworker. Brian is a member of Local 700 (Windsor, Ontario) and he and his wife Betty Anne have four daughters, a son who is also an ironworker and ten grandchildren. Brian is honored to have taken part in this year’s wreath laying ceremony and feels that being a Canadian veteran standing side by side with his American brothers truly exemplifies the meaning of international brotherhood.

Walter “Wally” Hatfield
Walter “Wally” Hatfield enlisted in the Army soon after graduating high school in 1965. Wally was deployed to Germany where he served as a mechanic and fuel truck driver for the 23rd Combat Engineers in the 3rd Armored Division.

After three years of service, Wally returned home and began working in the maintenance department of a factory in Champaign, Illinois. After meeting an ironworker, Wally decided he was ready for a change and in 1975 he enrolled as an apprentice with Iron Workers Local 380 (Champaign, Ill.). Wally went on to spend a year teaching in the apprenticeship program and 12 years on Local 380’s executive board. He retired in 2008, but he is still an active member of Local 380. Wally and his wife Linda have a daughter and a grandson. He enjoyed working on a variety of projects as an ironworker and is proud to have served our country.

Daniel MacIsaac
Daniel MacIsaac grew up living on military bases around the country and is the oldest of four children. His father was in the Navy for 25 years, serving in WWII and the Korean War, and his younger brother Thomas joined the Marine Corps in 1969. Three months later, Daniel joined his brother in the Marine Corps after his sophomore year at St. Mary’s University in Halifax, Nova Scotia. Daniel was stationed in Camp Lejeune in North Carolina, Camp Pendleton in California and Okinawa, Japan before being honorably discharged in 1971.

In 1980, Daniel joined Iron Workers Local 57 (Worcester, Mass.) and in 1986 he transferred his book to Local 7 (Boston). Some of the projects he’s worked on include Fenway Park, Gillette Stadium, Boston College’s Alumni Stadium and the Big Dig. Daniel retired in 2008 and is a member of Local 7 Retirees’ Club. He and his wife Joann have three daughters and one son. Daniel is honored to have served his country and to be selected to participate in the wreath laying ceremony.

Jerry Wilson
Jerry Wilson is a third generation ironworker and veteran. Both of his grandfathers served in WWII, and his father and two uncles served in the Vietnam War. Jerry was born in Dallas and became an Electronic Intelligence Operations Specialist with the United States Air Force in 1986. He was stationed at Ft. Meade, Maryland and worked at the National Security Agency. Jerry was deployed to the Pacific arena several times a year aboard the Air Force ship USNS Observation Island to observe and collect data from Soviet and Chinese missile testing.

Jerry returned home in 1990 and joined Local 710 in Monroe, Louisiana. He spent 13 years as Local 710’s business manager and for the last eight years Jerry has served as a district council representative for the District Council of Texas and Mid-South States.
Iron Workers 43rd Convention President's Club

Las Vegas, Nevada

A special congratulations and thank you to the district councils that reached 100 percent participation in the Iron Workers 43rd Convention President's Club: State of California & Vicinity, Chicago & Vicinity, Mid-Atlantic States, North Central States, Pacific Northwest, Philadelphia & Vicinity, Regional, Southern Ohio & Vicinity, St. Louis & Vicinity, Tennessee Valley.

IPAL thanks the following delegates:

* Designates 100 percent participation

State of California & Vicinity

* Local 75 – George Facista, Wesley Frier, Russell Johnson, Alan Ruda, Caytan Twynam, Terry Wright
* Local 118 – Troy J. Armenton, Tracy Holland, Harry Lawson, Ronald Milner, Karl Pinoe, Jason Rafter, Carl Shelton
* Local 155 – Joseph Burnett Jr., Jesus Castanedo, Edward Finkle, John Hernandez, Don Savory
* Local 229 – James Alvernaz, Joseph Blair, Juan Galvan, Lester Otey, Michael Peterson, John Sonka, Jonathan Swanston, George Watts
* Local 377 – Diahanna Christie, Aaron Clayton, Christopher Donnelly, Dennis Dougherty, Terrance Dunngyan, Charles Hernandez, Arunto Lopez, Peter Maki, Michael Randel, Eduardo Reyes
* Local 378 – Douglas Boyum, Chris Derrico, Jason Gallia, Jason Lindsey, Robert Lux, Jeff Muienen, Nicolas Rivera, Emilio Rivera, Richard Zampa, Donald Zampa, Richard E. Zampa
* Local 509 – Manuel Valencia
* Local 742 – Anthony Kinney
* Local 790 – Michael Kilby, Erik Schmidli
* Staff – Keith Hunter

Chicago & Vicinity

* Local 1 – Matthew Austin, Robert Boskovich, James Crowley Jr., Kenneth Davis, James Gardiner, John Gardiner, Keith McCoy, Vicki O’Leary, Patrick Quigley, Dennis Quinn, Craig Satlidak, Todd Villa
* Local 63 – John Canniff, Lawrence Cosentino III, Eric Dean, Ray Dean, Russell Gschwind, John Hall, Lawrence McNiff, Mark Merkel, David Murray, Paul Thompson, Paul Wende
* Local 111 – Brian Atkins, Jason Caldwell, James Gustaf
* Local 112 – Vincent DiDonato, Jason Emerick, Brian Stanley, Sam Watts
* Local 593 – Steven Meador, James Stanek, Roy Wackerlin
* Local 395 – John Blevins, Jeffrey Chidester, Cory Fox, Thomas McIntryor Jr., Kenneth Seramur, Nicholas Triana, Jeffrey Veach, Ronald Ware Jr.
* Local 444 – Paul Arambusich, Jeffrey Crompton, Kevin Hwy, Kenneth Kubus, Dennis Murry, Michael Sinchak
* Local 473 – Karenina Dumapas, Erhard Urband
* Local 498 – Paul Kaufman, Mark Richeson, David Whitmore
* Local 590 – Jimmie King

Eastern Canada

Local 711 – Patrick Berube, Jacques Dubois
Local 752 – John Wilson
Local 764 – Donald Dalton, Robert Gushue, Thomas Woodford
* Local 809 – Robert Morin
Local 842 – Egbert Basque, Guy Leblanc, Christopher Savoie, Armand Sonier

Mid-Atlantic States

* Local 5 – Aaron Bost, Christopher Bost, Christopher Bennett, Raymond Cleland, Mark Coles, Kendall Martin, John Rayner, Maurice Waldorf, Kenneth Waugh Jr.
* Local 16 – William Beckman, Thomas Brunie, John Cefalu, Dennis Driscoll, Anthony Kraft, James Sutton Jr., Raymond Vраблич
* Local 79 – Thomas Bell, Rusty Carter, William Kuhlman
* Local 201 – Robert Migliaccio
* Local 568 – Eric Graham, Clifford Wendiernks, IV
* Local 848 – Cleveland Cooper, Paris Logan

New England States

* Local 15 – Jeffrey Boone, Bernard Evers Jr., Shaun Mcauley, Joseph McGlinon, Joseph Toner, Bret Wells
* Local 37 – Roy Coulombe, Russell LaChance, David Langlais, Armand LaRose Jr., Michael Pimentel
* Local 424 – Mark Buono, Kevin Byrnes, James Doheny, Anthony Mele, Gregory Schultz
* Local 501 – Glenn Gyrisco, Anthony Rosaci
* Local 745 – Llewellyn Millette

New York State

Local 6 – William Bohem, Thomas Halligan, Jerome Halligan Jr., James Willis III
* Local 9 – Scott Brydges, Adam Dickey
* Local 12 – Charles Berenger, John Bissalton, William Eggleston III, Mike Peters, Matthew Riordan, Garry Simmons
* Local 33 – Scott Gardner, Mark Linehan, Alan Swanston
* Local 46 L – Michael Anderson, John Coffey, George Fernandez, Kevin Kelly, Terrence Moore, Steven Perez, Ronald Richardson, John Skinner
* Local 60 – John Clark, Lawrence Cole, Matthew Neubilt, Gary Robb
* Local 197 – Christopher Gorman, William Hayes, Carole Raffrey
* Local 361 – George Berry, Joseph Casino, Matthew Chatrland, John Cush, Anthony DeBlasie, Francis DeBlasie, Robert White
* Local 417 – Michael Dunn, Michael Gaydos, John McGuire, Matthew Stoddard

North Central States

* Local 8 – Brad Cypenek, Brent Gennavitch, Richard Hanson, Thomas Kelley Jr., Michael Martin, Anthony Mayrhofer, Brian McCambidge, Colin Millard, Timothy Roman, Dale Stefonich
* Local 25 – Edward Abbott, Dennis Aguirre II, Michael Randick, Michael Relyin
* Local 67 – James Allitz, Nicholas Franklin, Rick Johnson, James Woll
* Local 89 – Scott Ellis, Seth Gorman, Zachary Gorman, Jeremy Konieck, Troy Sauter
* Local 383 – Anthony Anastasi, Tim DeMinter, DuWayne knobloch, Adam Maves, Peter Stern
* Local 493 – William Greathouse Jr.
* Local 512 – Barry Davies, Ted DeSantisell, Darrell Godbout, Allan Groth, Scott Johnson, Marc Jurek, Nathan O’Reilly, Christopher Roots, Norman Voorhees, Michael Walters
* Local 535 – John Baumann
* Local 811 – Gary Collins, Joshua Dallman
* Local 831 – Victoria Holbert

Northern Ohio, Western Pennsylvania & Northern West Virginia

* Local 3 – Steven Atwood, Gregory Bernarding, James Bristow, Gregory Christy, Richard Danko Jr., Wayne Everett, James Gallic, David Geer, Scott Malley, Thomas Melcher, Victor Murphy, Chadwick Rink, Mark Thomas
Southern Ohio & Vicinity

**Local 22** - Scott Boone, Jonathan Brian, Ralph Copley Jr., Richard Crum, Pascal Kateme, Rod Lucas, John Whittaker, Mark Widener

**Local 44** - David Baker, Gregory Marshall, Martin Michels, Ervin Taylor, Jarrod Temierle, Markus West

**Local 70** - Christopher Bell, Tommy Carrier, Blair Cissell, John Joseph, Jimmy Stiles, Dean Tharp

**Local 147** - Charles Hofmann, Joseph Shawver, Ron Starkey

**Local 172** - Benton Amburgey Jr., Timothy Breitfeller, David Fremont, Shawn Puzines, Todd Stropes, Donny Taylor

**Local 290** - Jeffrey Bush Sr., Dewayne Bussel, David Cox, Stephen Mikalis, Rodd Shields, Weston Woodward, William Woodward

**Local 292** - Robert Byers, Robert Kara, Matthew Young

**Local 301** - Robert Thornton II, Scott Young

**Local 372** - Rodney Adkins, Robert Barker, Ricky Harlow Sr.

**Local 726** - Michael Blakeman, Kevin Libby, Kevin Meredith, Russell Montgomery, Mac Trace

**Local 737** - Andrew Cooper, Jon Hutchinson, Matthew Stoneking, Bradley Winans

St. Louis & Vicinity

**Local 10** - David Coleman, Gerard Eckstein, Brian Garrett, Robert Ginnings II, Craig Kamphuefer, Travis Pemberton, Steven Rank, Jimmy Riley, Daniel Roach

**Local 46** - Shane Austin, Brian Basket, Robert Morenz

**Local 103** - Aaron Biles, Thomas Garrett, John Janoski, Shawn Russell, Leslie Wiggins

**Local 321** - Robert Gormoe, Kenneth New

**Local 392** - David Beaud, John Herrington, Mike Keeling, Dan O'Sullivan, Dustin Robinson, John Schmitt, Lynn Woesthaus

**Local 396** - Travis Barnes, Jeremiah Bates, William Brennell, Michael Butler, Michael Heibke, Robert Hunt, Joseph Hunt III, Joseph Hunt Jr., Tom McNeill Jr., Mark Penrod Jr., Donald Robertson

**Local 518** - Jerry Carter Sr.

**Local 577** - Joshua Clark, Stephen Dowell

**Local 782** - Jason Culbreth, Jason Hill, Phillip Orr, Stuart Rendleman

**Local 405** - Hugh D’Imperio, Samuel Malone Jr., Edward Penna Sr., Louis Sigmund

**Local 420** - Carl Baskin Jr., Carl Baskin Sr., John Lorah

**Local 451** - Albert Green, Jeff Hendrickson, Gerald Merrill

**Local 489** - Thomas Calpin, Robert Cosgrove, Justin Mingus, Gerard Reilly

**Local 502** - Harry Manciscolo, Donald Wannamaker

**Local 521** - David Callis

Regional

**Local 846** - Jose Mendoza

**Local 847** - John Ferrera

Rocky Mountain

**Local 21** - Michael Baker, Jerry Dasher, Jeff Dewitt Jr., Robert Grothe II, Jason Willey, Scott Williams

**Local 24** - Mark Calkins, James Cordova, Wade Hollingsworth, Joseph Mulreyede Jr.

**Local 27** - Sam Clayson, Rick Johnson, Michael McDonald, Robert North, Dan Walker

**Local 495** - Roger Cook, Richard Meyer, Jeffrey Steele

**Local 732** - Alan Archibald, Seth Bergan, Lonnie West, Travis Woolsey

Southeastern States

**Local 92** - James Bowlen, Fred Maddox, Thomas Mathis Jr. Weldon McManus

**Local 272** - John Becton, Kevin Gastaldi, David Gornewicz, Robert Wisehart

**Local 387** - Phillip Adams, Robert Duffield, Russell Mitchell, Chris Tobissian, Russell Vincent, Billy Watts

**Local 397** - Kevin Barber, Grady Brown, Gregory Jarrell, Henry Labia, James Thomas

**Local 402** - Jeffrey Bailey, Sean Mitchell

**Local 597** - William Bradley

**Local 698** - Angel Dominguez, Edward Jones

**Local 709** - Randall Anderson, Donna Bridges, Kevin Childs, Shannon Kissah, William Mcmillan, Derrick Sample

**Local 798** - Alan Albritton, Kenneth Malone, Timothy Miller

**Local 808** - Henry Wes Kendrick, Daniel Parker

**Local 492** - Rodney Good II, Jeffrey O’Daniel, Jeffery Riggs, John Russell

**Local 704** - Melvin Brewer, Phillip Burney, Sean-Paul Kimball, James Lockhart, Daniel Potter, Ryan Scott

**Local 812** - Tommy Moore

Texas Mid-South

**Local 48** - Walter Ashford

**Local 58** - Colin Branton, Aldo Irias-Duron, Scott Murphy

**Local 66** - Arthur Casillas, Charles Kitchen

**Local 84** - Shelton Chavis, Eric Fryar, Jeffery Scarborough, Gregory Schulze, Edward Vargocko

**Local 135** - Richard Dee, David Freeman, Robert Nebout

**Local 263** - Mark Dickinson, Mark Fritts, Julio Gonzalez Jr., Antonio Luquis, Ronnie Smitherman, Jerrod Strange

**Local 469** - Douglas Page, James Savell Jr.

**Local 482** - Robin Drake, Robert Drake Jr., Marvin Ragsdale

**Local 584** - Carl Gann, Michael Richards, Terry Underwood, Willie Wright

**Local 623** - Herman Adams, Sarah Cilano, Richard Francis

Western Canada

**Local 97** - Ceci Damery, James T. Leland

**Local 712** - Eric Bohne, William Branchfield, Catalin Fota, Thomas O’Donnell

**Local 720** - Christiann Hall, Darrell Laboucan, Jeffrey Norris, George Papineau, Scott Papineau, Brad Preece, Leonard Raboud, Gary A. Savard, Keith Stevenson

**Local 725** - Glen LeClare

**Local 728** - Barry Chetwydon, Robert Duarte, Robert Kozubski, Christopher Tesariski

**Local 771** - Colin Daniels, Jeff Hay, Bert Royer, Steve Seager, Ryan Tippin, Wayne Worrall Jr.

**Local 805** - Bill Mercer

**Local 838** - Dan Wallace

Andrew Bradley, MOSAIC

George Cross, Retired

James Feget, Local 580

Frank Marco, General Counsel

James Martin, Retired

Anthony Ramiros, Local 25

Zane Walker, Local 25

Pommele Wegmann, Local 8

Richard L. Zampa, Retired

Ontario

**Local 700** - Dave Carder, Brian Hamlin, Jason Roe, Dean Smith

**Local 721** - Marc Arcasault, Kevin Bryenton, Michael P. Dix

**Local 736** - Chris Chorley, James Hannah, Patrick Jamieson, Mark McLean, James Rodney

**Local 759** - Wayne Thibault

**Local 765** - Donald Melvin, Gaetan Sigouin

**Local 786** - Cory Burke

**Local 834** - Charlie Giglia

Pacific Northwest

**Local 14** - Matthew Chapman, Greg Gales, Ethan LeGrand, Miles McCarvel, John Morse, James Ryckman, Raymond Tanner

**Local 29** - David Allbritt, Joseph Bowers, Robert Camarillo Jr., Eric Cole, Jason Fussell, Shane Nehls, Neal Ryan, - Lee Worley

**Local 86** - Gregory Christiansen, Jeff Glockner, Robert Kort Jr., Christopher McClain, Owen Mecham, Lee Newgent, Derek Patches, Steven Pendergrass, Benjamin Piksa, Ronald Piksa, Lance Richotte

**Local 516** - Anthony Butkovick, Lawrence Gerads, Jacqueline James

**Local 751** - Paul Carr, Robert Rodheaver, Craig Soto

Philadelphia & Vicinity

**Local 11** - Thomas Cox, Scott Fadden, Thomas Gillen, Michael Leslie, Richard Malcolm, Michael McKean Sr., Bret Torpey, John Wade, Raymond Woodall

**Local 68** - Mark Docie, William Linder, Samuel Rubino

**Local 350** - William Pauls, Raymond Phillips

**Local 399** - Gary Brown, Thomas Di Giambattista, Darrell Ernest Jr., Paul Lenkowski, Edward McCurry, Richard Sweeney, Stephen Sweeney

**Local 404** - Karac Ellestad, George Zalar, Kerry Zettingmeyer

**Local 406** - Hugh D’Imperio, Samuel Malone Jr., Edward Penna Sr., Louis Sigmund

**Local 420** - Carl Baskin Jr., Carl Baskin Sr., John Lorah

**Local 451** - Albert Green, Jeff Hendrickson, Gerald Merrill

**Local 489** - Thomas Calpin, Robert Cosgrove, Justin Mingus, Gerard Reilly

**Local 502** - Harry Manciscolo, Donald Wannamaker

**Local 521** - David Callis

**Local 648** - John Bielak

**Local 527** - Randy Daughtery, Martin Marinack

**Local 549** - Patrick Currey, Kenneth Dean, Kelly Dierkes, John Leonard, John Rothacker, Bengy Swanson

**Local 550** - Gary Craft, Theron Hodge, John Litman, Rick Moss, William Sherer II
General President Dean’s Keynote Address

“The state of our union is strong. And the future of our union is stronger than ever!”

Asking ironworkers to be “proud of the state of our union today,” while acknowledging “there is so much more we must do to take our union to greater heights”—General President Eric Dean focused his keynote remarks on making “our union more organized, more skilled and more professional.”

Stressing the need for organizing to be a “top priority,” by using all methods available, whether it be top-down or bottom up or sideways, General President Dean urged exploring all avenues to help open-shop ironworkers expand their standard of living and enjoy the benefits of union membership.

“We need to make organizing contractors a top priority,” he said, and “to stop the exploitation of workers, to enforce regulations, and to level the playing field for our fair contractors.” General President Dean expressed the need for partnering with our contractors through IMPACT to grow their business, in turn growing our membership.

At the 42nd Convention five years ago, delegates voted to fund organizing at record levels, and now the dedication of additional resources is crucial to the organization’s success, “because if we have the workforce, we gain the power to demand better wages and working conditions,” declared General President Dean.

“Our success in organizing depends on our strengthening of our members’ skills,” maintained General President Dean. “Our apprenticeship and training programs are the heart and soul of our union.” With 154 training facilities across the United States and Canada, the last five years has seen a 72 percent increase in numbers of apprentices, probationary members and trainees. Currently, 21 percent of Iron Workers’ members are apprentices, but “we’ll need to hit a 25 percent target to meet the current and future needs of our industry.”

High on the list of priorities is to keep ironworkers safe, to continue on the path set forth by General President Emeritus Walter Wise to “achieve the level of zero fatalities,” which now includes General President Dean’s expanded goal of zero incidents. Until every member returns home safe and unharmed, work must continue to build on safety training programs.

Just as Canadian members delivered in the political arena last year, removing the conservative government and electing Justin Trudeau and his Liberal Party, the 2016 U.S. election is critical to “determine our pay, our benefits, our job prospects, our safety, and so many other aspects of Iron Workers’ members’ lives.”

Political and legislative action is the means to build the union with such issues as infrastructure investments, the protection of prevailing wage laws and the defeat of right-to-work laws. And the Iron Workers support of the Clinton/Kaine ticket will be a win for ironworkers, and for working people. The defeat of Donald Trump must be “big and loud!” General President Dean told the delegates, “The answers will be determined by who wins and who loses on November 8 and how much we do to dictate the outcome.”

A call was put out for a revolution at the polls this November to elect U.S. Senators and Representatives, governors and state legislatures “who will put us to work, not cut our pay.” A bigger, more potent presence on the political front necessitates an increase in funding and political action to strengthen the Iron Workers’ ability to support their allies and defeat their enemies.

As General President Dean wrapped up his remarks to the delegates and guests, he acknowledged that his son just finished his apprenticeship training and said, “For me, this is personal. And like any proud dad, I want the world for him, but not just for him. I want it for every ironworker today, every ironworker tomorrow, and every ironworker for generations to come.”
Tim Kaine: “...ironworkers have played a very special role in my life.”

showing his support for the Iron Workers, unions and working people, Senator Tim Kaine brought along one special guest who could accomplish this task like no other: his dad.

The U.S. Senator from Virginia and vice presidential running mate of Hillary Clinton brought his father, Al Kaine, with him to the 43rd Convention of the International Association of Bridge, Structural, Ornament and Reinforcing Iron Workers. For 25 years, Kaine’s father owned an Iron Workers’ Union-organized ironworking and welding business near the Kansas City stockyards.

“I spent my weekends and summers surrounded by presses and punches and lathes and welding rigs—which, for this kid, was really cool,” remarked Kaine.

Referring to the introduction made by General President Emeritus Walter Wise and the honorary designation bestowed upon him, Kaine told the delegates, “My honorary ironworker certificate is prominently displayed in my Senate office—and if we win this fall, it’ll be coming with me to the White House.”

He recalled a story of when he was running for Lieutenant Governor in 2001 and meeting with General President Joe Hunt. The two had a long talk and when the talk was finished, Joe “clapped me on the back and said something I’ll never forget. We’re not going to let the son of an ironworker lose!” And you know what? You never have.”

Detailing the five-point economic plan that Clinton and Kaine want to implement on Day One, Kaine expressed his ability to work across party lines to get the job done. The key elements of the plan include the largest investment in new jobs since World War II, education, policies to encourage companies to do the right thing, work to make big corporations, the wealthy, and Wall Street pay their fair share of taxes, and do more to support working families.

Kaine bestowed praise on union workers and vowed that labor issues would be a priority if Hillary Clinton wins the White House on Election Day.

Kaine closed his remarks to the delegates, stating, “I want you to know that, if Hillary and I win this November, labor unions will have not one but two friends in the White House. You’ll always have a seat at the table. We want to be your partners. Because our vision for building an economy that works for everyone – I know that’s your vision too. Always has been, always will be.”
Catherine Cortez Masto served two terms in Nevada’s attorney general where she worked tirelessly to achieve justice. Now she’s taking her record of advocacy and is running for the U.S. Senate seat held by retiring Senator Harry Reid, one the most important senate races in the country. General President Dean pledged the Iron Workers’ support to help get her elected.

Cortez Masto’s speech focused on why the Clinton/Kaine ticket is so important to working families. She declared, “And you know what, we need to continue to elect people who are focused on solving problems in this country and not creating them. That’s why I’m running to be the next United States Senator. I don’t have to tell all of you the stakes are high in this election. We need to elect Hillary Clinton and Ted Kaine, who are committed to building an economy that works for everyone, not just those at the top.”

“...the Iron Workers are always there and ready even ‘when others waiver, when others falter.’ That’s who we are. That’s who the ironworker is.” — ROBBIE HUNTER

Congressman Dina Titus from Nevada: “I believe I have a 100 percent voting record with labor, that will never change.”

Las Vegas is a showcase of the work of union iron-workers, from entering at the airport down the fabulous Las Vegas strip through the arts district to downtown, to the new terminal at McCarran, the fabulous hotels and entertainment venues here along the strip, the iconic tallest Ferris wheel in the world, the Smith Center and all the way to the Boulder Dam.

Congressman Dina Titus is proud to represent the citizens and workers from Las Vegas, and proud of the union work in her city. Elected in 2010, she serves on the House Transportation and Infrastructure Committee where she is a fierce advocate for rebuilding the roads, bridges and airports and creating good jobs for iron-workers and other members of the building trades. As a member of the House Veterans Affairs Committee, she also fights to ensure wounded warriors receive the care they need and the job opportunities they deserve.

As Titus expanded upon her stellar union voting record, she explained, “You know if you look at the issues whether it’s Davis-Bacon or protecting pensions, fighting against the Cadillac tax, supporting collective bargaining, your issues are my issues and that is never going to change. You can count on that.”
Robbie Hunter, President of the California State Building and Construction Trades Council: “Together we make it, divided we don’t.”

Robbie Hunter, president of the California State Building and Construction Trades Council, has a long history with the Iron Workers, joining the union 1978, and holding the office of Local 433 president from 2003 to 2009. Additionally, he served on the board of the District Council of Ironworkers for California and Nevada and as a board member, apprenticeship instructor, and trainer for the joint labor management apprenticeship program in both states.

While a rising leader in the building trades movement, Hunter negotiated agreements incorporating all affiliated construction trades on individual projects. He now represents over 350,000 skilled construction workers. He worked determinedly on the passage of SP 54, a bill that everybody said couldn’t be done. But Hunter traveled around the country, met with many labor union general presidents and convinced them that “if we can do this, we can take this hill.” The bill passed and made it prevailing wage for all construction in the refinery.

Hunter passionately told the delegates that the Iron Workers are always there and ready even “when others waiver, when others falter.”

As Hunter describes when he got to California and entered into Local 433, “I walked through the door and I looked over the top, and it says ‘through these doors pass the greatest union people in the world.’ And I can tell you guys that was right. That’s who we are. That’s who the ironworker is.”

News from the Convention Floor

Credentials Committee Report

The Convention Credentials Committee reported that 780 delegates have been elected or appointed to represent their respective local unions at this Convention; 780, which include 14 international general officers and delegates by virtue of their office.

Ironworkers Tee It Up:

43rd Iron Workers Convention Golf Classic

144 delegates and guests participated in the 43rd Iron Workers Convention Golf Classic, held Sunday, August 21, 2016, at the Angel Park Golf Club in Las Vegas, with benefits going to the John H. Lyons Scholarship Foundation. A big thank you to everyone who came out and supported the event. Listed below are the top three teams:

**FIRST PLACE**
Local 550 (Canton, Ohio)
Billy Sherer II
Theron Hodge
John Litman
Gary Craft

**SECOND PLACE**
Local 433 (Los Angeles)
Piedmont Brown
Keith Harkey
David Osborne
Paul Moreno

**3RD PLACE**
International Quest
Mike Coyne
John Coyne
Joel Manion
Kenny Scott
Announcing the Winners

U.S. Flag – Aaron Bast, Local 5
(Washington, D.C.)

Canadian Flag – Bert Royer, Local 771
(Regina, Saskatchewan)

Blast or Cast – Dustin Robinson, Local 392
(East St. Louis, Ill.)

Retired General Officers at the 43rd Convention

LeRoy Worley, general secretary; Ed McHugh, general treasurer; Tadas Kicielinski, general vice president; James Martin, general vice president; James Phair, general vice president; Ray Robertson, general vice president; William Sullivan, general vice president; Bill Walker, general vice president; Ed Walsh, general vice president; Richard Ward, general vice president; Richard Zampa, general vice president; Mike Coyne, executive assistant; Greg Hicks, executive director; Vincent Ryan, executive director; Bill Tweet, executive director; George Cross, general organizer; Michael Downey, general organizer; Mike Gravette, general organizer; Matthew Groskie, general organizer; Bill Purdy, general organizer; Bill Szabrak, general organizer; Bob Thomas, general organizer; Kevin Wallace, general organizer; Joe Ward, general organizer; Chuck Decker, general organizer for IMPACT; and Frank Piccione, general organizer for the National Training Fund.

Convention Highlights
SAVE THE DATE
2017 NORTH AMERICAN IRON WORKERS/IMPACT CONFERENCE

“MISSION: POSSIBLE”

Sheraton San Diego Hotel & Marina, March 19 - March 22, 2017

Log onto the IMPACT website to sign up using this link: bit.ly/2017MeetingAdIWMagNov

A YEAR IN DEVELOPMENT JUST FOR YOU - THE 2017 BREAKOUTS!

- A Frank Discussion with Iron Workers and IMPACT Leadership (Contractors Only)
- “Even Steven”…It Isn’t Just a Game Anymore
- IW Jobs…Lobbying for Infrastructure Improvements
- Business Managers: Those Who Want to Grow Must Attend!
- Opposing Foreign Steel Dumping in Canada
- What’s a Public-Private Partnership, and Why Is It Important to Me?
- How to Work Effectively Across the Generations: From Baby Boomers to Millennials and Beyond
- So, What Should I Measure: Metrics That Matter to Local Unions and Contractors
- Weld Cloud
- IW Safety Director Course
- Skidmore – Bolting
- Putting the Pedal to the METAL – Metal Building’s Growth and Future
- Fab Shops: Health Care Writ Large!
- Business Planning for the Business Manager: Make Your Daily Juggling Act a Little Easier
- Our Business Is to Make Yours Profitable
- Stand Out from the Rest...“Certifications”
- You Can’t Spell Safety Without IW: Innovations to Keep Everyone Safe
- How Will Adoption of Lean Practices Give Me a Competitive Advantage?
- Voluntary Air Sampling Program

ATTENTION CONTRACTORS!
Project of The Year is now OPEN!

Submit your safest and most innovative project in your category for a chance to win! Member contractors: please use the link below to access the IMPACT website then use your credentials to log in. Projects need to be completed within the calendar year: Jan 1 - Dec 31, 2016. Last entry must be made by midnight on December 31st and can be submitted by any staffer of an IMPACT member contractor. Good Luck To All!

bit.ly/2016ProjectOfTheYearIWMagNov
The delegation approved the seating of the three general officers and the nine general vice presidents. All candidates were unopposed.

Congratulations to the Iron Workers’ general executive council:

Eric Dean, general president; Ron Piksa, general secretary; Bernie Evers, general treasurer; Jay Hurley, first general vice president; Marvin Ragsdale, second general vice president; Darrell LaBoucan; third general vice president; Bill Dean, fourth general vice president; Steve Sweeney, fifth general vice president; Kevin Bryenton, sixth general vice president; Robert Boskovich, seventh general vice president; Don Zampa, eighth general vice president; and James Mahoney, ninth general vice president.

After the swearing in of the general officers by General President Emeritus Walter Wise, General President Eric Dean delivered this message to the convention delegates.

“On behalf of the entire general executive council, we stand before you humbly with the deepest gratitude.
“On behalf of the entire general executive council, we stand before you humbly with the deepest gratitude. Thank you for putting your faith in us as leaders of our great union.” — GP ERIC DEAN

Thank you for putting your faith in us as leaders of our great union. Please know we will work every minute of every hour of every day to be worthy of your trust and to make you proud.

Each of us is fully aware that we did not get here on our own. We were extremely fortunate to have the love and support of our families.

On behalf of each of us standing here today and all of the delegates, I would like to thank our families for having an endless supply of patience when we were not always around for family obligations. For understanding that the Iron Workers Union is and always will be an additional part of our immediate families and that our families are also a part of the union Iron Workers’ family.

Apprentices, journeymen, instructors, fellow officers, friends, and our union brothers and sisters have all made vital contributions to our standing here today. We are all stronger together. And we all believe in solidarity.

When I started my career, I dedicated myself to train to be the best ironworker I could be.

My parents raised me to be honest, loyal and hardworking and I pledge to you that each and every one of us will live up to our oath — that we will always make decisions that improve our union’s standing as it relates to our members.

My commitment to be the best burns as deeply today as when I started my career. Today symbolically marks a time of my career that will forever be the proudest of my accomplishments.

I cannot and will not lead this union alone, so my success is a reflection of this team’s success. This team’s success is a reflection of your success. Collectively it means nothing without the hard work and support of each member, working together to improve the standard of living for everyone in the ironworking industry.

Today, we rededicate ourselves to ensure that our members’ safety and prosperity remain on an upward trajectory.

Again, brothers and sisters, thank you from the bottom of my heart.”
Nominations of General Officers

Union brothers were proud to stand up and nominate the general officers at the 43rd Convention.

Executive Director of the Department of Ornamental, Architectural and Miscellaneous Metals Ray Dean nominated General President Eric Dean. Seconded by General Vice President Robert Boskovich.

Benjamin Piksa of Local 86 (Seattle) nominated General Secretary Ron Piksa. Seconded by Executive Director of Apprenticeship and Training Lee Worley.


Paul Lynch of Local 7 (Boston) nominated First General Vice President Jay Hurley. Seconded by Roy Coulombe, Local 37 (Providence, R.I.).

General Organizer Richard Dee nominated Second General Vice President Marvin Ragsdale. Seconded by Ronnie Smitherman, Local 263 (Dallas, Tex.).

Colin Daniels of Local 771 (Regina, Saskatchewan) nominated Third General Vice President Darrell LaBoucan. Seconded by General Organizer Eric Bohne.

Rick Ellis of Local 207 (Youngstown, Ohio) nominated Fourth General Vice President Kenneth “Bill” Dean. Seconded by Bengy Swanson of Local 549 (Wheeling, W.V.).

Richard Sweeney of Local 399 (Camden, N.J.) nominated Fifth General Vice President Stephen Sweeney. Seconded by Ray Woodall, Local 11 (Newark, N.J.).

Gaetan Sigouin of Local 765 (Ottawa, Ontario) nominated Sixth General Vice President Kevin Bryenton. Seconded by Aaron Murphy, Local 721 (Toronto, Ontario).

Craig Satalic of Local 1 (Chicago) nominated Seventh General Vice President Robert Boskovich. Seconded by Matt Austin, Local 1 (Chicago).

Dick Zampa of Local 378 (Oakland, Calif.) nominated Eighth General Vice President Donald Zampa. Seconded by Don Savory, Local 155 (Fresno, Calif.).

Peter Myers, Local 580 (New York) nominated Ninth General Vice President James Mahoney. Seconded by Matthew Chartrand, Local 361 (Brooklyn, N.Y.).
AFL-CIO President Rich Trumka: “We can show America that when we stand together, nothing, nothing can stop us and we can’t be turned aside.”

Rich Trumka greeted the delegates with hearty congratulations for their organizing spirit and ongoing internal organizing work. Trumka complimented the Iron Workers for being so dedicated, focused and effective when it comes to organizing working people. He stated, “You see, sisters and brothers, you and your members set the standards. You set them with your contracts. You set the scale with your wages, your workplace safety, your pensions and your healthcare. And as trade unionists, the men and women of the American labor movement raised the bar across the entire country with our solidarity and our activism.”

Further he added, “When we stand together, the entire economy improves. Wages go up, consumers spend more money, employers feel competitive pressure to do better for their workers. See that’s the strength of collective bargaining and collective action. We have the power to set off a race to the top and end the race that we’ve been seeing to the bottom.”

Trumka focused his comments on the importance of unions’ involvement in politics and the support not only of the Clinton/Kaine ticket, but for all candidates who put working families first. The elections in 2016 are crucial to the future of unions and now is the time to go all in. Candidates, who are willing to stand up with America’s workers, must be voted into office, nationally and locally.

Trumka closed his remarks saying how he was proud to say he always will have a union worker’s back, “I see a worker in struggle and fight, I don’t ask why, I stand with that worker, shoulder to shoulder, arm in arm, helping them to win a better America and change the rules of the economy. Today, tomorrow, and in the future. Our union strong.”

NABTU President Sean McGarvey: “North America’s building trades are fast developing a reputation as a valuable and reliable partner...”

Sean McGarvey kicked off his remarks stating that he was going to focus on the work going on in the building trades and the strategic plan in place to help advance the building trades of North America. McGarvey noted the progress in the industry, “We are on a continued upward growth trajectory, one that has remained fairly consistent since the implosion in 2008. Our work hours are up, our membership is up and we’re progressively chipping away at market share from coast to coast and across two countries.”

McGarvey relayed that North America’s building trades are gaining a reputation as a reliable and valued partner on the jobsite and in communities. And just like at the Iron Workers, “the safest, most highly skilled and productive craft workforce” is the workforce in demand.

The plan detailed by McGarvey is to build industry relationships and partnerships, develop a strategic plan to grow the building trades’ industries, generate community outreach, and invest in resources and peoples.

While McGarvey expressed the preceding speaker Richard Trumka had done more than an adequate job in addressing the politics of 2016, he urged delegates “to be steadfast in working to engage the legislators on both sides of the aisle where you live. We can no longer kid ourselves, America is a 50/50 country when it comes to politics. And it’s not going to change anytime soon. We need to adapt to that reality.”
UMWA President Cecil Roberts: “The United Mine Workers of America stands squarely with the ironworkers at this convention and every day after this convention.”

Cecil Roberts led a spirited talk from the podium, urging members to support the UMWA on September 8, 2016 and to come to Washington, D.C. and join the UMWA in their march.

Roberts and the members of United Mine Workers have asked assistance to get Legislation S. 1714 and HR. 2403 passed by Congress, which would protect the benefits of his active members, retirees and widows.

“Part of the price of admission is when the leadership says we’re going on a march, you go on a march. When the leadership says, we ain’t working, you go on strike. That’s part of being in a union. It’s not just cheering at a convention, it’s standing up and fighting,” said Roberts.

Mike d’Oliveira of the Union Sportsmen’s Alliance: “I applaud the Iron Workers International for the opportunity to work together to help our organization.”

Mike d’Oliveira, deputy director of the Union Sportsmen’s Alliance, the USA as it’s known, works to unite the labor community through conservation to preserve North America’s outdoor heritage.

With nine years of service to the USA, d’Oliveira works to develop corporate partnerships, conduct television negotiations and engage in strategic oversight. The USA is the official outdoor organization of the AFL-CIO and its 56 unions. It is a non-profit organization, based in Nashville, Tennessee, with representation all throughout the United States and is the fastest growing conservation organization in North America. Its mission is simple: To unite the union community through conservation to preserve North America’s outdoor heritage.

The goal of the USA, d’Oliveira emphasized, “is to be the most impactful conservation organization in North America. And when you got labor behind you, you’ve got the potential to live up to that promise.”

ULLICO CEO Ed Smith: “We can move mountains together if we work together.”

Ed Smith explained the benefits of ULLICO to union members. He stated, “Here’s what ULLICO does, ULLICO protects unions and ULLICO grows unions.”

“Ironworkers, you own 10 percent of the company. You’re the 5th largest shareholder. You have been shareholders since 1932 and you recently invested and bought more stock and I’m happy to tell you the book value of that stock since you bought it has gone up 40 percent. It’s a good investment for your pension funds. It’s a good investment for you and we are doing the job for the labor movement each and every day. Thank you,” Smith told the delegates.

Smith assured that if Wall Street won’t look out for workers, “We will start our own infrastructure fund; we will rebuild the infrastructure of America. We will do it the same way we started our pension plans. We will do it ourselves; the same way we started our health and welfare plans, we will do it ourselves; same way we started our training apprentice programs, we will do it ourselves. We will take our members’ money and we’ll invest it and invest it smartly and wisely and protect it.”
News from the Convention Floor

Announcing the Winners

U.S. Flag – Eric Graham, Local 568 (Cumberland, Md.)
Canadian Flag – Brian Hamlin, Local 700 (Windsor, Ontario)
Blast or Cast – Local 24 (Denver)

— WELCOME TO THE DIGITAL AGE —

Following on the heels of a very successful convention this year, the Iron Workers are not resting on their laurels. The Iron Workers 43rd Convention held in Las Vegas in August was not only a huge success for the organization in conducting its business, it was also a technological advance for the organization. All convention business was conducted digitally via the new Ironworkers App, developed with long-time partners Mosaic and Mosaic Learning. The delegates were able to reference all convention related materials, including schedules, maps, resolutions, grievances, videos, speaker bios, etc. A daily newsletter recapping the previous day’s activities was electronically published nightly for the delegates morning perusal.

By coordinating the application with the delegates that attended, the app provided appropriate access to materials for the delegates as needed. For example, each convention committee’s work was available only to those convention committees, with different secure access assigned by user level. The app most importantly allowed for adaptive and quick response to the needs of the Iron Workers’ officers, convention committees and delegates.

But the real story is the future development of the Ironworkers App, transitioning from a successful convention app to an everyday ironworker member app.

“By thinking forward with the Iron Workers leadership, we were able to develop the application allowing it to easily transition to the mobile platform the Iron Workers will use as their mobile communications platform moving forward.” said Mike deSimon, president of Mosaic Learning. “We like to refer to the analogy of a Swiss Army app. Areas of content and/or functionality are developed like blades and are integrated into the case. The convention material is a good example. We will now consolidate convention material to be available as a blade within the app.”

The Ironworkers App is currently being integrated with Iron Workers’ systems, with the member access available in the not too distant future, opening a brand new digital world of information and communication.
Delegates Approve Organizing Funds

“We have to organize! The will is there. The money is there. We must make use of the opportunity.”

Following a presentation by General Vice President Marvin Ragsdale, chair of the Constitution Committee, delegates to the 43rd Convention approved an increase in funding to the International Ironworkers Organizing Fund.

In his keynote address, General President Eric Dean emphasized the urgent need of additional resources to organizing to grow our union, “because if we have the workforce, we gain the power to demand better wages and working conditions.”

“The International has been coordinating organizing in every district council. We’ve been beefing up staff and investing more resources. What’s needed next is for all of our local unions to see the big picture, make the commitment, and make it happen on the ground. After all, it’s only at the local level that organizing can ultimately succeed.”

The Organizing Fund, which was established at the 39th Convention in 1996 to support the salaries of union organizers, has proven to be an invaluable tool in strengthening the union and has grown to provide additional resources essential to organizing efforts throughout the International Association.

The committee determined that a great need exists for additional capital into the Organizing Fund to pay for more organizers, research, educational materials and defense, and provide more support for political efforts to assist the union in its organizing efforts.

“We have to organize! The will is there. The money is there. We must make use of the opportunity,” said Jacque DuBois, Local 711 (Montreal, Quebec).

Ray Dean, Local 63 (Chicago), from the floor reinforced that message, noting that the additional $5
million a year is needed in the current political and organizing climate to help beat back right to work and supply additional boots on the ground.

With a report from his home local union on discussions of this resolution, the consensus was 100 percent in favor of the increased organizing funding. Said Tony Mayrhofer from Local 8 (Milwaukee), “If we can’t fund it now to support the work that we do, we have no reason to be in this room today.”

Ragsdale said the Iron Workers must continue to expand their organizing efforts to defeat anti-union forces, who are attempting to undermine labor friendly laws, and be ready to fight for every for every additional member, every additional employer and every additional man-hour.

The committee reviewed industry work practices, noting that many competing unions are pushing to take over traditional ironworker jurisdiction, including rebar, precast structural and metal buildings.

“Once that work is gone from ironworkers on the job, it is impossible to recover,” stated Ragsdale.

Responding to a call from the committee, delegates adopted language directing additional monies to the International Ironworkers Organizing Fund and the general executive board will not approve any agreement that does not include this language.

Gregory Matte: “I’m very honored, extremely honored to feel a part of the organization of the working class in Canada and America...”

Gregory Matte, Brigadier-General (Retired) of Helmets to Hardhats Canada, discussing the video about to be played, “So part of the reason I’m here is based on the initiative and a challenge that I was given in Canada by Darrell LaBoucan and by Bert Royer and the mission that they gave me was to put together the Helmets to Hardhats promotional video that really expressed what it is that all of you do to help our vets.

Darrell Roberts: “There is not enough time in the day to thank you for all that you do.”

Helmets to Hardhats (H2H) is coming up on 14 years of existence and has helped over 22,000 veterans find good careers. In 2015, over 2029 veterans accepted an apprenticeship position, with over $64 million spent on their training.

Roberts explains to the applicants of Helmets to Hardhats, “…this is what it’s about, this is how hard it is, but this is the benefit from doing this work, honest work, hard work, but within a family. A family of men and women throughout the United States who care about your future and the future of this country.”

H2H continues to expand, welcoming veterans who are departing the Armed Services and looking for a career. The support of the building trades is crucial and key to the success of H2H, and the Iron Workers Union knows the value of the H2H with respect to recruiting qualified members.

Roberts concluded with, “I will echo the call that you must remain doing it. You have to stand fast. Continue to support what you do on a daily basis whether it’s organizing or growing your union because when you grow the stronger you become is the opportunity for me to steer more veterans towards your careers, to your family, to your movement.”
General Counsel Frank Marco: “We need to use our energy and our treasury to elect candidates who support issues that are important to labor.”

General President Eric Dean grew up with Frank Marco in his role as a labor leader and throughout his career and said, “I rely on Frank’s legal advice and his knowledge as it relates to our union’s ability to navigate through difficult decisions and situations we face.”

Marco expressed his admiration of the delegates, ironworkers who have "dedicated yourself to help working people learn a trade, have health insurance, earn a decent wage and have the dignity of a secure retirement.”

He relayed his gratitude to Ron Gladney, who worked tirelessly to restore dignity to the office of general counsel at the Iron Workers, stating, I thank Mr. Gladney for his work and efforts and appreciate the work that he has done and his accomplishments.”

Describing the difficult challenges facing the Iron Workers, Marco detailed the right things in the union, including decent man-hours and promising job outlook. He explained one of the biggest problems facing unions — underfunded pension. Marco acknowledged, “None of the solutions are easy and none of the results will be pain free, but we have to make the tough moves now so that we are not saddled with a huge funding deficiency forever.”

Will Fischer: “...at the end of the day, our job, our purpose, is simply to make the lives of veterans and the working class better.”

The Union Veterans Council is ably directed by Will Fischer, a Marine Corps veteran in the war of Iraq and member of Painters District Council 51.

Fischer began his talk from the podium asking for a show of hands in the room of veterans or those who had veteran family members. He said he was not surprised that the Iron Workers convention was filled with people who have a connection to the Armed Services, “because when you are talking to an audience of people who work, you are talking to an audience of people who served. And when you see somebody fighting for their and our rights, very often that same person, that same person you see, they’ve already tasted battle and fought for our nation overseas.”

Following General President Dean’s introduction of Fischer, a video that went viral was played showing Fischer’s response to Donald Trump saying he wishes he had a Purple Heart. After watching the video, he explained, “I thought of August 19, 2004, the day I was awarded a Purple Heart right outside of Fallujah, Iraq. And I thought about my brother who doesn’t have an arm anymore, who got that same medal. My brother who doesn’t have an eye anymore who was awarded that same medal. And I thought about the widow of my brother who accepted it on his behalf because he was killed that day. You see, they might not have covered that in Donald’s elite military prep school, but Purple Hearts are reminders of very bad days. Purple Hearts are a reminder of very bad days and nobody with one ever wanted it.”

As Fischer went on to discuss the importance of political action, especially in a climate where veterans and their plight are very often overlooked, he declared, “When it comes to this presidential election, I want to say it as crystal clear as I can, I’m a veteran, I’m working class, and I’m with her.

“I’m with Hillary because she’s with us. And she always has been. You see veterans and workers, we are not political props for Hillary Clinton, we are human beings. As first lady it was Hillary Clinton who was working out front raising awareness about issues affecting Gulf War Veterans.”
Nan Whaley: “...never forget that all we have and all we have achieved would not have been possible without the work and sacrifice of the men and women of organized labor.”

Nan Whaley’s, mayor of Dayton, Ohio, dad is a second-generation ironworker and her grandfather, Dynamite Whaley, was a member of Ironworkers Local 22 as well.

Whaley describes her appreciation for union labor, while growing up with an anti-union administration in the White House, “I came to see this Ron Reagan guy as a really evil person. We pretty much blamed Ron Reagan for everything that went wrong.”

Now as mayor of Dayton, she describes her city two years ago, “Our neighborhoods and business districts were overrun with vacant and abandoned home and commercial buildings. And several long-term community anchors and major employers had packed up and left the City. But Dayton is on the road to recovery.

She is extremely proud of that “Dayton became the first city in Ohio to provide paid parental leave to our employees showing our commitment to parents both to men and women and their families.

“Dayton is moving forward. Now, I realize that not everyone shares these progressive values. In fact, many of these values are under attack. Many of the battles we thought we fought and thought we won years ago are still raging on.”

Jeff Grabelsky: “I’m here today to tip my hat to all of you for the incredible work you have done.”

Jeff Grabelsky, associate director of the Worker Institute at Cornell University, has been around the labor movement for a long time, first as a member of the IBEW and now as labor educator focusing on workers’ rights and collective representation.”

Grabelsky made three points in his presentation. One, “the first is that rising in inequality is a serious problem that contributes to a politics of division in America in Canada and across the globe.

“Second, the labor movement has been and must continue to be the principal force to reverse the trend of growing inequality.

“Third, we need to revitalize our organizing efforts and build a broad social movement that directly challenges inequality in all of its dimensions.”

Ron Koshewitz: “...there is certainly nothing more important at Ford Motor Company than safety. It’s what we do.”

Ron Koshewitz is director of construction services at Ford Motor Land Development Corporation, the real estate arm of Ford Motor Company. Koshewitz describes the “philosophy at Ford and our program is that nobody gets hurt.

“Unfortunately with the type of work we do, the number of man-hours we have, that’s not always the case, but certainly it’s our goal.... And at Ford, again, nothing is more important than the safety of everybody there.”

He details the story of an ironworker, who because of Ford’s safety practices, was able to return home safely to his family after a devastating fall. Ford developed the Contractor Safety Better Plan to help avoid future accidents and mishaps on the jobsite.

Koshewitz credits his laser focus on safety with “something that really impacted me when it comes to safety. ... I heard Walt Wise give a speech about three to four years ago about safety and getting down to zero. I never heard anybody talk so passionate, so committed to getting to zero where there were no fatalities for iron-workers, and I second that and I certainly want to see that someday. Hopefully, in my career, before I retire anyway, I hope to see that. It was truly an inspirational speech and I truly believe in it.”
IMPACT Co-Chair Bill Brown and CEO Kevin Hilton: “We are the envy of the industry. We are building on our foundation every year in every way.”

Kevin Hilton took the podium to tell the story of IMPACT and how its success came to be. IMPACT has become the envy of the building trades. And with safety being a top priority, it is now a competitive advantage.

Hilton introduced Bill Brown, who right off the bat acknowledged one of the biggest successes since the last convention. He said, “Speaking of North America, one of IMPACT’s greatest success stories was the establishment of our Canadian IMPACT initiative.

“There has been a great deal of time and talent invested in IMPACT in both the United States and Canada. But there is also a financial element that needed to be made to make all this work. And I can report to you that before the end of this year, IMPACT will have reinvested over $200 million back into this industry.”

Brown finished by saying, “When I think about all of the great structures in North America that ironworkers and their contractors have built, it makes me proud. And I know that IMPACT will be there from now on to help enhance our industry’s success.

“This is my 4th convention, and in case there’s not a 5th, I would like to thank you all for your hard work, support and trust, not only relative to IMPACT, but going all the way back to June of 1967, when I put that hardhat for the first time.”

Ontario Building Trades BM/ST Patrick Dillon: I want to “give a message of how important solidarity is within the building trades and to draw attention to the fact that if we are not united and strong, we will be attacked.”

Dillon focused much of his speech on the political dealings in Canada, and said, “the Building Trades started an organization in 2002 called Working Families, which was also opened up so that industrial and service sector unions could team up with us to commit to political action.”

He continued, “Right now we’re lobbying the provincial government to upgrade our fair wage policy, which is very similar to your prevailing wage. And one of the myths about the fair wage that people have is that somehow politicians see that if we’re lobbying for fair wage, we must get some kind of a wage increase for doing that. And the fact of the matter is that prevailing wage or fair wage does not give the building trades any raise in pay at all, it levels the playing field for contractors to bid. And if open shop contractors get the work the only people that get a raise is the open shop workers that don’t have a voice at any bargaining table. So to me that kind of puts a bit of a myth into what politicians have believed.”

“When I think about all of the great structures in North America that ironworkers ... have built, it makes me proud.” — BILL BROWN
CBTU CEO Robert Blakely: “The Iron Workers are growing, they’re organizing and they’re investing in training.”

Robert Blakely describes that “main-tenance is a huge growth industry. Ironworkers worked 22 million hours in Canada last year, I think, in main- tenance most of it in Alberta and in parts of Ontario. We worked 33 million hours and growing.”

“In Canada, we are going to lose 25 per-cent of all the skilled trades workforce in the next five years. That’s the Baby Boom generation. Every one of you that was born before 1964, no one ever thought you were ever going to retire. Well, we’re going to fool them, we are all going to go the same day. So you know what, even if there isn’t as much work in your local, whether you are a Canadian or an American, the Baby Boom phenomenon is there for all of us. We can’t afford not to take in and train apprentices.”

News from the Convention Floor

Delegates Approve Creation of Iron Workers’ History Museum

Recognizing the long, proud story of the union and the need to preserve the union’s heritage for future generations of ironworkers, delegates to the 43rd Convention approved a recommendation that the general executive council be charged with creating a permanent history museum for the purpose of procuring, archiving and preserving the history of International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Announcing the Winners

U.S. Flag – John Cumberland, Local 580 (New York)
Canadian Flag – Chris Tesarki, Local 728 (Winnipeg, Manitoba)
Blast or Cast – Lou Kopfensteiner, Local 805 (Calgary, Alberta)

Delegates Support the John H. Lyons Scholarship Foundation

General Secretary Ron Piksa announced delegates and guests generously supported the John H. Lyons Scholarship Foundation during the 43rd Convention. Through participation in the Blast or Cast, Sporting Clay Shoot and Golf Classic, over $46,000 was raised for the John H. Lyons Scholarship Foundation.

IPAL Sets New Convention Record

Delegates prepare for 2016 election cycle with record-breaking contributions to the 43rd Convention President’s Club.

As of August 24, 2016, delegates broke all records with 699 donors and contributions of $209,700. Virtually every speaker at the 43rd Convention referenced the need to prepare for one of the most challenging political years in recent history and those messages were well received as delegates reached the highest level of donations.
General President Dean’s Closing Remarks

“What counts is you.”

I know the saying is “what happens in Vegas stays in Vegas,” but there is no way what happened here this week should stay here.

Instead, we will spread the resolutions we’ve passed and the commitments we’ve made at this convention across our two countries and strengthen the Iron Workers from top to bottom.

I am so very proud to serve with such a great executive council, with Ron Piksa, with Bernie Evers, with Kevin Byrnes, and with each and every general vice president. I’m grateful to all of you for your advice, your wisdom, your hard work, and your support. And I’m grateful to Joe Hunt and Walt Wise for serving as my mentors and for all they have done to get our union to this point.

But ultimately, what counts isn’t me or anyone else on this stage. What counts is you. And all of the hard working ironworkers you represent.

As delegates, YOU made the decisions to move us forward. YOU set the direction. And it will be up to YOU to implement the plans we have approved here this week. Because you’re the heroes who stepped up this week. Who came together in solidarity for the cause of lifting up ironworkers throughout North America.

We’ve set a great agenda this week.

We’re going to organize, organize and organize some more. To grow our union, supply the ironworkers of the future, expand our market share, and strengthen our clout at the bargaining table.

We’re going to make sure our members are more skilled than ever and keep them on the cutting edge of change, to increase their value and expand their opportunities further in the future.

We’re going to be more professional than ever, to keep setting the standard for our industry.

We’re going to be safer than ever and redouble our commitment to zero fatalities and zero incidents.

We’re going to increase our political and legislative clout by mobilizing our members for action in this fall’s election and far beyond.

And most importantly, we’re going to do it together in unbreakable solidarity with one another and with our signatory contractors. United as one team.

Brothers and sisters, this is your achievement. Celebrate it. And then let’s get to work to make our goals the reality for all ironworkers.

The agenda for this convention of the International Association of Bridge, Structure, Ornamental and Reinforcing Iron Workers is now complete. Our past is now adjourned and our future begins.

May God bless the Iron Workers. And may God bless the United States and Canada.

Thank you, sisters and brothers. And one last thing: Everyone have a safe trip home!
General Secretary Piksa’s Closing Remarks

“We’re going to be more organized! More skilled! And more professional than ever! We are going to do it by putting this union in overdrive!”

The move from the state of Washington to Washington, D.C. has been an eye-opening experience.

But for all the differences between the two Washingtons, one thing is exactly the same, our outstanding organization. The skill and professionalism of ironworkers, our members’ grit and tenacity, their unbreakable spirit and pride in our trade. No other trade has more solidarity with one another than the Iron Workers. I see ironworkers in action all across the United States and Canada and it’s simply inspirational!

Today, at the close of this convention, we look forward to the challenges of the future. President Dean has armed us with a strong strategic plan to get us there.

We’re going to keep making safety our top priority!
We’re going to keep strengthening our members’ standards of living by fighting for better wages, protecting their health and retirement security, and expanding their work opportunities.
We’re going to keep making technology improvements to stay ahead of changes and maximize our members’ productivity.
We’re going to reach out to more unrepresented workers and expand our union’s diversity. Everyone.

Everyone. Who wants to be an ironworker should have the opportunity to be an ironworker. A union ironworker. That is our mission and it will never change!

We’re going to be more organized! More skilled! And more professional than ever!
We are going to do it by putting this union in overdrive!

To do all of this, each and every one of us has to take ownership and leadership over this process. Accept accountability. Everyone has a role to play, from General President Dean, General Treasurer Evers and myself to our district council leaders, local union officers and our members.

I pledge to join with each and every one of you in this process of change. To stand with you in unbreakable solidarity and to do everything I possibly can to empower our members to improve their lives further.

My heartfelt commitment to you to all of the members is deeper than words can possibly express.

For all that you have done this week I thank each and every one of you and for all that you will do over the next five years. I wish you and your families nothing but the best.

Thank you.

General Treasurer Evers’s Closing Remarks

“We take pride in our craft, we take pride in who we are, union ironworkers.”

This week has had many challenges.

You, the delegates at this, our 43rd Convention have set the direction of this International for years to come. Issues of great importance have been discussed and debated. Although heated at times, our commitment was for the betterment of the ironworker and this International Union, but when that last gavel sounds and this convention is adjourned, we will leave as one.

Over the next five years, we will be faced with internal issues and external challenges, for which tough decisions will have to be made. We may not always see eye to eye, but in times of need, when our members’ livelihood and this union is threatened in any way,
we will have each other's back. Remember, we are ironworkers first.

There is nothing easy about our trade, but because of the work we do, our members are well respected in the construction industry and admired by the general public. We take pride in our craft, we take pride in who we are, union ironworkers.

As for the General Treasurer’s office, we have made changes to limit spending and will continue to monitor expenses in an effort to avoid any financial burden to our members.

We are in the process of developing a training program for local union trustees. Standardizing procedures and oversight to better safeguard the assets of the local union.

Also, we have affiliated with financial institutions to track union investments. Projects being built with union pension funds should not be awarded to companies that exploit workers.

We have witnessed workers being denied the use of restroom facilities during working hours. Workers hurt on the job being denied workers’ compensation. We have seen fraudulent welding certifications used on school construction. We know this because the workers have told us.

Good contractors can’t compete in this environment. Organizing is a must. If you are not organizing, you are doing a great disservice to our members. Any worker, employed in our trade, deserves to be part of this union. Only by organizing can we give our members the wages, benefits and working conditions they deserve.

Now, I just want to touch on politics. To be honest, I watched the presidential primaries with concern. Never knowing what was going to be said and by which candidate. We witnessed, with the rest of the world, as candidates for the most powerful position resorted to name calling and degrading each other’s families. Now it’s down to two candidates – Hillary Clinton and Donald Trump. We have friends in both political parties, whether Democrat or Republican. But I think the choice is crystal clear.

Hilary Clinton knows the Iron Workers. She has asked our general president to appear with her on several occasions. At the Building Trades legislative conference, she named the Iron Workers several time in her speech. She stated, should she become president, in the Oval Office, will be an iron cross, that was given to her by an ironworker. The ironworker made the cross from the wreckage of 9-11. Then, Senator Clinton, took a leading role in the investigation, addressing health and respiratory issues affecting first responders and construction workers during the clean up at Ground Zero.

You heard from Senator Tim Kaine, possible vice president of the United States. He spoke on his personal relationship with the Iron Workers. His father sat on our shopmen’s pension board. He knows our issues and I have witnessed firsthand, his commitment to us.

In comparison, Donald Trump supports right to work. A law that prohibit union security clauses in contracts between labor unions and employers.

The Republican leadership has called Trump’s remarks dangerous, for possibly not supporting NATO allies if Russia attacks. Trump actually praises Putin.

As Will Fischer noted yesterday, Trump attacked a Gold Star family that paid the ultimate sacrifice. And Trump even had the audacity to mock Senator John McCain for not being a war hero because he was taken captive. Senator McCain was held captive and tortured for over five years during the Vietnam War.

You don’t have to agree with Senator McCain’s views, but no one should question McCain’s service to this country, or any man or woman who is wearing or has worn a military uniform.

Will Fischer has also stated that Trump was granted multiple student draft deferments during the course of the Vietnam War.

And still, Trump praises Vladimir Putin.

What I find troubling is every time Trump makes ludicrous statements, Republican elected officials reprimand their party’s candidate, but continue their allegiance to the Republican Party.

Time and time again, they denounce Trump’s words and actions, but remain loyal to the Republican Party. So I would like to ask our Republican leaders, at what point does this country come first over a political party?

Elected leaders are sent to Washington, D.C. to represent the people of this great nation. The first three words in the United States Constitution are:
WE THE PEOPLE. Nowhere does it state a loyalty to a political party.
Because of the actions of this convention:
Together, we will take on those political leaders who place political party and profits over country and workers.

Together, we will organize those unrepresented workers that deserve union representation.
And together, we will continue to represent the hard-est working men and women in the labor movement, the ironworker!

General Vice President George Kratzer’s
“word was his bond and he always had our backs.”

In a tribute to deceased General Vice President George Kratzer, General President Dean called George’s widow Shelly, daughter Stephanie and her husband Will Snowball, granddaughter Maggie and brother Mark, to the podium.

General President Dean recalled the early days of Brother Kratzer, his beginnings of an apprentice ironworker in Local 290 (Dayton, Ohio) in 1970 and his rise through the ranks to general vice president of the Iron Workers International. He stated, “Three years ago when we lost George, George was front and center and moving our union forward improving the lives of our members. He bolstered our organizing efforts, strengthened IMPACT and solved all our problems with innovation and professionalism. Above all, his word was his bond and he always had our backs.”

In honor of General Vice President Kratzer’s work and as a tribute to his memory, the Golden Eagle Award was renamed the George E. Kratzer Acknowledgment of Excellence. The George E. Kratzer Acknowledgment of Excellence recognizes effort, progress and success of local unions in adopting the key performance indicators, meeting the goals established by the union to meet demands of the future in five areas, apprenticeship and training, organizing, political action, workforce productivity and local union operations.

To a standing ovation, General President Dean presented General Vice President Kratzer’s family with the very first George E. Kratzer Acknowledgement of Excellence. Upon being handed the award, Mrs. Kratzer said, “I just want to thank you for this award and I know George would be truly honored. He would think himself not deserving of this honor because he would tell you he was just doing his job the best he knew how. He loved being an ironworker. He was a great, great man, a wonderful husband, father and grandfather. We miss him more every day and I want to thank you all for your hospitality. And he always called us his girls, we were his girls. But he was our hero. Thank you very much.”

James Hart: “The union makes us strong, brothers and sisters. The union makes us strong.”

Jimmy Hart began his career in New York City as a member as a member of Plumbers Local 1. He rose through the ranks as an apprentice, journeyman, instructor, foreman and local union officer. His efforts include branding, communication, political and membership power reach methods. He was elected president of the Metal Trades Department on July 1, 2016.
President Hart addressed the delegates saying, “I want you to know you play a great role in my life because the union makes me strong and without the Iron Workers, the building trades is not strong, so thank you.”

He finished with the message, “…the metal trades is who I am, it’s who I represent. We are American shipbuilders, maintainers of military facilities and equipment. We are responsible for America’s national defense. We build and maintain our country’s munitions, and at any given moment, our members are woken from a deep sleep and deployed secretly to unknown destinations.

“Let’s continue to move forward. No one can keep us down. Let’s shout out and be heard loud and clear from the guys and gals in the streets to the suits in the streets that we are union strong, united in one goal, solid to the core in our resolve.”

**NCCMP Executive Director Randy DeFrehn: “We are the advocates.”**

The NCCMP is the only advocacy group that represents the interest of union pension funds, as well as union health benefit programs.

Dealing with a multitude of pension related issues lately, DeFrehn stated, “So you can see, we have our work cut out for us. Won’t even mention what we’re doing with the Affordable Care Act or what we might be able to do under a new administration. But it really comes back to how important what you do to support our work is. For those of you who are members and have been members, I thank you from the bottom of my heart and every participant in a multiemployer plan is doing the same. For those of you who aren’t, recognize that what we’re doing is an extremely expensive proposition. It takes a lot of effort to try to get something through this essentially dysfunctional Congress these days and to work with the administration as well. And so if you’re not members, I would urge you to consider joining, to talk to your fellow trustees and impress upon them how important it is to be part of the fight and not simply go to some conference somewhere where you are told about how bad things are, but step up to the plate and help amend the rules and shape the rules so that they are most favorable to our plans.”

**News from the Convention Floor**

**Announcing the Winners**

**U.S. Flag** – Dennis Murry, Local 444 (Joliet, Ill.)

**Canadian Flag** – Robert Gushue, Local 764 (St. John’s, Newfoundland)

**Blast or Cast** – Angel Dominguez, Local 698 (Miami)

**Drone Giveaway** – Richard Sweeney, Local 399 (Camden, N.J.) and Gerard Lane Jr., Local 764 (St. John’s, Newfoundland)

**Additional from the Sporting Clay Shoot** – Chris McClain, Local 86 (Seattle)

**43rd Convention Commemorative Clock** – Emilio Rivera, Local 378 (Oakland, Calif.)
Max Price, Local 433 (Los Angeles), Honored

Mike Silvi, business manager of Local 433, took to the podium, and told the story of Max Price, book number 601457. Max has served as business agent for the past 50 years and is long admired for his dedication and service to community. Brother Silvi recounted Max’s many years of volunteerism to Iron Workers’ families, often putting the needs of others in front of his own. He finished saying, “I thank this body from the bottom of my heart and ask each one of you to recognize this man now and to remember him far into the future each time you visit Las Vegas,” and then added, “Here is Max Price and his wife, Sylvia. He is one of us. Please honor him.”

Brother Price took the stage and thanked the delegates and officers for their recognition. He gave special thanks to Howard Norberg, business manager for Local 444 (Joliet, Ill.), and gave appreciation to his children for always supporting him.

General President Dean then presented a chrome beam to Brother Price recognizing that “few have given so completely of their life to this union, and its members. Your name will forever be prominent in the history of Local 433 given the profound appreciation and your contribution to all of us.”

Sister Ironworkers at Convention

Diversity in the Iron Workers: Sister ironworkers, who attended the 43rd Convention, gathered Wednesday afternoon in the convention hall to commemorate the event with a group photo.

Craig Satalic Appointed Honorary Alternate Delegate

Escorted to the stage by the sergeant-at-arms to a standing ovation by the delegates, Craig Satalic receives his designation as honorary alternate delegate from Local 1 (Chicago). Craig, whose father is Craig Satalic (Local 1), has been to numerous Iron Workers’ events all over the country. General President Dean made a motion to make Craig an honorary alternate delegate. The motion was seconded and unanimously approved by the entire convention delegation. Craig enthusiastically accepted and then joined the Local 1 delegation on the convention floor.
Military Service from 2011 – 2016

The delegates to the 43rd Convention would like to recognize our veterans for their dedication, courage, sacrifice and service.

Local Union No. 3, Pittsburgh, PA
Christopher W. Dann
Maceo Fulmore
Eugene J. Olear, II
Chad A. Pedigo

Local Union No. 5, Washington, DC
Jason P. Kidwell

Local Union No. 6, Buffalo, NY
Michael J. Cassidy

Local Union No. 7, Boston, MA
Jason L. Beasley
Mark Blais
Jeffrey E. Cesaitis
Edward Cummings, Jr.
Thomas Driscoll
Ayele Hamilton
Matthew Houle
Gordon E. Paige, III
Daniel Roche
Daniel F. Shea
Thomas M. Shea
Michael Vanadestine

Local Union No. 8, Milwaukee, WI
Ryon W. Hasse
Andrew Herriman

Local Union No. 10, Kansas City, MO
Ryan W. Fletcher
Joe W. Ellis
Ryan L. Evans
Brady J. Heathman
Kevin E. Johnson
Jacob A. Perry
Brett A. Ralston
Trenton K. Schuman

Local Union No. 12, Albany, NY
William C. Fox

Local Union No. 15, Hartford, CT
Jacob Messier
Cassie Leslie

Local Union No. 16, Baltimore, MD
Lance E. Crafton

Local Union No. 22, Indianapolis, IN
Jared M. Beyer
Bobby J. Davidson
Joseph J. Dupin
David L. Gibson
Corey M. McIntyre
Zachary A. Painter
Thomas R. Stowe
Erik M. Stuck

Local Union No. 24, Denver, CO
Rupert A. Baca
Jeffrey Hoy

Local Union No. 25, Detroit, MI
Joseph M. Cohen
Kelly J. Downey
Keith Gretzler
Andrew A. Machcinski
Randy R. Perry, Jr.
Dean Rodriguez
Scott T. Rumble

Local Union No. 27, Salt Lake City, UT
Todd Evans

Local Union No. 37, Providence, RI
Ryan Petig

Local Union No. 40, New York, NY
Daryen Mirabal

Local Union No. 44, Cincinnati, OH
Timothy R. Dickens
Jay R. Feldkamp
Austin B. Hall
Ryan C. Jones
William E. Ralston
David J. Villani

Local Union No. 46, Springfield, IL
Michael R. Evrley

Local Union No. 46-L, New York, NY
Jonathan Gallogly

Local Union No. 48, Oklahoma City, OK
Jason D. Briant

Local Union No. 55, Toledo, OH
Michael Stoner

Local Union No. 60, Syracuse, NY
Willis Smith

Local Union No. 63, Chicago, IL
Matthew R. Madlar
Robert J. Serafini

Local Union No. 70, Louisville, KY
John A. Collins
Matthew T. Hooper

Local Union No. 79, Norfolk, VA
James M. Shahayda

Local Union No. 86, Seattle, WA
Gary M. Huehrnerhoff
Beau J. Kennedy
Health W. Langille
Austin R. Ross
Anthony G. Scalici
Tanner M. Wale
Jeffery Wisely

Local Union No. 89, Cedar Rapids, IA
Luis M. Marmolejo

Local Union No. 92, Birmingham, AL
Michael J. Cameron
Brandan R. Palmer

Local Union No. 103, Evansville, IN
Michael D. Charleton

Local Union No. 118, Sacramento, CA
Francisco Andresdiego
Christopher S. Harrison
Larry L. Lewis
Gregory Wentworth
Brian L. Wright

Local Union No. 147, Ft. Wayne, IN
Richard Barrett

Local Union No. 155, Fresno, CA
Michael R. Martinez

Local Union No. 172, Columbus, OH
Nicholas A. Woods

Local Union No. 207, Youngstown, OH
Craig A. Johnson
Brian W. Persing

Local Union No. 229, San Diego, CA
David Galindo
Michael Lask
Jeremy R. Till

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Dustin A. Pickens
Dustin E. Seeger
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Jacob L. Mercurio
Philip E. Perkins
Todd C. Rampani
William D. Stange

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Erik R. Towers
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Daniel Scollon
Nick Tonello
Anthony Torres
Elsa S. Wolden

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Daniel W. McDonagle
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Lawrence E. Smith
Andre Taylor

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General President’s Report

Report of General President Eric Dean
to the Officers and Members
of the International Association of Bridge, Structural,
Ornamental and Reinforcing Iron Workers

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INTRODUCTION

It is a privilege and honor to serve as the 13th general president of our great union and to submit the General President’s Report to the delegates of the 43rd Convention, and to the entire membership.

Since Feb. 4, 1896, when representatives from six cities met and formed our great union, every generation of union ironworker has gathered to propose, debate and set the course for the future of our union. Each of you has the privilege and responsibility for being part of this historic occasion and to build on the gains and sacrifices of those who came before us. We must pledge to uphold our founding principles as stated in our constitution’s preamble: To form a solid representative organization dedicated to unity of action among all workers in the iron and steel industry, improve the welfare of all brothers and sisters in our craft and to advance and perpetuate our union.

Our history has shown it has never been easy. The challenges we face today from non-union competition, globalization, underfunded pensions, an extreme agenda from political opponents and the ongoing corporate assault on workers are on par with those of our early forefathers. Their tenacity and commitment gives us inspiration and will enable us to emerge victorious. Our convention theme of Organized, Skilled, Professional Ironworkers reflects the vision and depicts the attributes of our union’s members.

The International Union needs to supply whatever assistance and guidance we can to help our local unions and their officers. The last five years presented great challenges with a booming economy in Canada and a U.S. economy pulling itself up by its bootstraps. Now the construction economy is on the rise as we face one of the largest waves of retirements any generation has ever seen, the growth of modularization, and a right-to-work march across the United States and attempts made provincially in Canada.

The Officers’ Report is a reflection of the tenure of General President Wise and myself since our last convention in 2011 and outlines the activities that have been taken to advance and further the needs of our union. It is with great pride and passion that I am honored to be your general president.

GENERAL PRESIDENT EMERITUS WALTER W. WISE

The Iron Workers Union, under Walter Wise’s guidance and hard work, made great strides in regaining market share and putting our members to work. General President Emeritus Wise worked tirelessly on behalf of our members to grow our union, keep it strong and create a better future for all. His legacy surrounds us at the 43rd Convention. His leadership steered our union through recovery from the Great Recession until he retired Feb. 1, 2015. He guided IMPACT and fostered our relationships with our contractors to provide greater work opportunities through organizing, marketing and by making ironworkers the most valuable asset in the industry. General President Emeritus Wise’s aggressive agenda to advance ironworker safety with improved safety education has become the gold standard for the entire building trades. “See Something! Say Something!” works to ensure every ironworker returns home safe every night to their family. Walt Wise’s example of union brotherhood is what we should all strive to follow. His great leadership, integrity and dedication to our union, our signatory contractors and our industry enabled us to grow and succeed. The Iron Workers are recognized as one of the safest, most knowledgeable and hardest working skilled labor forces in North America.

We are honored to have General President Emeritus Walter Wise available for continued counsel and guidance and wish him a long and happy tenure as general president emeritus.

IN MEMORIAM

Kenneth M. Campbell
• District Representative
• Hired Oct. 24, 1966
• Retired May 31, 1981
• Deceased Aug. 5, 2013

James E. Cole
• General Secretary
• Hired Jan. 10, 1971 as General Organizer
• Appointed June 5, 1985 as Executive Assistant to the General President
• Appointed Aug. 13, 1985 as General Treasurer
• Appointed Dec. 2, 1998 as General Secretary
• Retired June 20, 2001
• Deceased July 6, 2016
Harry Hauffe
• General Organizer
• Hired Dec. 8, 1975
• Retired March 31, 1992
• Deceased Feb. 11, 2016

George E. Kratzer
• General Vice President
• Hired July 31, 2000 as General Organizer
• Appointed July 16, 2001 as Ninth General Vice President
• Deceased March 23, 2013

Roger Lamontagne
• General Organizer
• Hired Aug. 28, 1967 as District Representative
• Appointed Oct. 10, 1974 as General Organizer
• Retired Nov. 21, 1981
• Deceased Dec. 13, 2011

Fred Marr
• General Vice President
• Hired Jan. 1, 1992 as General Organizer
• Appointed Feb. 1, 2003 as Executive Director in Charge of Canadian Affairs
• Appointed July 9, 2003 as Eighth General Vice President
• Retired Feb. 28, 2010
• Deceased Feb. 10, 2016

Charles Mason
• General Organizer
• Hired Dec. 1, 1980
• Retired Dec. 31, 1990
• Deceased Jan. 28, 2013

Richard Nulliner
• District Representative
• Hired Feb. 23, 1976 as Special Representative
• Appointed June 1, 1986 as District Representative
• Retired April 30, 1999
• Deceased Nov. 9, 2013

Kenneth Ross
• General Organizer
• Hired Nov. 16, 1987 as District Representative
• Appointed June 20, 1988 as General Organizer
• Retired Nov. 30, 1998
• Deceased June 16, 2013

John T. Ruel
• General Organizer
• Hired March 3, 1986
• Retired July 30, 2002
• Deceased July 21, 2015

Dennis R. Toney
• General Treasurer
• Hired May 28, 1979 as District Representative
• Appointed June 3, 1985 as General Organizer
• Appointed Feb. 1, 1988 as Executive Director in Charge of the Shop Department
• Appointed Feb. 1, 1999 as Eighth General Vice President
• Appointed July 2, 2001 as General Treasurer
• Retired Feb. 28, 2005
• Deceased Oct. 10, 2014

INTERNATIONAL OFFICERS AND REPRESENTATIVES

General Officers
• Eric Dean, General President
• Ron Piksa, General Secretary
• Bernard Evers Jr., General Treasurer

General President Emeritus
• Joseph Hunt
• Walter Wise

General Vice Presidents
• Jay Hurley, First General Vice President
• Marvin Ragsdale, Second General Vice President
• Darrell LaBoucan, Third General Vice President
• Kenneth “Bill” Dean, Fourth General Vice President
• Stephen Sweeney, Fifth General Vice President
• Kevin Bryenton, Sixth General Vice President
• Robert Boskovitch, Seventh General Vice President
• Donald Zampa, Eighth General Vice President
• James Mahoney, Ninth General Vice President

General Counsel
• Frank Marco

Chief of Staff
• Kevin Byrnes

Executive Directors
• John Bielak, Executive Director of Shop Department
• Ray Dean, Executive Director of Department of Ornamental, Architectural and Miscellaneous Metals
• David Kolbe, Political and Legislative Director
• Scott Malley, Executive Director of Maintenance and Jurisdiction
• Daniel “Steve” Parker, Executive Director of Reinforcing
• Steve Rank, Executive Director of Safety
• Lee Worley, Executive Director of Apprenticeship and Training
General President

Director of Organizing
- David Gorniewicz

Assistant Director of Organizing
- Chris Rootes

General Organizers
- Michael Baker
- David Beard
- Eric Bohne
- Melvin Brewer
- Grady “Larry” Brown
- Anthony Butkovich
- J.P. “Buddy” Cefalu
- Richard Dee
- Angel Dominguez
- Jacques Dubois
- Kendall Martin
- Mike Martin
- Colin Millard
- Jeffrey Norris
- Steve Pendergrass
- James Rodney
- Anthony Rosaci
- Garry Simmons
- William Woodward

General Organizers/IMPACT
- Zachary Gorman
- James McGuire
- Bert Royer
- Mark Thomas
- Kenny Waugh

General Organizers and Training Specialists/Apprenticeship and Training
- Edward Abbott
- Russ Gschwind
- Joseph Hunt III
- Michael Relyin
- Michael Sampson

District Representatives
- Edward Jones
- Vicki O’Leary
- Chadwick “Chad” Rink
- Edward Urbauer
- Manuel Valencia

Field Representatives
- Edward Dornia
- Jeff Hendriks
- Miguel Mijango

Special Representatives
- Joshua Dallman

Retirements
- Effective Dec. 31, 2011, General Organizer Michael Clarke retired
- Effective April 30, 2012, CEO of IMPACT Eric Waterman retired
- Effective May 15, 2012, District Representative Rick Clukey retired
- Effective June 30, 2012, General Organizer Mike Gravette retired
- Effective Sept. 30, 2012, Executive Director Anthony Walencik retired
- Effective Dec. 31, 2012, General Organizer Michael Downey retired
- Effective May 31, 2013, General Organizer for Apprenticeship and Training Frank Piccione retired
- Effective Aug. 3, 2013, General Vice President Tadas Kicielinski retired
- Effective Aug. 31, 2013, General Organizer James King retired
- Effective Oct. 31, 2013, Executive Assistant Michael Coyne retired
- Effective Dec. 31, 2013, General Treasurer Edward McHugh retired
- Effective Jan. 31, 2014, Director of Education and Training for IMPACT Rick Sullivan retired
- Effective Jan. 31, 2015, General Organizer Robert Schiebli retired
- Effective Feb. 28, 2015, General Organizer for IMPACT Chuck Decker retired
- Effective March 31, 2015, General Vice President Richard Ward retired
- Effective April 30, 2015, General Organizer Matthew Groskie retired
- Effective April 30, 2015, General Vice President Edward Walsh retired
- Effective June 30, 2015, General President Walter Wise retired
- Effective June 30, 2015, General Vice President Joe Standley retired

Appointments
- Effective Oct. 17, 2011, James McGuire appointed General Organizer for IMPACT
- Effective Oct. 30, 2011, Eric Bohne appointed District Representative
- Effective Jan. 1, 2012, Angel Dominguez promoted to General Organizer
- Effective March 4, 2012, Ray Dean appointed General Organizer
- Effective March 12, 2012, Mike Relyin appointed General Organizer for Apprenticeship and Training
- Effective May 1, 2012, Kevin Hilton appointed CEO of IMPACT
- Effective May 6, 2012, Bert Royer appointed General Organizer for IMPACT
- Effective July 1, 2012, Bernard Evers Jr. promoted to Chief of Staff/Executive Assistant to the General President
- Effective Aug. 13, 2012, Edward Jones appointed Field Representative
- Effective Sept. 4, 2012, John Bielak appointed General Organizer
- Effective Nov. 5, 2012, Eric Bohne promoted to General Organizer
• Effective Nov. 5, 2012, Anthony Rosaci promoted to General Organizer
• Effective Nov. 5, 2012, James King promoted to General Organizer
• Effective Dec. 3, 2012, Harry Ehrie appointed Field Representative
• Effective Dec. 3, 2012, Edward Urbauer appointed Field Representative
• Effective March 3, 2013, Cesar Dominguez appointed Field Representative
• Effective March 3, 2013, Edward Dornia appointed Field Representative
• Effective April 15, 2013, Michael Sampson appointed Training Specialist for Apprenticeship and Training
• Effective April 21, 2013, William Woodward appointed General Organizer
• Effective June 17, 2013, David Beard appointed General Organizer
• Effective July 1, 2013, David Gornewicz appointed General Organizer
• Effective July 1, 2013, Edward Urbauer promoted to District Representative
• Effective July 29, 2013, Mark Thomas appointed General Organizer for IMPACT
• Effective Sept. 9, 2013, Kevin Byrnes reassigned to the General Secretary’s Office
• Effective Sept. 30, 2013, Bernard Evers Jr. appointed Eighth General Vice President
• Effective Sept. 30, 2013, Kenneth “Bill” Dean appointed Ninth General Vice President
• Effective Oct. 14, 2013, Richard Dee appointed District Representative
• Effective Oct. 21, 2013, Daniel “Steve” Parker promoted to Executive Director of Reinforcing
• Effective Nov. 1, 2013, Kevin Byrnes promoted to Executive Assistant to the General Secretary
• Effective Nov. 1, 2013, Edward Jones promoted to District Representative
• Effective Dec. 1, 2013, Steve Pendergrass appointed General Organizer
• Effective Jan. 1, 2014, Ronald Piksa appointed General Treasurer
• Effective Jan. 6, 2014, Garry Simmons appointed District Representative
• Effective Jan. 13, 2014, Steve Sweeney appointed Ninth General Vice President
• Effective April 1, 2014, Jeff Hendriks appointed Field Representative
• Effective April 14, 2014, John Bielak promoted to Executive Director of Shop Department
• Effective April 14, 2014, Jeffery Norris appointed District Representative
• Effective July 1, 2014, Melvin Brewer appointed District Representative
• Effective Feb. 1, 2015, Zachary Gorman appointed General Organizer for IMPACT
• Effective Feb. 1, 2015, Chadwick Rink appointed Special Representative
• Effective Feb. 1, 2015, Josh Dallman appointed Field Representative
• Effective April 1, 2015, Ray Dean promoted to Executive Director of Department of Ornamental, Architectural and Miscellaneous Metals
• Effective April 1, 2015, Michael Baker appointed General Organizer
• Effective April 1, 2015, Melvin Brewer promoted to General Organizer
• Effective May 1, 2015, James Mahoney appointed General Organizer
• Effective May 1, 2015, Jeffery Norris promoted to General Organizer
• Effective June 1, 2015, Russ Gschwind appointed General Organizer for Apprenticeship and Training
• Effective July 1, 2015, Eric Dean elected General President
• Effective July 1, 2015, Ronald Piksa appointed General Secretary
• Effective July 1, 2015, Bernard Evers Jr. appointed General Treasurer
• Effective July 1, 2015, Kevin Byrnes promoted to Chief of Staff
• Effective July 1, 2015, Garry Simmons promoted to General Organizer
• Effective July 1, 2015, Richard Dee promoted to General Organizer
• Effective July 6, 2015, Kevin Bryenton appointed Sixth General Vice President
• Effective Aug. 1, 2015, Robert Boskovich appointed Seventh General Vice President
• Effective Sept. 1, 2015, Donald Zampa appointed Eighth General Vice President
• Effective Sept. 15, 2015, David Gornewicz appointed Director in Charge of Organizing
• Effective Oct. 1, 2015, James Mahoney appointed Ninth General Vice President
• Effective Nov. 2, 2015, Chadwick Rink promoted to District Representative
• Effective Nov. 2, 2015, Josh Dallman promoted to Special Representative
• Effective Nov. 9, 2015, Mike Martin appointed General Organizer
• Effective Nov. 9, 2015, James Rodney appointed General Organizer
• Effective Jan. 11, 2016, Kendall Martin appointed General Organizer
• Effective Jan. 11, 2016, Chris Rootes appointed District Representative and Assistant Director of Organizing
• Effective Jan. 25, 2016, Vicki O’Leary appointed District Representative for IMPACT
• Effective March 1, 2016, Miguel Mijango appointed Field Representative

Resignation
• Effective March 30, 2012, Harvey Swift resigned as General Organizer for IMPACT

Terminated
• Effective Aug. 10, 2014, Field Representative Cesar Dominguez was terminated
• Effective June 19, 2015, Field Representative Harry Ehrie was terminated
STATE OF THE CONSTRUCTION INDUSTRY

The past five years certainly have been a slow, steady climb from one of the deepest downturns in modern history to returning back to pre-recession levels once again; the construction industry went from the worst recession in our lifetime to return to growth for the Iron Workers Union. The United States and Canadian construction industry sustained major losses during the calendar year 2009 through 2011 but have grown steadily from 2011 through today with a steady but modest growth rate.

As union ironworkers, we mimicked the industry going from manpower shortages, to a low in hours worked of approximately 89 million man-hours for the fiscal year ending June 2010 with gains in every year following year; 103 million man-hours in 2013, 110 million man-hours in 2014 and over 119 million man-hours in 2015.

The overall construction industry did recover with steady increases in man-hours for the Iron Workers International Union and we are today at greater membership levels than at the start of the pre-2009 industry collapse. The following expenditures are reported by United States Department of Labor-Bureau of Labor Statistics.

As was expected, construction spending totals rose from the lows in 2011 of $540 billion in construction spending to the recent highs in March 2016 of $702 billion. While earlier forecasts were looking at construction spending numbers to grow to $817 billion by 2015, the growth, while consistent, fell short.

Canadian construction has grown in the last five years since the 2011 convention, with an average of $21 billion in capital investment and construction spending. This has led to membership expansion and increases of over 20 percent across Canada, due to both organizing and apprenticeship enrollment.

Gas and oil exploration along with mining have led the construction boom that Canada is now experiencing, with a labor friendly government in place, the recently elected Canadian Parliament has repealed some very anti-union laws from the books, which is good for our members.

Oil prices dropping in 2016 will contribute to a slowing in the Canadian economy for a while, forecasts are that the continued growth will fall to 1.2 percent over the long term. Canadian building investment remains steady, due to population increases across the country. Construction employment forecasts show a steady next five years, only in 2021 are the construction employment numbers set to fall off slightly.

An estimated 250,000 Canadian workers are expected to retire in the decade. This number is 21 percent of today’s skilled workforce in Canada. The ironworkers all across Canada have shown their eagerness to recruit and enroll new members and I am confident that their efforts of today will help our Canadian local unions into the future.

KEY PERFORMANCE INDICATORS

From the mandate of the 41st Convention to build our “Bridge to the Future,” the Key Performance Indicators (KPIs) were established.

The Key Performance Indicators were designed to improve the ability of local unions to respond to the tremendous opportunities for growth and achievement throughout the union ironworking industry. Upholding leadership roles, setting yearly goals and action plans are essential in maintaining ongoing success within the Iron Workers organization.

The key areas that were determined to meet the needs of our local unions: apprenticeship and training, organizing, political action, workforce productivity, local union operations and staff involvement.

Initially, in 2007, the KPIs consisted of 15 goals; in 2011, two additional goals were established. The KPIs were reevaluated in 2013 to 15 goals. In 2015, Shop KPIs were established. See Fig. 1 and Fig. 2.

In 2016, the KPIs will be revised and include outside and shop locals. By refocusing the involvement of the local union, district council and international staff’s attention to elements necessary for their growth and success, we will set new goals and action plans for the betterment of our organization.

By adopting the criteria required by the KPIs, many local unions have been able to survive and thrive despite the economic ups and downs of the construction industry during the past few years, 2006-2015, as illustrated by Fig. 3.

Industry response from the contractors and corporate users of construction services to the Key Performance Indicators has remained positive. The Eagle Awards were created to acknowledge the effort, progress and success that local unions achieved by adopting and utilizing the Key Performance Indicators.
### Fig. 1 – Outside Local Unions Key Performance Indicators

<table>
<thead>
<tr>
<th>KPI Goal</th>
<th>Indicator</th>
<th>Performance Target</th>
<th>Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. To increase recruitment to address attrition and growth.</td>
<td>The number of apprentices and organized members to meet growth requirements.</td>
<td>Number exceeds attrition rate by at least 5%.</td>
<td></td>
</tr>
<tr>
<td>2. To ensure that the local union apprenticeship program meets or exceeds minimum quality standards.</td>
<td>The local union apprenticeship program is certified under the Ironworker Apprenticeship Certification Program (IACP).</td>
<td>Yes – the local program is certified.</td>
<td></td>
</tr>
<tr>
<td>3. To provide contractors with certified welders.</td>
<td>The local union apprenticeship program is certified under the Ironworker Welding Certification program and/or has an equivalent process in place to certify welders.</td>
<td>Yes – the program is able to provide certified welders to meet contractor needs.</td>
<td></td>
</tr>
<tr>
<td>4. To provide contractors with a skilled workforce.</td>
<td>The percentage of apprentices and journeymen certified under the appropriate certification programs (e.g., Scaffold, OSHA 10, Post Tensioning, Subpart R, etc.).</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>5. To reduce barriers to entrance into the apprenticeship program.</td>
<td>The local union’s apprenticeship standards indicate approaches such as open enrollment, slot-ins, competency-based training, etc.</td>
<td>Revised standards that indicate approaches to reduce barriers.</td>
<td></td>
</tr>
<tr>
<td>6. To increase union density and secure more work for our local union and our contractors.</td>
<td>Organizing and marketing program in place and being implemented to increase job opportunities, wages and benefits for members. Establish a Market Recovery (or target fund). Use of the IMPACT-Trac and IMPACT-Direct job tracking systems.</td>
<td>Yes – a program has been submitted, approved by the district council president and is being implemented. Market recovery fund being used – Yes or No. Tracking system used on a weekly basis.</td>
<td></td>
</tr>
<tr>
<td>7. To have members vote in local, state/provincial and national elections.</td>
<td>The percentage of members registered and voting in local, state/provincial and national elections. Establish a position for a political coordinator to assist with political action activities.</td>
<td>100% of eligible voters registered and voting. Political coordinator position established – Yes or No.</td>
<td></td>
</tr>
<tr>
<td>8. To provide owners with a drug-free workforce.</td>
<td>The percentage of members participating in an approved substance abuse program (i.e., IMPACT program or equivalent).</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>9. To provide contractors with skilled foremen.</td>
<td>Foreman training courses being conducted for apprentices, journeymen and contractors.</td>
<td>100% of graduating apprentices complete the course and at least 1 course for journeymen held each year.</td>
<td></td>
</tr>
<tr>
<td>11. To ensure the local union remains solvent and financially viable.</td>
<td>Yearly audit and completion of LM reports. Trustee’s Compliance Audit program completed and submitted to the GTO.</td>
<td>Adequate reserve.</td>
<td></td>
</tr>
<tr>
<td>12. To have the staff in place and trained to successfully operate the local union.</td>
<td>Local union officers receive the training required to do their jobs.</td>
<td>100% of new officers attend the training conducted by the International.</td>
<td></td>
</tr>
<tr>
<td>13. To ensure active and informed participation of members and contractors in the local union.</td>
<td>Increase in the number of members attending local union meetings and an internal and external communications plan in place (e.g., newsletter, website, email, texts).</td>
<td>Annual increase in the number of members attending meetings and a communications plan in place and actively implemented.</td>
<td></td>
</tr>
<tr>
<td>14. Establish documentation to protect and preserve the jurisdiction of the ironworker.</td>
<td>Implement a system that documents the jurisdictional work practices of the local union.</td>
<td>10-year history of hours worked, stewards reports, pre-job assignments and contractor letters of assignment for use in disputes, pre-job/mark-up meetings and wage surveys.</td>
<td></td>
</tr>
<tr>
<td>15. Use technology to gain greater operating efficiencies and service to the members and contractors.</td>
<td>Use of International email system for correspondence. Use of ATS for record training or monthly transmittal of training records. Use of social networking such as; Facebook, Twitter, YouTube, etc. Download of trust fund man-hours into IWITS.</td>
<td>Full utilization of indicators.</td>
<td></td>
</tr>
</tbody>
</table>
Our union thanks and congratulates each Eagle Award recipient.

**2011**
- Local 12 (Albany, N.Y.)
- Local 700 (Windsor, Ontario)
- Local 736 (Hamilton, Ontario)

**2012**
- Local 700 (Windsor, Ontario)
- Local 736 (Hamilton, Ontario)

**2013**
- Local 765 (Ottawa, Ontario)
- Local 786 (Sudbury, Ontario)

**2014**
- Local 721 (Toronto, Ontario)
- Local 759 (Thunder Bay, Ontario)
- Local 765 (Ottawa, Ontario)
- Local 786 (Sudbury, Ontario)

**2015**
- Local 512 (Minneapolis/St. Paul, Minn.)
After 13 years, the Ironworker Management Progressive Action Cooperative Trust (IMPACT) looks dramatically different, in many respects, then it did in the early years. However, the goal remains the same: More jobs! More ironworkers! More contractors! More customers!

In 2016, we are able to verify we are getting more work. What was once a platitude is now a reality. Today we have generated nearly 1 million work hours on sites where there had been no ironworkers when IMPACT started. But the work hours only tell a fraction of the story.

**Safety**

All IMPACT events begin with a safety moment so it is only fitting we start by talking about the Safety Trained Supervisor-Construction (STSC) certification credential explored and developed by IMPACT. The origin of this program started with Local 24 (Denver), (see this link: [http://bit.ly/IWIMPACTConferenceSTSCSession](http://bit.ly/IWIMPACTConferenceSTSCSession), for a speech delivered by Mark Calkins on this topic). The brilliance of this program was explained to IMPACT Western Regional Director Jim McGuire, who took it to the next level. IMPACT staff worked closely with the administrators of the STSC, the Bureau of Certified Safety Professionals, to work out the logistics of bringing this program to our membership. After multiple pilots conducted all over North America, administration of the STSC program has been transitioned to the Apprenticeship and Training Department. At this writing, over 600 ironworkers carry this credential.

The importance is obvious: It raises the level of safety awareness, thereby creating a safer project. However, there are other benefits. The Iron Workers are the only craft embracing the next step in the road to a culture that embraces zero incidences. This is looked very favorably on by industrial owners, general contractors and construction managers and gives the Iron Workers a competitive advantage over our fierce competition.

Safety remains first and foremost in our minds. Contractors who insist on world-class safety performance also realize dignity on their jobsites, and that transpires into a profitable business. Profitable ironworker businesses lead to more ironworker jobs. It’s that simple.

**Jobs**

At the time of the 2011 convention, IMPACT provided the local unions and district councils with Dodge Reports and the services of IndustrialInfoResources.com (IIR). Merely offering those services simply was not enough. As we monitored the activity we saw a couple items: usage was spotty and the contractors actually bidding the work were not getting live access to the information. It was time to pivot. The IMPACT board of trustees approved a move from Dodge to CMD, and IMPACT started sharing CMD seats with the local unions, district councils and our contractors. In other words, we put the job leads directly in the hands of those who bid and gain the work. In addition, we renegotiated the IMPACT arrangement with IIR, providing for a deeper discount in the event an IMPACT contractor wishes to directly gain those leads. The dis-
trict council and local union accounts for IIR are still provided by IMPACT.

IMPACT also discovered it was not enough to merely provide the account information. We embarked on a detailed strategy to provide training in how to get the most out of this valuable resource through either one-on-one, face-to-face training from an IMPACT staffer or a one-on-one webinar directly from the vendor. The results of the shift have been very promising and in keeping with our mission of creating work opportunities. In addition, our users tell us the data from both services is better and more important than ever before.

**Business Development**

At the time of the last convention, we were keenly aware that IMPACT needed to take some action to identify the strengths of our contractors, pair them with the safety and skills of our ironworkers and go out and penetrate markets where we are not currently working. In some cases, those are markets where we were once very strong but have not worked in those markets in many, many years. A business development professional opens those doors.

We studied the industry and opted to engage the services of a professional firm geared toward promoting the Iron Workers and their contractors.

The region where our business development initiative launched was the geographic jurisdiction of the Texas and the Mid-South States and Southeastern States District Councils (RAB VI and portions of RAB V), although there has been serious business development activity in other parts of the country. To date this work has provided 776,000 work hours that we would not have had in the absence of the investment.

**Contractor Training and Development**

Many ironworker companies, even those that have been in business for years, need to have a source of information to improve and update their operating procedures. IMPACT has developed a series of live courses and webcasts that allow our contractors to up their game.

In addition, in the best of times and the worst of times, we have ironworkers who decide to go into business, without the luxury of a business degree from a college. Unfortunately, many of our brothers and sisters going into business quickly learn the hard way that we operate in one of the most competitive industries in North America. As a result of the lack of business training and the ferocious competition, many fail.

We cannot give an ironworker an MBA, but we can raise a level of awareness that can prevent them from going out of business. Further, many of our efforts prevent the contractor from falling into arrears with the various funds they contribute to. So the contractor training really serves multiple purposes: Sustaining our contractor base and ensuring prompt payment to our funds. The obvious benefit is that if an ironworker does pursue going into business, we can assist them in penetrating opportunities where ironworkers are not currently working.

We have partnered with FMI, a leading authority on the construction industry, among others to develop and implement a number of key courses and video webcasts. Here is a list of some of our offerings:

**Getting Paid**
- Job Profits program
- Project Leadership and Project Management
- Construction Contracting Business Fundamentals Academy
- Construction Selling Skills
- Succession Planning
- Understanding Your Construction Contract
- Technology Tools for Cost Estimating
- Leadership Experience
- Technology Applications for the Field

Our webcasts cover every important aspect of the construction industry, and all of these offerings have direct application to the district council and local union leadership.

**Off the Job Accident Program**

Each week of the year, IMPACT issues checks to ironworkers who sustained an injury away from work helping them make ends meet in times when they are prevented from working due to an accident.

The program has proven to be a cost effective way of helping ironworkers in need. The original program relied on the services of an insurance carrier. Since the last convention, the Off the Job Accident program has become a self-administered, direct benefit of participation in IMPACT, relying on the expertise of a third-party vendor, WPAS, based in Seattle.

The stories of two ironworkers and how they utilized this benefit can be viewed by following this link: [https://www.youtube.com/watch?v=CoR3gMKhZJY](https://www.youtube.com/watch?v=CoR3gMKhZJY).

The benefit also aids our contractors in assisting to reduce their workers’ compensation liability. Keeping the contractors more competitive, by reducing contractors’ insurance obligations, extends the opportunity to create
more ironworker jobs. All the pertinent details on the program can be viewed at: http://www.impact-net.org/programs/off-the-job-accident-program.

**Grants**

Grants have always been a staple of IMPACT. However, since the last convention, the program was automated to allow for more precise data and analysis. For instance, we know that roughly 24 percent of all IMPACT grants are directed toward lobbying/legislative efforts geared to ironworker job creation. In a similar vein, marketing and advertising efforts account for close to 23 percent of all grant investments. Of course, one of the most visible uses of IMPACT grant resources are those enhancing the capabilities of our training centers. Just over 11 percent of RAB grants are devoted to upgrading our training centers, allowing us to create a better ironworker and lead us to more ironworker job opportunities. Local 424 (New Haven, Conn.) upgraded their welding capabilities with the purchase of new equipment.

These investments range from new welding machines to upgraded fume extraction systems, improvements to keep the training centers healthy places to learn, band saws, structural steel mock-ups, ornamental mock-ups, recruiting events; the list goes on.

Another prominent grant category is training/certification. Many RABs have received resources to conduct a variety of skills upgrade training, including offerings from FMI, metal building certification, tower rescue training and hazardous material training, to name a few. These type of grants are 16 percent of all of those approved and fulfilled.

Supplemental grants are reserved for major investments focused on low density areas or pilot programs having a far reaching affect and utilized throughout North America. Supplemental grant requests must be accompanied by a business plan to ensure the investment has been completely and thoroughly reviewed and will have a positive effect on creating ironworker jobs.

Only a small sample of the IMPACT offering has been included here. A complete detailed description of all IMPACT products, services and the people behind the organization can be found at impact-net.org.

**Diversity**

Contractors are regularly faced with the demand through community benefit agreements for diversity inclusion requirements in their contracts. District Representative Vicki O’Leary was appointed not only to work with the Safety Department but also to work with IMPACT for the purpose of assisting with the development of the appropriate diversity requirements faced by our contractors and local unions. The inclusion of diversity will not only help our contractors but will also strengthen our union.

**DEPARTMENT OF ORGANIZING**

The Organizing Department continues to pursue our constitutional mandate of organizing all workers within the iron and steel industry by obtaining collective bargaining agreements with their employers.

At its most basic level, labor organizing is a process where we try to turn non-union companies into union ones. We win the support of a company’s workers, and apply pressure to turn a company to our side. But with the state of organized labor, we’ve got to change more than a few companies; we have to change an industry.

The Organizing Department is continuing that work. We’ve gotten union contractors to take on a greatly increased amount of work in traditionally hostile environments. We’ve done this by organizing companies, and then putting pressure on successor non-union companies.

Organized members continue to contribute to the strength of our union. Below is a chart showing the year and count of members organized as journeymen from 2011 through 2015.

The recent resurgence will carry on unabated, with total U.S. construction starts for 2016 expected to rise 6 percent to $712 billion.
The impact of the economic resurgence in the United States on the construction industry has been challenging. With construction unemployment low nationally, we are finding opportunities to bring in new members and employers and develop new organizing strategies. The Bureau of Labor and Statistics reported that 13.2 percent of the construction industry was union, up from 13.1 percent in 2010. This still leaves 87 percent of the industry as fertile ground for organizing. The new generation of workers entering our trade are demonstrating that they would like to be represented by our union on the job.

Canada’s construction industry recorded a weak performance, with its output value dropping from U.S. $294.1 billion in 2014 to U.S. $289 billion in 2015, Trimetric said in a news release. However, the industry’s future is getting brighter as its value is forecast to pick up from 2016.

The construction industry’s output value is expected to rise at a compound annual growth rate (CAGR) of 2.13 percent in real terms over the forecast period 2016-2020.

The Organizing Department continues to assist local unions and district councils by providing needed expertise to assist them in targeting, developing and implementing campaigns to organize their competition.

Our Ironworker Associate Membership program has continued to grow and provide organizing opportunities along with assisting local unions in meeting the challenge of supplying qualified ironworkers to signatory employers. This program engages workers and builds a bridge for unrepresented ironworkers into our union. A continuing partnership with Working America helps us to engage and educate ironworkers beyond traditional means.

Training
Training for organizers is provided through various in-house programs such as A.C.E.S. and C.O.M.E.T., volunteer organizing committee materials, new member orientation course materials and union skills courses provided by the Organizing Institute of the AFL-CIO and the North America’s Building Trades Unions. In addition, the department has developed Options to Survival, which is an ironworker specific training/education program.

Annual Organizers Summit
An annual event is held to supplement organizing skills and facilitate networking with speakers, presentations and breakout sessions. This past year, 125 ironworker organizers attended the conference.

Strategic Planning
Strategic campaign planning is provided by assistance to local unions and district councils in defining organizing strategies and aid in the decision-making process. This is achieved through campaign coordinators who serve as the key liaison between the International, local unions, district councils, workers and contractors. Campaign coordinators assist local unions and district councils in the development of an organizing program by providing training, directing campaign activities and the resources provided by the Organizing Department. One major resource provided by the Organizing Department includes striker assistance for non-union workers who are out on strike and are refusing to work under their current working conditions. The campaign coordinators also:

- Assist in house calls and coalition building.
- Review and manage the delivery of timelines, ensuring resources are properly routed to the organizing team, often managing multiple campaigns simultaneously.
- Identify and communicate potential timing or resource issues.
- Provide campaign status updates.

Assisting in these efforts are Organizing Department staff:

- Lead organizers
- District council organizers
- Community organizers
- Researchers
Research
Local unions and district councils are provided with various resources to help pursue their goals by:

- Collecting valid and reliable qualitative and quantitative data.
- Analyzing data to create fact sheets, handbills and other related campaign materials allowing organizers to make informed decisions and reach objectives.
- Teaching research to organizers.
- Providing research assistance to individual organizers.

Networking
The Organizing Department builds relationships between organizers by hosting the annual Organizers Summit, which allows organizers from the United States and Canada to meet and actively discuss issues relative to organizing and learn new strategies. A vital ingredient in our efforts to change the industry, and a major accomplishment of our Organizing Department, is that all campaigns are coalitional. In each campaign, Iron Workers’ organizers have been united with other social justice organizations, faith leaders, politicians, students and other people within the campaigns’ communities. Each campaign forms a structure of support for the next campaign. Positive relationships are a valuable asset. And in working with others outside of our organization, we show more and more people the strength, energy and ingenuity of our great union. Examples from all over the North America show the importance of our networking activities with various organizations:

- Jobs with Justice
- Building and construction trades councils
- AFL-CIO councils
- CLC councils
- Labor allies
- Interfaith committees
- Student groups
- Federal, state, provincial and local governments
- Elected leaders
- Coalitions

Financial Assistance
Financial assistance is available for those local unions or district councils who have initiated organizing activity. By submitting a request to the International, those local unions or district councils actively working toward increasing their membership through organizing are eligible to receive financial assistance for subsidizing the cost of current campaign activity, or providing funding to potential campaigns where workers are supporting a union.

Immigration
Updates on immigration enforcement continue to be monitored, allowing us to stay abreast of changing state legislation concerning immigration law involving the hiring of workers.

Campaigns
Campaign coordinators have been assigned to assist campaigns throughout the United States and Canada. Below is a list of district councils and the number of ongoing campaigns.

<table>
<thead>
<tr>
<th>DISTRICT COUNCIL</th>
<th>CAMPAIGNS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philadelphia &amp; Vicinity</td>
<td>1</td>
</tr>
<tr>
<td>Southeastern States/Regional</td>
<td>1</td>
</tr>
<tr>
<td>St. Louis &amp; Vicinity</td>
<td>1</td>
</tr>
<tr>
<td>Canada</td>
<td>6</td>
</tr>
<tr>
<td>Ontario</td>
<td>9</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>1</td>
</tr>
<tr>
<td>Southern Ohio &amp; Vicinity</td>
<td>9</td>
</tr>
<tr>
<td>Chicago &amp; Vicinity</td>
<td>1</td>
</tr>
<tr>
<td>Tennessee Valley &amp; Vicinity</td>
<td>3</td>
</tr>
<tr>
<td>Tennessee Valley/Regional</td>
<td>2</td>
</tr>
<tr>
<td>North Central States</td>
<td>1</td>
</tr>
<tr>
<td>Regional</td>
<td>3</td>
</tr>
<tr>
<td>Texas &amp; the Mid-South States</td>
<td>2</td>
</tr>
<tr>
<td>Mid-Atlantic States</td>
<td>5</td>
</tr>
<tr>
<td>New York State</td>
<td>2</td>
</tr>
<tr>
<td>New England States</td>
<td>4</td>
</tr>
<tr>
<td>Rocky Mountain Area</td>
<td>1</td>
</tr>
<tr>
<td>State of California &amp; Vicinity</td>
<td>1</td>
</tr>
<tr>
<td>N. Ohio, W. Penn., &amp; N. West Va.</td>
<td>1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>54</td>
</tr>
</tbody>
</table>

These activities vary in scope and accomplishments:

- Seven legislative issues ranging from welding certifications to independent contractors.
- Developers agreeing not to use unscrupulous employers in our industry.
- Improving working conditions for workers in our industry.
- Increasing union density and market share.
- Projects turned to union signatories.
- Getting back pay for workers.
- The use of social media.
- Establishing strong community alliances.
- Gaining new political allies.
The Organizing Department is providing pertinent information in articles highlighting the department’s function and resources along with reports on activities and services.

There remains a consistent lack of support for organizing from those in opposition to the success of our organizing efforts. This is an alarming antipathy to organizing that reaches into union leadership. Organizing costs money in the short-term, but provides long-term benefits: increased membership and a workforce that’s educated in the benefits of union membership. Some people look at the short-term cost of organizing and miss out on the long-term benefits. This is an attitude and misunderstanding that must be defeated in order for our union to be successful. The department is utilizing the internet and social networking in order to communicate with members, organizers and workers to find and create new organizing opportunities. This sort of communication is cost effective, and its potential to gain membership and support is extremely high.

Construction Organizing Member Educational Training (C.O.M.E.T.), which educates our leaders and members on the importance of organizing and is a vital piece of communication to our members, continues to be overlooked or even nonexistent. C.O.M.E.T. provides members the opportunity to discuss issues related to organizing and gives a basic understanding of its importance. Too often members do not understand the significance of organizing and how union density relates to their wages and benefits. Also, members must recognize that all non-union workers have the legal right to join any union that they deem would be best to represent their interest. I want to make sure that choice is the Iron Workers Union. We’ve spread our organizing efforts across the United States and Canada. We have won significant victories and adapted to tough adversities. With the required resources, we can increase our efforts to improve union density and market share while improving the lives of ironworkers everywhere.

DEPARTMENT OF APPRENTICESHIP AND TRAINING

The function of the Apprenticeship and Training Department is to provide support, training materials and direction to our affiliated local unions, joint apprenticeship training committees (JATC) and trade improvement committees (TIC) on matters pertaining to apprenticeship and training. The service is provided in several ways: via correspondence (letters, telephone, email), office visits, JAC/TIC meetings, apprenticeship conferences, instructor training programs, regional training centers, seminars, district council meetings and local union meetings.

As of March 1, 2016, we had 14,283 apprentice members. This represents 21.4 percent of our active journeymen membership in the United States and Canada. From Jan. 1, 2011 through May 1, 2016, we graduated over 10,500 apprentices to journeyman. If you recall, we set a goal of 20 percent of our membership to be apprentices and we have reached that goal. The general officers are pleased the goal of 20 percent has been surpassed for apprentice membership, but are now concerned the current goal is no longer sufficient to keep up with demand or the pace of attrition. It is suggested a new goal of 25 percent would need to be established allowing the training programs to meet the current and future needs of the industry. This should replace retirees and members who have dropped out of the trade, maintain our membership, and provide an annual growth of about 5 percent.

We assist with and review local union apprenticeship and training standards sent to headquarters. These standards are checked to assure conformity with Article XXIII of the International Constitution and the U.S. Department of Labor approved National Standards for Ironworkers. The general executive board must approve increased organizing activity within our industries if we wish to secure our jurisdiction. As it was stated earlier, “non-union workers have the legal right to join any union that they deem would be best to represent their interest.” I want to make sure that choice is the Iron Workers Union. We’ve spread our organizing efforts across the United States and Canada. We have won significant victories and adapted to tough adversities. With the required resources, we can increase our efforts to improve union density and market share while improving the lives of ironworkers everywhere.
On Jan. 10, 2013, the National Guidelines for Apprenticeship Standards for the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers for the occupation of Structural Metal Fabricator and Fitter were certified. The U.S. Department of Labor, Office of Apprenticeship Training, Employer and Labor Services, certifies these national guideline standards meet the requirements of Title 29, CFR Part 29 and 30.

Instructor Training Program

In July of each year, the Apprenticeship and Training Department/National Training Fund holds the annual Ironworker Instructor Training program at Washtenaw Community College in Ann Arbor, Michigan. As we celebrate our 32nd annual program and seven years in Michigan, the continuation of providing first class training programs to support our organization remains the focus of the trustees and staff of this department. From the aspiring beginning in 1985 to today, we have seen our world-class ironworker training program become the envy of the building trades.

Our annual training program ensures we have qualified instructors and apprenticeship coordinators and directors able to develop the skilled ironworkers to meet the needs of our employers and contractors. Each year the National Training Fund and IMPACT upgrade existing courses and develop new courses. We are confident the annual training program will continue to grow and will help to ensure we have the best-trained instructors to educate our brothers and sisters in the field.

Ironworker Apprenticeship Certification Program (IACP)

In late 2005, the Apprenticeship and Training Department began implementation of a certification program for local union apprenticeship programs. The Ironworker Apprenticeship Certification Program (IACP) is designed to improve and standardize the quality of apprenticeship training offered at local unions to help ensure graduates are skilled ironworkers able to meet the needs of our employers, contractors and our joint apprenticeship training committees (JATC) and trade improvement committees (TIC). Certification is a method of ensuring an ironworker apprenticeship program meets or exceeds all established standards and requirements in areas, such as implementing the core curriculum, ensuring instructors have appropriate credentials, maintaining appropriate training facilities, providing access to current tools and equipment, ensuring safety of apprentices, and providing on-the-job training to prepare skilled ironworkers. The following local union apprenticeship programs, a total of 114, have successfully completed the certification process:

2005
Local 377, Local 378, Local 11, Local 396

2006
Local 405, Local 68, Local 392, Local 1, Local 290, Local 387, Local 416, Local 433, Local 229, Local 401, Local 721

2007
Local 5, Local 15, Local 7, Local 86, Local 14, Local 29, Local 10, Local 21, Local 75, Local 416 (LV), Local 433 (LV), Local 60, Local 118, Local 155, Local 201

2008
Local 17, Local 40, Local 361, Local 498, Local 147, Local 580, Local 372, Local 22, Local 482

2009
Local 44, Local 550, Local 25, Local 584, Local 769, Local 402, Local 272, Local 404, Local 33, Local 292, Local 704, Local 397, Local 167, Local 3, Local 70

2010
Local 495, Local 732, Local 58, Local 172, Local 848, Local 751, Local 48, Local 79, Local 66, Local 27, Local 111, Local 84, Local 135, Local 787, Local 301, Local 549, Local 417

2011
Local 55, Local 207, Local 477, Local 736, Local 700, Local 623

2012
Local 8, Local 6, Local 395, Local 597, Local 89, Local 67, Local 384, Local 444, Local 263

2013
Local 568, Local 765, Local 63, Local 350, Local 112, Local 28, Local 383, Local 37, Local 786

2014
Local 380, Local 420, Local 489, Local 399, Local 782, Local 808, Local 136, Local 798, Local 492, Local 512, Local 24, Local 16, Local 451, Local 759

2015
Local 9, Local 469

2016
Local 771, Local 709, Local 393

Development of Training Materials

In 2004, the Apprenticeship and Training Department/National Training Fund (with support from IMPACT) began the process of completely rewriting all of the
primary subject training materials. The new training materials were reformatted into complete training packages designed as ready to use by the training centers with minimal preparation. This is beneficial by saving time for instructors and improving apprentice learning outcomes. The training packages include the following components as applicable: reference manual(s) used for studying information and completing assignments, a student workbook with knowledge and performance assignments and blueprints when applicable, an instructor’s guide, and an instructor’s presentation and resource DVD. With the roll out of the Precast Training package in 2013, all primary subjects have been completed. Although the initial rewrite is finished, the new packages are constantly monitored with edits made as needed at every printing cycle. As it becomes necessary, individual training packages are improved and updated to keep up with changes in the industry and/or simply to make them better. Training packages that have been through a second complete rewrite include: Cranes, Rigging, and Metal Building Systems.

Some of the training materials or resources, such as the instructor guides, are now available as digital files only. This allows us to update products in real time, cuts down on printing costs and waste, and makes these products available as an instant free download.

In addition to maintaining the existing training packages, new training materials and certifications are being developed to meet the needs of our members and employers. Over the last several years, the following have been developed and made available to local union training programs:

- Advanced layout and total station training
- Shop and fabrication training package
- Canadian red seal core competencies manual
- Canadian red seal reinforcing/post-tensioning manual
- Canadian red seal structural/ornamental manual
- Superintendent training reference manual and level 1 and level 2 courses
- Supervisor training for shop ironworkers manual and course
- Forklift training material and certification
- Fall protection training material and certification
- MSHA training material
- Fire watch training material and certification
- Traffic flagger training material and certification
- Power line hazard awareness video updated
- Scaffold training package with user and erector/dismantler certifications
- Harassment and discrimination training material with templates for training acknowledgement and a company policy
- Ironworker instructor planning and delivery video – a video for instructors to learn how to prepare for a course.

In support of several of the new training packages, the National Training Fund and IMPACT have developed courses and will send instructors to teach these courses at the local or district council location on request. These courses include, but are not limited to:

- Superintendent Level 1 (online course) – over 1,060 enrolled to date
- Superintendent Level 2 – over 575 students trained
- Shop Supervisor Training
- Specialized Window Wall Training
- Post-Tensioning Certification Class
- Advanced Layout and Total Station Training
- Other courses as needed

To aid the local training centers in improving outreach and recruitment, the Apprenticeship and Training Department updated and printed a new marketing brochure in 2015. The brochure, “Your Future Starts Today,” is available to all training centers for free (shipping only) from the online bookstore. The “Training Center Directory” was also updated and printed in 2016. This resource is also available to all training centers for free (shipping only) from the online bookstore.

- “Your Future Starts Today” marketing brochure – updated 2015
- “Training Center Directory” – updated 2016
- Ironworker instructor planning and delivery video

Online Bookstore Updates and Improvements

Since its inception, the online bookstore has been through several platform changes and upgrades. The current storefront has been in place since about 2011. Functionality of the website is continually being improved to decrease the effort needed to operate and manage the store and to make it more user friendly.

Recent updates have been implemented to improve shopping, ordering and receiving products, reporting, collections, and the payment process. The entire inventory listing has been restructured to better categorize the product offering, making it easier to see what is available for each subject and find specific products. A product catalog download feature was added so users could have and see a complete listing of all products available to them from the website and where to find them. A “News” section was added to the home page to pass along important information such as new prod-
uct offerings, etc. A free download feature has been added; digital media products that previously had to be purchased and shipped on a CD or DVD can now be downloaded instantly for free from the website. This saves time and money managing the bookstore, and for locals obtaining products. Video products, which previously had to be purchased and shipped, are now set up with a Vimeo link. These videos can now be played directly from the Vimeo site, or they can be downloaded and saved for playback at any time; once again, no shipping, no cost.

The warehouse typically stocks about 200 different products, totaling over 110,000 items. Bookstore sales for a year average approximately 120,000 items with gross sales of around $1.14 million. The total number of items has been reduced by ordering smaller quantities of printed materials. This allows updates to be made available to the training centers in a timelier manner and reduces the amount of money tied up in inventory sitting on the shelves. Waste is also reduced by eliminating the recycling of outdated materials.

College Degree Programs for Ironworkers

Having agreements with community colleges and universities has many advantages. First it demonstrates the caliber of our training to applicants, signatory contractors and non-signatory contractors as well. It’s an avenue to show the ironworker that his or her apprenticeship training is not only important to succeed in the trade but is also recognized by academia. Just a few extra online courses will earn them an associate degree through Ivy Tech Community College of Indiana. The Ivy Tech Agreement outlines a partnership to enable the delivery of an associate of applied science (AAS) degree to apprentices enrolled in local union apprenticeship programs. Apprentices are able to enroll with Ivy Tech Community College of Indiana and receive college credit for their apprenticeship courses. After completing their apprenticeship program, students will go online to complete several required courses. Upon completion of these courses, students will then receive their associate degree.

Our agreement with Washtenaw Community College offers an Associate of Applied Science in Industrial Training for coordinators and instructors. Students will receive credit for completion of their apprenticeship and the courses taken during the annual Ironworker Instructor Training program and then will complete the general education requirements online. Sadly, the National Labor College closed its doors in 2014, but there is now a new agreement with the Rowan College of Engineering for a Bachelor of Arts in Construction Management. This online program has an emphasis in honoring lifelong learning experiences and prior college credits. The B.A. in Construction Management offers students the opportunity to apply their specialized union training, apprenticeship training and prior college course work to complete their degree within two years. The evaluation team of the Ironworker Apprenticeship Certification Program constantly encourages the local apprentice programs to seek agreements with the local community colleges to advertise to the community the quality of our training and to seek funds from the college by an articulation agreement.

Post Tensioning Institute Union Ironworker Certification Program

In 2010, the Iron Workers International signed an agreement with the Post Tensioning Institute (PTI) to administer the Post Tensioning Institute Union Ironworkers Certification program. The PTI is recognized as the worldwide authority on post tensioning and post-tensioning certifications. Since that time, over 7,000 ironworker post-tensioning certifications have been issued through the program.

In 2013, a new program manual was drafted and approved. The new program manual was developed to more clearly define operation and use of the program. The requirements for certification of members, instructors, and exam administrators is outlined in detail, as well as the exam request and certification processes our training centers must follow. Changes made to the requirements and process for renewing certifications are also explained in the manual. The new completed manual was distributed to all local union training centers and became effective in June 2013.

Because the program is easy to use at no cost to the local training program, many require certification testing as part of apprenticeship training to ensure they have certified ironworkers ready to man these jobs. Some locals also offer periodic certification courses for journeymen as well. Our partnership with the PTI and the certification program has proven to be very beneficial for our union and our signatory contractors. Using the program, we have certified ironworkers ready to work, ensuring union ironworkers are seen as the go to supplier of manpower for all post-tensioning projects.
Rigging and Signalman Qualification Cards

Regarding the issuance of the signalman and rigging qualification cards, previous directives from the International provided criteria for issuing cards to apprentices and journeymen. The following information has been updated.

- **Apprenticeship Tracking System (ATS)** – The use of the Apprenticeship Tracking System (ATS) for apprenticeship training and journeyman upgrading courses must be used to provide the necessary documentation of training completion. Apprenticeship coordinators can then print the qualification cards. All sign-in sheets for the training and completed tests must be uploaded for these courses just as with any other.

- **Apprentice and journeymen** – For the rigging and crane courses, the Apprenticeship Tracking System (ATS) is to be used and the coordinator must enroll everyone using the ATS and upload all copies of the sign-in sheets reflecting the number of training hours for each day of training and test results – as is done for any other course. To receive both a Qualified Signalman card and a Qualified Rigger card, each individual must complete a minimum of 80 hours of training and have passed a knowledge and performance test as proof of passing each course. The sample course syllabi for the rigging and cranes courses (40 hours each) can be downloaded from the International’s website (see the Apprenticeship and Training Department section of the website). The signalman skill performance test is a pass/fail test and the rigging and signalman knowledge tests each require a passing grade of 70 percent.

  **Note:** A journeyman can no longer be granted credit for previous or undocumented training.

- **Apprentices** – When apprentices have successfully completed both the 40-hour crane course and the 40-hour rigging course (as indicated in the ATS) and have completed at least 700 hours of on-the-job training, this will be sufficient proof that the requirements have been met for Signalmen (B30.5-3.3.3) and Rigging (A10.42-2010R) qualification cards.

- **Journeymen** – For journeymen ironworkers who have not completed formal rigging and crane courses or did not complete a formal apprenticeship, the coordinator can elect to conduct the above traditional rigging and cranes courses for these journeymen, or use the alternative self-study approach.

- **Alternative Self-Study Approach – Journeymen ONLY** – Journeymen ironworkers who have not completed formal rigging and crane courses or did not complete a formal apprenticeship: Given that these are journeymen ironworkers with significant field experience, an individualized self-study, group review and testing approach may be used for determining if these ironworkers should be issued qualification cards. These journeymen will be enrolled into the self-study enrollment log on the ATS and then will receive both the rigging and crane training materials. After the journeyman reads the manuals and completes all the assignments, they will return to the training center for the review course presented by a qualified instructor. They will then have to pass both written and practical tests for both the rigging and crane courses. The completed workbooks will be retained by the local union JATC for 5 years as evidence of course completion. The self-study memo, learning activity packets, skill assessments and tests can all be found in the online book store.

- **Signalman card** – If only a signalman card is required, the course is 15 hours. A syllabus for this 15-hour course was disseminated previously. The units in the cranes reference manual that need to be covered include units two through eight.

On Sept. 21, 2000, the American National Standards Institute (ANSI) approved Safety Requirements for Rigging Qualifications and Responsibilities (Qualified Rigger). The ANSI Training Requirements are as follows: “Field, classroom, guild, apprenticeship or other instruction from a person skilled in the subject matter. Any combination of these exposures may be suitable to consider a person trained or qualified. The ability to demonstrate and converse intelligently about the subject matter is indicator of satisfied training.”

Under the ANSI Standards, ironworkers are qualified riggers due to the extensive training (apprenticeship and/or journeyman upgrading) and work experience that they have acquired. The training manuals and videos used by our apprenticeship and journeyman upgrading programs cover the training required by this new standard. Qualified rigger cards and certificates are issued by the Apprenticeship and Training Department for all ironworkers who meet the ANSI qualifications.

**OSHA**

Per the June 28, 2011 letter of interpretation from General President Wise, OSHA stated that “labor-management joint apprenticeship training programs that train and assess signal persons would typically meet the definition for a third-party qualified evaluator.” Per the March 18, 2014 letter of interpretation from General
Secretary Dean asking whether a labor-management joint apprenticeship training program that is a “qualified evaluator (third party)” for purposes of ensuring that signal persons meet qualification requirements also provide training regarding “qualified rigger” status.

Answer: Yes, but the employer is responsible for ensuring that any employee who rigs materials is a qualified rigger. The employer may consider determinations made by a third party, such as completion of a joint labor management apprenticeship training program, in assessing whether an employee is in fact a “qualified rigger.” While such programs generally provide high-quality classroom and hands-on instruction, the employer must ensure that an employee assigned to rig a load is a qualified rigger with respect to that specific lift. Note: Although OSHA states apprenticeship training programs provide high quality instruction and meet the requirements for a third party evaluator, it is ultimately the employer’s responsibility to ensure qualification.

Helmets to Hardhats Program
Along with other building trades unions, the Iron Workers continue looking to the military for a source of manpower for our apprenticeship programs. Helmets to Hardhats (H2H) bridges the gap between the military and apprenticeship programs at appropriate levels, helping to properly evaluate military experience and training for suitable placement. This bridge greatly benefits veterans and the building trades. It makes economic sense to leverage military training in apprenticeship programs. Military veterans make ideal candidates for work in the construction industry because they are:

- Educated, high school graduates between the ages of 20 and 24
- Drug free
- Dependable
- Trained in leadership, diversity and in many other skills

Helmets to Hardhats is an excellent resource for bringing new apprentice members into our trade. As of May 1, 2016, there were 70 apprentices currently enrolled in apprenticeship programs across the United States that came in through the H2H program.

Regional Training Centers
The National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund (NIEATJUF), recognizing a need for additional trainers throughout the United States and Canada, began conducting train-the-trainer classes in October 2002 at three regional training centers. These centers are located in Springfield, New Jersey; St. Louis and Oakland/Benicia, California. The courses typically offered at the training centers include: OSHA 500, Scaffold, LEAD, HAZ/MAT Refresher, MSHA, Computer, Bonded Post Tensioning, Unbonded Post Tensioning, COMET and CWI Prep. In 2014, the need for a regional training center in Canada was approved and Toronto, Ontario was selected to host courses to satisfy the training needs for our instructors throughout the 10 provinces.

Safety Grants and Course
The Ironworkers National Training Fund continues to receive grant money from the NIEHS through a consortium under CPWR (the safety training arm of the AFL-CIO). We have been receiving funds from two grants to provide safety and health training in courses dealing with Hazardous Material Worker Training (HAZWOPPER). This is an intense 40-hour class to teach the workers the correct ways to protect themselves when not only working around hazardous materials, but how to protect themselves every single day on every worksite. This course addresses health effects for the worker and their family as well.

The grant covers instructor salaries and the cost of books and materials associated with these courses. In recent years the grant has also included the OSHA 500 and OSHA 502 training courses. The National Fund conducts these safety training courses six times a year. The OSHA 500 is the train-the-trainer course to allow anyone completing this course to present 10-hour and 30-hour safety courses at their respective locals. The OSHA 502 is the four-year refresher for the OSHA instructors.

Another course offered through the grant is Scaffolding Train-the-Trainer. This is a 24-hour hands-on course to give the instructor actual work experience in the assembly and dismantling of scaffolding that might be used by ironworkers on jobsites across the United States and Canada. These are typically rigid frame systems or tube and clamp or coupler. We also include swing stage scaffolding in this course.

The recently updated Lead Awareness Train-the-Trainer is also taught at the regional training centers. This course offers awareness level training for our members working in or around lead on the jobsite.
Department of Energy Reciprocity

The Training Department has been working with the Department of Energy (DOE) to receive reciprocity for training received at the home local. Currently, DOE recognizes the Iron Worker’s Hazardous Material Worker Training (HAZWOPPER). The National Fund has submitted Aerial Lift, Crane Signaling and the Rigging curriculum for review by the DOE for reciprocity. After the DOE grants reciprocity for these training modules, we will be submitting additional training packages for consideration by the DOE. The DOE granting reciprocity for our training means our members will not have to repeat training when they go to work on a DOE site. This program will save our contractors thousands of dollars per person going to work at a DOE site. Having a third-party government agency approve our training as meeting their high level of standards is a great marketing tool for the Iron Workers.

Ironworkers AWS and CWB Welding Certification Programs

The Ironworkers AWS and the Ironworkers CWB Welding Certification programs continue to provide a standard of excellence for welder training, qualification, and certification throughout the United States and Canada. The primary goal is to help each ironworker training program and local union provide our signatory employers, owners groups and end users with the most well-trained, highly skilled, certified welders that the industry has to offer. These goals are met by providing welder training and qualification to our members.

The Ironworkers AWS Welding program has gained the recognition and acceptance of the Department of Transportation in numerous states across the United States, several power companies, the Department of Energy, the Army Corps of Engineers, the New York City Building Department, the city of Los Angeles and the city of Las Vegas. Many of our signatory contractors and employers are also using our welders on projects for General Motors, Chrysler and the Ford Motor Company throughout the United States. The more ironworker members who carry one of our current welding certification cards, the better chance we have of finding even more groups to accept it on the jobsite.

We have a complete set of welding training manuals to help train our apprentices and journeymen. Introduction to welding helps the brand new recruit understand the concept of welding and safety. With manuals in SMAW, FCAW, GMAW and GTAW, our training programs can provide the classroom and hands-on training needed to help develop an apprentice welder or help polish the skills of our journeymen ironworker welders.

At the time of our last convention in August 2011, we had 80 IW/AWS Accredited Testing Facilities (ATFs) in the U.S. At the beginning of 2016 that number had increased to 103. This provides our workforce with nearly 14,000 certified ironworker welders in the United States carrying over 29,000 current certifications. The costs associated with qualification testing for our members is covered by IMPACT contributions.

Our internet-based welding program database is used by each of the accredited training centers and provides an easy to use, effective method of recording the qualification test records for each welder. The online system also helps to provide a faster turnaround time for our members, getting their welding certification cards to them quicker so they can gain access on the jobsite. The database has read only capabilities for use by business agents, contractors, owners, and even the members themselves, enabling them to verify the card holder’s current certifications and continuity. In a matter of minutes, you can access any participating ironworker’s welding record and verify their certification and continuity. The database web address is welderscertification.org.

Prior to the last convention there had been some initial conversation with the Canadian Welding Bureau (CWB) about setting up a welding certification program with them for our members in Canada, a program similar to the one we already had in the United States. We have made lots of progress since then and we are happy to say that the Ironworkers/CWB program is up and running. Twelve of the training programs in Canada are now accredited and we have nearly 6,000 currently certified Canadian ironworker welders available to man the jobs available with our signatory employers in Canada.

The next step was to provide an online database portal, which would provide the same type of service as the IW/AWS system. The portal was developed by the CWB and went live in 2013. This system, like the one in the U.S., has read-only capabilities for use by the employers in Canada. It allows for immediate verification of any of the 6,000 welder qualifications loaded into the system by a local union business agent, employer or end user. The costs for this program, as well as those associated with the costs for qualification and certification, are covered by Canadian IMPACT contributions.

In 2016, the Iron Workers will become the first organization in the history of the CWB to conduct remote welder testing. Cameras are to be installed at some of
the Canadian training centers and will allow for a CWB Level II employee to witness our ironworker welders taking qualification tests. This process will negate the time now needed to set up a qualification test and allow our own Level II Ironworkers to administer the test.

Each summer at the Ironworkers Training Program (ITP) in Ann Arbor, Michigan, we offer numerous welding courses in different processes. This allows the instructors from each training center to learn a new process or brush up on their skills. We also offer courses in both Level I and II certification with the CWB, as well as courses to become a CWI with the AWS. This allows our instructors in the United States and Canada to receive the necessary training and exams in order for them to be eligible to administer welder qualification tests to our ironworker welders in both countries.

The Apprentice and Training Department continues to market our welding certification programs and the fact that the ironworker welders are the best-trained, most highly skilled and cost-effective welders available in the industry. The programs and participation provide enormous benefits to all of signatory contractors and owners’ groups throughout the United States and Canada.

**Apprenticeship Tracking System (ATS)**

Since the new ATS was rolled out about seven years ago, it has continued to improve and grow. Its use by the local training programs is gradually increasing in both scope and numbers. Eventually the plan is to have full participation with every training program. That means every local will be using the ATS to record and store all training completed and every certification issued for every member.

Recent improvements and added features have made the system more user friendly and more beneficial to training center staff. A few notable and more recent improvements are listed here. The transcript feature allows printing of a complete training history for each member, including a photo and contact information. In 2014, the QR code scanning feature was added allowing viewing of a member’s complete certification listing from any smartphone or other device with a QR scanner. Work hours’ history is now uploaded from local fund office reports providing a detailed report of work hours for each member. Instructor training and regional training center courses provided by the NTF are now shown. The ability to scan in and list certifications acquired from another provider was created to provide a more complete listing of member qualifications. Plans are in place to keep improving the ATS until all member training data are recorded in the system.

**E-Learning**

Working with Mosaic Learning, an online learning management system (LMS) was developed with the purpose of delivering online courses and other training content. In 2012, the Apprenticeship and Training Department released its first online course. The course, Level 1 Superintendent Training, consists of reading the reference manual and completing 30 online assignments and tests. To date, over 1,060 people have enrolled in this course and the feedback has been very positive. Several other courses have been added to the LMS since that time.

In 2015, it was decided to begin offering existing apprenticeship training materials in some type of online format. Several LMS providers and instructional designers submitted proposals and were interviewed. It was decided to use the Kelly Companies because their proposal most closely matched our initial online course needs, and offered the flexibility to expand and evolve in the future.

The development of the new Ironworker LMS began in January 2016 with the creation and branding of the LMS platform that will house and provide the user interface for the National Training Fund staff, training center staff and members taking courses. The next step, which is being completed in conjunction with building the LMS, is placing all of our existing training manuals online. Manuals will be accessible in a “flip book” format. The flip books will allow the manual content to be viewed online along with some interactive features. Features include zooming, content security, and embedded video clips that previously were only available when presented by the instructors in the classroom. All written student assignments will be turned into online assignments that will provide feedback to the student and be automatically graded. Unit tests will be available online, but only at the training center when proctored in by an instructor. Tests will also be automatically graded saving time for training center staff. There will also be an interface for instructors to record skills’ performance grades, hours of instruction and any other grading requirements. The LMS will then upload course completion and grade data into the ATS automatically, so it will not have to be done manually by training center staff.

The initial rollout of the LMS began in July 2016. Completion and availability of all core apprenticeship courses is expected in the first quarter of 2017.
North American Apprenticeship Conference and Outstanding Apprentice Contest

The Apprenticeship and Training Department began holding its International biannual Apprenticeship Conference in the fall of 1994, the first one being held at Local 3 (Pittsburgh). Also during the first conference, the first National Apprentice Competition was held. The purpose of the conference is to bring together joint apprenticeship committees, joint trade improvement committees and employers in order to exchange viewpoints, discuss new ideas and technology, and the opportunity to compare their program with those from other local unions in the U.S. and Canada. This would be a forum for the best apprentices from each local union and district council to compete against each other not only for prizes but the honor of being touted “the best of the best.”

The succession of conferences following our first were held in, Local 97 (Vancouver, British Columbia); Local 751 (Anchorage, Ala.); Local 272 (Miami Beach, Fla.); Local 7 (Boston); Local 377 (San Francisco); Local 396 (St. Louis); Local 401 (Philadelphia); Local 86 (Seattle); Local 22 (Indianapolis) and Local 721 (Toronto, Ontario); with each one becoming more successful than its predecessor.

The Outstanding Apprentice Competition in 2016 will be hosted by Local 84/135 at the Houston/Galveston training facility. The competition will continue to consist of eight different events; written test, instrument reading, welding, burning, ornamental, knot tying, rebar tying and the column climb. Lee Worley, executive director of apprenticeship and training, said, “Every year the competitors continue to impress ironworkers, employers and guests in attendance. The skills and knowledge that our younger members acquire is impressive and I feel very confident in the future of our industry with young men and women like this to lead us.”

Wind Turbine Training

In January 2010, the Apprenticeship and Training Department received a $1.9 million training grant from the DOL to provide competent wind energy training for members. This grant received its funding through the American Reinvestment and Recovery Act. There were five outside local union training centers identified as training partners for this grant. Those local union training centers are Local 6 (Buffalo, N.Y.); Local 27 (Salt Lake City); Local 263 (Dallas/Ft. Worth, Texas); Local 416/433 (Los Angeles); and Local 444 (Joliet, Ill.). According to the grant, each local needed to train a minimum of 102 ironworkers, over the next two years, in the skills outlined in the grant and issue third-party certifications to our members who successfully completed the training program. The National Training Fund partnered with Capital Safety to provide high angle rescue certifications. We also partnered with HYTORC to provide hydraulic bolting certifications and Snap-On to provide certification in structural bolting. These three certifications made up the wind energy training package. By the end of the grant period, each of the locals met their training goals and provided this critical training to our members and contractors. These members were employed throughout the United States on many wind generating projects. According to a survey at the end of the completed grant, an estimated two-thirds of ironworkers who received this training worked on a wind energy project. When the grant ended the locals were allowed to keep the tools and equipment purchased through the grant to continue training ironworkers in these valuable certifications. We have currently trained approximately 800 members through our wind turbine training program. Each of our locals continue to meet the requirements for training their own members and members of other locals. Both are required by the end-of-grant documents, which set forth the requirements for locals to keep the equipment, which was purchased with grant funds. Courses for locals, district councils or contractors are scheduled on an as needed basis. If you or your company is interested in having this training conducted in your local, contact the National Training Fund.

EPRI Training

In 2012, the Iron Workers joined the Electrical Power Research Institute (EPRI), which is a group not affiliated with any single power company, but is a research organization funded by dues from its member power companies throughout the world. EPRI’s primary mission is to research and propose ways in which the electrical power industry can reduce costs. One of their proposals revolves around training. They found that throughout the industry, nuclear utilities spend approximately $20 million annually on redundant and unnecessary training within the nuclear maintenance industry. In response EPRI developed the Standardized Task Evaluation (STE) program. The STE Committee has identified approximately 80 standardized tasks that
the Nuclear Regulatory Commission requires a worker must prove competency in, by testing, prior to doing this work at a nuclear facility. Of these tasks approximately 10 are tasks often performed by ironworkers. Workers have to sit through training and testing each time they go to work for a different utility. The most widely used and requested STE by the utilities is industrial rigging. The industrial rigging certification is very rigorous, requiring the worker to pass a 100-question online test and then a practical test with a live crane where the test candidate must perform a midair inversion of a beam and then a drift and hook transfer using chain hoists, as well as several other tasks.

The Iron Workers developed a plan for administering these tests and piloted this program in the Tennessee Valley and Vicinity District Council. It was received enthusiastically by the Tennessee Valley Authority (TVA). After a rigorous evaluation by EPRI and a vote from the STE Committee, largely made up of nuclear power companies, in March 2014 the Iron Workers became the second building trades union authorized to give these tests to their own members. The U.A. is the only other craft authorized to test their members. What this means is that Iron Workers’ locals, who meet the criteria set forth in the STE program’s governing documents, will be able to test their own members in the Industrial Rigging STE. The members who pass the test will be registered with the Institute of Nuclear Power Operators and they will not have to undergo any on-site training or testing, giving the ironworker a tremendous boost in obtaining jobsite work awards. The savings to our contractors will be significant as this training usually takes between five and seven days and is at the employing contractor’s expense. The STE certification is not just for the nuclear power industry. The requirements of this program meet and exceed the requirements for the NCCCO’s Level II Rigger and Lift-Director certifications and can be marketed as such. The Industrial Rigging STE has been accepted at sites in the fossil fuel industry and the petro-chemical industry at many refineries. In 2015, the National Training Fund developed a 16-hour course to prepare members for the written portion of the Industrial Rigging STE exam. Also, the National Training Department began authorizing locals to give the Industrial Rigging STE. The Iron Workers’ currently have 12 authorized test sites. If your local would like information on the requirements for becoming an authorized test site, please contact the National Training Fund.

**MSHA Training**

Since the inception of the Mine Safety Health Administration (MSHA) program in 2001, the National Fund has trained 281 authorized trainers and they, in turn, have trained 9,930 members in the new miner training requirements. If not for our training program, these individuals would have had to take the 24-hour new miner training through a contractor at that contractor’s expense. Therefore, the National Training Fund has saved our contractors literally millions of dollars in expenses making them more competitive and our members more employable. Ironworkers have logged many man-hours on mine sites. MSHA training has become a cornerstone in safety training within our organization. New miner training and annual refresher training are critical to providing our contractors with skilled workers on mine sites. The National Training Fund has developed a training package that standardizes our MSHA training and easily allows a local to meet the needs of our signatory contractors and members engaged in the mining industry. If your local would like to integrate MSHA training into your local curriculum or if your company would like MSHA training conducted for its ironworker employees, please contact the National Training Fund office.

**DEPARTMENT OF SAFETY AND HEALTH**

Since the last convention held in 2011, the Safety and Health Department has pursued many safety and health initiatives to assist our members throughout the United States and Canada. Support and funding for these initiatives and the addition of new staff has been approved by the IMPACT board of trustees.

On Jan. 1, 2012, General President Walter Wise commissioned the 2012 Zero Fatality and Incident campaign to help prevent fatalities and disabling injuries in the workplace. Many of these incidents affecting our members throughout the United States and Canada continue to stem from the same common activities and hazards. The Safety and Health Department focused on the primary deadly dozen activities and hazards and provided training facilities and local unions with posters, hardhat stickers and gang-box stickers. The International Association continues to support the campaign and encourages all members to “See Something! Say Something!” and prevent unsafe acts and conditions in the workplace. Since the inception of the 2012 Zero Fatality
and Incident campaign, the International Association has identified a reduction in many workplace incident trends. Our focus and training on the deadly dozen activities and hazards have helped to prevent fatalities and disabling injuries.

One of the regulatory safety initiatives undertaken to improve safety conditions for our members engaged in reinforcing steel and post-tensioning activities was the pursuit of new safety standards by the Occupational Safety and Health Administration (OSHA) and American National Safety Institute (ANSI). In 2012, General President Wise submitted a petition to federal OSHA and California OSHA to adopt new safety standards. In 2012, a coalition of local unions and reinforcing steel contractors assembled by the National Association of Reinforcing Steel Contractors (NARSC) submitted a petition to the ANSI Construction Standards Committee to adopt new safety standards. In 2013, a revised ANSI A10.13 Standard was published that incorporated all the proposed safety reinforcing steel and post-tensioning standards. These standards are currently being used by OSHA and project owners throughout the country. We are expecting California OSHA to be the first state-approved OSHA plan to adopt these comprehensive safety standards in 2016.

In 2012, General President Wise pursued a partnership agreement with Joseph Main, assistant secretary of labor for the Mine Safety and Health Administration (MSHA). The Iron Workers-MSHA Partnership Agreement was signed to incorporate new technologies and best practices to improve safety performance. MSHA staff worked with the Safety and Health Department to adopt and revise many new MSHA Standards. In 2015, we renewed the Iron Workers-MSHA Partnership Agreement with Assistant Secretary Main during the Iron Workers/IMPACT Safety and Health Roundtable meeting in Washington, D.C. The Iron Workers/IMPACT Safety and Health Roundtable meets with industry associations, regulatory officials and special guests on a biannual basis to address safety issues affecting our members and contractors.

One of the 2016 safety initiatives of the 2016 ZERO Fatality-incident Campaign features the ironworker Safety Director Training course as one of the programs designed to raise the standard of safety performance. We have members with great knowledge and skill, and we want to reach out and provide this specialized course to members wanting to pursue a safety career with our signatory contractors. The Safety and Health Department has received numerous requests from signatory contractors and safety consulting firms expressing an interest in employing union ironworkers who are qualified to perform the safety duties and responsibilities as a company safety director. Assuming the role of a corporate safety director and managing safety programs for several projects requires some additional basic training and new skill sets. The Ironworker Safety Director Training course is offered at no charge to members or contractors who elect to sponsor an ironworker or employee to complete this course. The announcement of the course prompted an immediate response from members that quickly exceeded the training course capacity. The first training course in July of this year was expanded to include as many members as possible. Future training courses and opportunities for members to pursue the Ironworker Safety Director Training course are under development by the IMPACT board of trustees, who approved funding for this course.

On health issues affecting our members, the Safety and Health Department received funding from the IMPACT board of trustees to develop the Voluntary Industrial Hygiene Air-Sampling program. Serious health issues stemming from exposures to various airborne compounds can be prevented through fundamental testing and early detection. The Safety and Health Department in conjunction with John Bielak, executive director of the Shop Department, are rolling out this program to all signatory shop and field contractors. This voluntary outreach program is designed to provide professional industrial hygiene services to help evaluate harmful exposures of welding fumes metals, paints, solvents and other chemical compounds that become airborne during common shop and field operations. It is our belief that reaching out to our employers with funding and special services will help prevent health hazards to our members and produce measurable results.

One of the deadly dozen hazards our members face in the workplace is falls from heights. As part of the 2016 ZERO Fatality-incident campaign, the IMPACT board of trustees approved funding to engineer and fabricate a two-story fall protection training structure as a prototype to provide specific training on the use and installation of fall arrest systems. The Safety and Health Department, in conjunction with Lee Worley, executive director of the National Training Fund, have completed the fall protection training structure at the Iron Workers Local 84-135 training facility in Houston. The National Training Fund has distributed a set of engineered shop drawings and details to all apprentice training facilities as a prototype for erecting new
structures or upgrading their current ones. We are encouraging our training facilities to upgrade their fall protection training structures and equipment to help prevent falls in the workplace.

As a display of commitment to preventing falls in the workplace, I sent a formal letter to Dr. David Michaels, assistant secretary of labor for the Occupational Safety and Health Administration (OSHA), supporting the agency’s annual National Fall Protection Stand-Down from May 2-6, 2016. The letter showcased the efforts of the International Association to actively address fall hazards in the workplace. It also highlighted the fall protection training structure at the Iron Workers Local 84-135 training facility that provides hands-on use of various types of fall arrest equipment. In addition to training on the fall protection structure, apprentices are provided classroom instruction on the proper installation and use of fall arrest equipment.

The expansion of the Safety and Health Department now provides more services to members throughout the United States and Canada.

In 2014, Jeff Norris was appointed by General President Wise to the position of Canadian safety coordinator. Jeff is a member of Local 720 (Edmonton, Alberta) and served as the co-coordinator/training instructor of Local 720. Jeff Norris addresses safety and health issues for our members, contractors and projects across Canada. In addition to Jeff’s responsibilities as the Canadian safety coordinator, he also serves as the district council representative of western Canada and performs many duties at the direction of Darrell LaBoucan, executive vice president and director of Canadian affairs.

As part of the 2016 ZERO Fatality-Incident campaign and a commitment to improve workplace safety performance and diversity opportunities of the International Association, I realized two people were not adequate to serve our needs so I appointed Vicki O’Leary to the position of district representative for safety and diversity. Vicki is a 31-year member of Local 1 (Chicago) and has worked for the city of Chicago, Department of Transportation (CDOT) for the past 26 years, the last 10 as the environmental health and safety coordinator. Vicki’s career has focused on providing equal opportunities for women within the building trades and improving safety and health conditions for all ironworkers. Vicki is based in the Chicago safety and health office and will assist Executive Director Steve Rank and Canadian Safety Coordinator Jeff Norris in the implementation of many new safety, health and diversity programs to better serve our members in the shop and field.

Since our last convention held in 2011, Brother Anthony Walencik, executive director of the Shop Department has retired as of September 2012. Brother John Bielak was appointed by General President Walter Wise on Sept. 12, 2012 as shop director. As of April 2014, General President Wise promoted John Bielak to executive director of the Shop Department.

The Shop Department represents our members who are involved in the manufacturing industry and its many different products such as:

- Architectural and Ornamental Steel Products
- Elevator Products
- Fabricated Steel Products
- Fence and Wire Products
- Foundry and Cast Products
- Industrial Cranes and Conveyors
- Pre-stressed Concrete Products
- Rebar
- Sash, Windows, Frames, Steel Doors and Hardware
- Steel Joists and Steel Warehousing
- Structural and Miscellaneous Steel Products
- Miscellaneous Fabricated Products

In 2012, the vision began to restructure and rebuild the Shop Department through the leadership of Executive Director John Bielak and his shop staff. With an aging workforce, we have endured numerous shop staff retirements along with an economy not fully recovered from the market crash in 2008. Nearly 70 percent of the shop staff are newly appointed since our last convention.

As of February 2016, we have a total active membership in the Shop Department of 11,711. The membership is broken down in the following categories: United States: 8,841, Canada: 2,870. The Shop Department is comprised of 33 shop locals, three Navy yard rigger locals and 16 outside locals, which have shop membership. Currently there are six shop local unions under International supervision. There are 560 signatory employers, which provide our members the opportunity to work on a daily basis and provide for their families.

Since our last convention, 12 new signatory employers have been added to the Shop Department through our organizing efforts.

The Shop Department staff is comprised of three general organizers, two in the U.S. and one in Canada, four district representatives, all who are located in the U.S., one special shop representative located in the U.S., and four shop field representatives, two in the U.S. and two in Canada. In addition, we have five subsidized organiz-
ers in the U.S. and two in Canada, which are funded through the Initial Organizing Contract Fund.

The Initial Organizing Contract Fund was established for the Shop Department to assist local unions in defraying the costs associated with organizing such as organizer subsidies, research, educational materials, legal costs, etc. As of February 2016, the Initial Organizing Contract Fund has a reserve of $933,341. Since our last convention, we have granted 36 requests for financial assistance from the fund, amounting to $1.4 million. On average each request amounted around $38,918.

The shop field representative is a shop staff position created to assist with organizing new members and companies along with the representation of shop members. This position has not only been cost effective, but has also been used as a tool to groom future leaders for the Shop Department.

Smaller shop locals have been merging together to more effectively utilize resources and combine membership numbers in order to maintain their own autonomy. This also provides the locals full-time representation for the membership and the ability to organize and grow their market share.

Future expansion to the restructuring of the Shop Department will include regionalizing locals and creating subchapters to help maintain autonomy and provide the best utilization of the members’ resources.

The Shop Department is also a key player in matters pertaining to the Metal Trades Department of the AFL-CIO. Our members work in shipyards located in Pearl Harbor, Hawaii; Portsmouth, Virginia; Portsmouth, New Hampshire; Victoria, British Columbia; and at other government sites such as the Hanford Nuclear Reservation in Washington, the Oakridge National Laboratory and the Y12 National Security Complex in Tennessee. Working together with the other affiliated unions of the Metal Trades Department allows for many opportunities of organizing the many non-union shipyards, oil refineries, chemical plants and other facilities utilizing the organizing programs developed with the affiliated unions.

The common thinking of the media and of the common everyday worker is the American economy has lost its ability to make and produce, or even possess the capabilities, to manufacture products. We have to realize we simply make more products with fewer workers due to major technological advances and higher worker productivity. However, we are beginning to see a change, almost as though the light has come on. The true reasons for our American economy downturn is flawed trade policies, unfair trade practices, an overvalued dollar and tax policies that put the United States’ manufacturers at a competitive disadvantage, which drives up the trade deficit and encourages American firms to move factories and jobs overseas. And let’s not forget the most common factor of all time — corporate greed.

Manufacturing jobs, the base of the Shop Department, are vital for fostering a strong economy, creating good jobs and guaranteeing a high standard of living for our members and working families. A strong manufacturing base is vital for restoring trade balance, ensuring economic and financial stability and providing national defense and homeland security.

Organizing

The war against union organizing and workers’ rights continues as never before by those opposed to unions. Right-to-work and anti-labor laws are a constant battle despite the efforts of our International staff and local unions, who fight to protect our unionism and the rights of all workers. We encounter the same against organizing and workers’ rights in Canada as well, due to the weakening of provincial labor laws.

In every organizing campaign conducted, we encounter the same obstacles time and time again. Companies subject workers to threats, false information, interrogation, harassment, surveillance and termination as retaliation for union activity.

Organizing is not easy, but it is essential to the Shop Department’s existence. If your local is not organizing, then you are dying — It’s that simple. Without organizing, membership and market share will diminish.

The following is a brief outline of the organizing activities for the Shop Department:

Internal organizing campaigns in the Shop Department have been very successful in right-to-work states. Our staff has spent long hours and traveled great distances to perform house calls and conduct meetings with non-union workers, who currently have a “free ride” off our collective bargaining agreements without having to pay union dues, but who are still covered by the agreement by law. We have not only had to educate the non-union worker of how damaging this is to the collective bargaining unit in negotiations but also how it effects their future wages and benefits and ability to provide long term for their families. We have shown the value of being a union member, and by participating they have ownership and a voice in decisions that will affect their career and their family’s future.
Over 300 workers have been successfully signed and processed into full union membership since we launched our internal organizing campaigns in 2012. We will continue to reach out and take advantage of the opportunity to organize and educate our future members in the right-to-work states.

Joint organizing campaigns are the Shop Department and the outside local unions working together to organize the non-union fabricators and non-union erection companies by jointly applying pressure from both ends of the industry. Also outside local unions assist the shops with organizing non-union fabricators that have outside erection agreements. Joint organizing campaigns have not only created more work for our members by turning non-union jobs around, it has also assisted in growing our market share and membership. In working together as one union, we can safeguard our jurisdiction, improve working conditions and the standard of living for our entire membership.

External organizing campaigns are the main focus of the Shop Department. External organizing is when we focus and direct our time and resources to organize the non-union competitors in our industry. In 2012, we restructured our shop organizing and staff to begin to implement and utilize the A.C.E.S. program, which is used primarily in our outside Organizing Department. This was not an easy task considering the shop and outside are two very different industries when it comes to organizing. The laws and regulations are worlds apart. However, A.C.E.S. has proven to be very effective when pressure is applied on a company during a shop organizing drive. By utilizing relationships formed with community and political groups, we are able to hold the company accountable for their injustices and turn jobs around. In some campaigns, we are able to expedite the process and bring the company to the negotiating table in a timely manner.

Another key component of change is that the Shop Department had to rebuild our organizing staff and resources in 2012. We have effectively replenished our Initial Organizing Contract Fund, providing the resources for our organizing campaigns and boots on the ground.

We also use the National Labor Relations Board (NLRB) election process and unfair labor practice charges, provided by the U.S. government.

The following is a summation of the efforts we have made with respect to organizing campaigns during the last five years: Organizing campaigns during this period have been conducted amongst employees of 20 companies of which 12 were organized, a success rate of 60 percent. Of the companies organized, their size ranged from four employees to 360 employees.

The CS Wind campaign was a historic win for the Shop Department. A nearly four-year battle, it was a joint effort between shop and outside locals in Ontario. The District Council of Ontario and Local 721 (Toronto, Ontario) were awarded representation rights and secured a ratified first contract, a monumental accomplishment with the largest shop organizing drive in over three decades securing 360 members for the International Association.

Another noteworthy shop organizing drive is the ADF International, Inc. campaign, which was conducted earlier this year. The campaign was successful in using the NLRB election process to gain representational rights of the bargaining unit. The first contract was negotiated and ratified by the members, and we now have our first signatory shop located in Great Falls, Montana with 150 new shop members.

Organizing is the key to membership growth and gaining market share. I urge each and every delegate here today to join in organizing the unorganized, whether it is shop or outside. Each is equally important to our existence and growth. By working together there is no obstacle that we cannot overcome; One Union-One Ironworkers.

**Negotiations**

Since our last convention, 560 collective bargaining agreements were negotiated, averaging 93 per year. Representatives of the International Association assisted our shop local unions in a majority of these negotiations as the shop local unions do not have full-time paid officers. In many instances, it requires a great deal of time and effort to negotiate an agreement, especially if it is a first initial contract. The time spent by our representatives in such instances interferes with their primary objective to organize the non-union workforce. As mentioned earlier in this report, much has been done over the past five years to merge small shop locals into larger shop local unions so all will have the resources to have full-time salaried officers to conduct negotiations and day-to-day operations of the local union business matters. This will, and has enabled our representatives, to devote a greater amount of time to organizing.

We take a great deal of pride in the high standards of our shop local union agreements, which have been negotiated with our employers. In the current economic climate, we have to fight vigorously to maintain the high
Economic Benefits
Since our last convention, combined hourly increases negotiated by our shop local unions amount to an average increase of $2.37 per hour on an average of 47 cents per hour per year. The average total amount for fringes was 98 cents for a period grand total of $4.91 per hour. The weighted average increase in earnings of shop members based on straight-time hours worked per year (2080 hours) was $10,212 for the period since our last convention. The analysis of wage increases is not to be construed to mean the entire membership of our shop local unions equally received a wage increase of 47 cents per hour in each of the last five years. Some received more and some less. The negotiations of each local union are different due to the conditions in their geographical areas.

It is imperative we understand as long as there are employers performing work in the industry that we do not represent, who pay substantially lower wages and benefits, our signatory employers will be at a competitive disadvantage, and in turn our members and our union will suffer. We must make a stand, join together, organize and fight to place our signatory employers in a better competitive situation and for the betterment of our members and our International Association. Each delegate in this room knows at least one non-union person working in the industry. Reach out to them and spread the word about our union and what we have to offer. The opportunity is right before us with the economy on the rise and a workforce tired of working harder for less. Now is the time to organize, grow our membership and take back our market share.

Fringe Benefits
Our shop members are covered by many types of fringe benefits. The two most common are welfare programs and pension plans. During the past five years, we have seen a considerable increase in health care costs, even with the introduction of the Affordable Care Act. Our members have to contribute more each year to health care costs, essentially eroding away any wage increase.

Pension plans are another important fringe benefit many of our shops enjoy despite the emphasis that many employers would much rather provide a 401(k) plan to their workforce. We only need to look back to 2008 stock market crash to be grateful that a majority of our shops had traditional pension plans that saved their earnings. Additional fringes include paid holidays, most of our members average 10 paid holidays a year, and paid vacation, enjoyed on an average of 28 days. Our shop members also enjoy fringe benefits such as sick leave pay, severance pay, bereavement pay, bonus and incentive programs, dental plans, prescription drug programs, etc.

National Shopmen Pension Fund
The National Shopmen Pension Fund was established because many of our members employed by small manufacturers were unable to separately negotiate pension coverage. At the time, there was no way for small numbers of employees in a shop or several small shops to establish and sustain an actuarially sound plan. Recognizing this fact, the International Association together with several employers entered into an agreement and declaration of trust in March 1969 and established the National Shopmen Pension Fund. The board of trustees is composed of an equal number of union and employer trustees who were selected to administer the new trust. With the establishment of the National Shopmen Pension Fund and the development of a pension plan, the interest of the union and the signatory employers’ needs were met. The National Shopmen Pension Fund is a defined benefit plan. Accordingly, the National Shopmen Pension Plan is the basic or supplemental pension plan, providing a pension benefit at retirement age together with Social Security. The plan is portable as it allows the employees to move from one contributing employer to another while continuing to earn additional pension benefit accruals under the plan. The initial purpose for establishing a pooled pension fund was to provide a benefit for smaller shop local unions, however, larger shop local unions are now participating in the pension fund as well. I am proud to announce the plan’s most recent actuarial evaluation reflects the plan is in the green zone as of June 30, 2015 (104 percent funded based on the actuarial value of assets). Due to the plan’s soundness, there has been interest expressed by some outside local unions to join the plan and changes have been made to accommodate their requests.

Currently there are 119 participating employers, 35 affiliated shop local unions and approximately 2,318 active participants and 5,964 pensioners and beneficiaries receiving benefits. The average contribution rate is $1.50 per hour. The fund as of Jan. 1, 2016 had an approximate market value of $425 million.
Canadian National Shopmen Pension Fund

The Canadian National Shopmen Pension Fund was initially established as a defined benefit pension plan because there was a need for a national pension fund in Canada. Therefore, effective July 1, 1995, the Canadian National Shopmen Pension Fund was established as an independent fund for Canadian shop members. Beginning with an initial participation of 17 employers, most of whom were located in British Columbia; the fund has grown to include 39 employers located in British Columbia, Saskatchewan, Alberta and Ontario provinces. Shop Locals 712, 838, 834 and 805 also participate in the pension plan. In response to changes in the Pension Act, the trustees have recently amended the plan to become a target benefit plan. This was accomplished to reflect the ongoing nature of multiemployer pension plans in Canada as opposed to corporate plans bound by solvency concerns.

Currently with 39 employers participating the number of active participants has grown to 1,202. As of Jan. 1, 2016, the average contribution rate is $1.70 per hour (Canadian) and there are 436 active pensioners and beneficiaries receiving benefits. The market value of the fund as of Jan. 1, 2016 was $41 million.

Shop Department Conclusion

In summation, despite a slow recovering economy and numerous obstacles that followed, the Shop Department has made a difference in maintaining and improving terms and conditions of our collective bargaining agreements. We have also brought our members together through change, creating a new sense of ownership and pride for our shop members. Some highlights of the Shop Department for the last five years:

- Numerous collective bargaining agreements have been successfully negotiated across the United States and Canada providing our members with fair wages, fringe benefits, and the ability to be treated with respect and dignity in the workplace.
- Shop Key Performance Indicators (KPIs) have been implemented, along with Shop Local Trustee Reports to ensure accountability.
- Shop Supervisor Training for Shop Ironworkers has been implemented.
- Shop Steward training courses are being provided to shop locals.
- The shop restructuring program has been implemented.

We will not let the obstacles or the hostile environment stand in our way to organize, grow membership, regain market share or diminish what we have fought so hard to provide for our members and their families. There is no tomorrow, unless we are successful today. I ask that we stand and fight together as One Union, One Ironworkers. I am confident we will be successful and prevail in our never-ending battle to preserve the rights of the working class and grow our great International Association.

DEPARTMENT OF ORNAMENTAL, ARCHITECTURAL AND MISCELLANEOUS METALS (DOAMM)

As we head toward our 43rd Convention in Las Vegas, there have been many positive changes over the past five years. We had a recession for several years and all ironworkers came through it stronger and wiser. We are presently in a robust market with a greater ornamental presence. The demand for skilled journeymen finishers has never been stronger. The end game has always been the same, increase our market share and provide our members with great opportunities resulting in increased man-hours in the architectural and ornamental area.

DOAMM continues to work side by side with the National Fund and IMPACT to assist all local unions with various mock-ups starting from 2-foot by 2-foot window frames to 2-story unitized curtain wall mock-ups. In addition, a new ornamental mock-up was presented in Ann Arbor in July. We can never rest on past accomplishments. We must push forward on all new technology as it applies to our craft. The Department of Ornamental, Architectural and Miscellaneous Metals has worked with several local unions to provide additional ornamental training for our journeymen ironworkers.

DOAMM is constantly making strides to build stronger relationships with new, as well as old, curtain wall, detention, fence and specialty contractors. These
contractors need to be competitive with other trades, as well as non-union contractors. Therefore, it is imperative that we keep our members trained in every facet of our ever-changing industry. IMPACT has provided over 200 hands-on training mock-ups complete with drawings and all component parts to our training facilities.

When established in February 1992, there were approximately three curtain wall, detention, fence, and specialty contractors with international agreements. As of today, there are 21 and counting. DOAMM not only services the International curtain wall, detention, fence and specialty contractors, but also the local and regional contractors. The future brings new technology changes and the department has kept our local unions informed of these changes so that we can continue to capture man-hours for our members.

DOAMM has worked with IMPACT attending various trade shows geared toward architectural and ornamental ironwork. These shows include Fencetech, National Glass Association, Glass Association of North America, American Jail Association and American Welding Society. These trade shows provide an opportunity to meet suppliers, contractors and members of our association, who are often in attendance. It has also generated several new signatory contractors, as well as solidified existing relationships.

All arbitration cases are now handled through the National Plan in conjunction with Executive Director Scott Malley and the Jurisdictional Department.

DOAMM has worked along with several contractors on signature ornamental projects over the past several years. Apple Headquarters in Cupertino, California, comes to mind with its glass exterior, glass canopies and glass walls. This project provided Local 377 (San Francisco) with countless man-hours.

If any one of our affiliates is ever in need of assistance with curtain wall, detention work, fence or specialty work, please do not hesitate to contact Executive Director Ray Dean at the Department of Ornamental, Architectural and Miscellaneous Metals at (847) 795-1710 or rdean@iwintl.org.

DEPARTMENT OF REINFORCING IRONWORKERS

The Department of Reinforcing Ironworkers continues to strive to promote the rebar industry in the United States and Canada. We continue to partner with a variety of industry associations such as the American Concrete Institute (ACI), the Concrete Reinforcing Steel Institute (CRSI), and the National Association of Reinforcing Steel Contractors (NARSC). Our participation with these organizations allows us to stay on the forefront of new ideas to work safer, increase productivity and address market conditions in the reinforcing steel and post-tensioning industry.

The department collaborates with the Organizing Department at the International and has allowed us to better identify areas of concern and create plans to help our local unions strategically recapture the reinforcing market. In addition, the department has supported initiatives from the Safety Department to petition OSHA to revise and adopt new safety standards for reinforcing steel and post-tensioning activities and working with IMPACT to promote the department at trade shows such as the World of Concrete.

Since the last convention, we have been committed to supporting recruitment initiatives and have lobbied to increase efforts in all local unions to organize, recruit and train the next generation of reinforcing ironworkers. It has been the department’s mission to maximize the use of safe, skilled and trained union ironworkers in the steel reinforcing of concrete construction and maximize the overall use of steel reinforcement in concrete construction. Training and safety remain key elements in reaching our goals.

A shared concern in the reinforcing industry is the ability to find skilled, safe reinforcing ironworkers to fill the worker shortage. It is no secret many workers left the industry during the economic downturn and when work picked back up they chose not to return to the field. Our current issue is a majority of our present workforce will be reaching retirement age soon and leaving the industry, which emphasizes the importance of investing in the next generation and training a new workforce.

Technology continues to change and positively affect the reinforcing industry. We have seen many advancements in technology since 2011. More recently, we have seen the tallest building in the world erected using high-strength rebar and high-strength concrete with compressive strengths as high as 19,000 pounds per square inch (psi).

The projections for rebar usage are steadily increasing into 2020 and show the vast opportunities to place our union workers. We can see a forecast of 11.097 tons of reinforcing steel to be done in 2020 based on reports obtained from CRSI. This would equate to approximately 55,485* full-time rodbusters to keep up with demand (*number based on industry norm of 10 man-hour per ton and 2,000 hours a year per man).
It’s key that we unite our locals, members and signatory contractors to create a strong partnership and prevail in the reinforcing market. In 2011 we stated, “The future of reinforcing will be with signatory contractors and fabricators. We will need to reassure those national companies that wherever they go in the United States and Canada, they will be provided with highly productive, safe and skilled reinforcing ironworkers.” This continues to hold true today.

**DEPARTMENT OF JURISDICTION AND MAINTENANCE**

Executive Director Scott Malley is in charge of the Jurisdiction Department. Since the last convention in 2011, the Jurisdiction Department has been involved in 468 disputes where we have assigned an International representative to meet and adjust. The breakdown of disputes with other crafts is as follows:

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**Jurisdictional Disputes Summary 2011 – 2015**

This does not include disputes resolved directly between our Jurisdictional Department and that of another organization, either by telephone conversation or personal meetings. The protection of our trade jurisdiction is vital to the earning opportunity of our membership; therefore, it is our intention to continue to seek the solution of all jurisdictional disputes directly with the trade and/or contractor involved and to continue to maintain a positive, aggressive and constructive approach in seeking to resolve and/or prevent jurisdictional disputes. Our approach will be in full recognition that disputes and job site disruptions are costly to our membership and damaging to our industry in that they aid and abet the non-union contractors. Disputes settled at the local union level and/or the district council level has been improving since the 1980s. At the 1981 convention, it was reported that the prior five years had 9,076 jurisdictional disputes and the message then has not changed; we must continue to build relationships with other crafts and work out our differences, while at the same time protecting our traditional jurisdiction. The number of disputes reported on at each of the past five conventions has been decreasing as shown here: 1991 (2,356); 1996 (1,602); 2001 (851); 2006 (710); 2011 (558); and through 2015 we are at 468 cases. While the trend is on the right track, it will require a continued commitment at each level of our union to resolve our jurisdictional disputes in the most equitable manner. With market share on the decline for several of the trades, we are seeing an increase in contractors and trades encroaching into what has been our historical jurisdiction.
Our primary goal is to settle jurisdictional disputes directly with other trades. With that in mind, we will continue to meet with other trades in an attempt to resolve our differences and look to the future for ways we can better work together. Although the Carpenters are now the only trade that remains outside the building trades, it is imperative we keep the dialogue open between ourselves and the Carpenters.

**Jurisdiction KPI**

Effective March 15, 2008, the Plan for the Settlement for Jurisdictional Disputes in the Construction Industry amended Article V, Section 8 that determines how disputes are decided.

The end result of this change will cause arbitrators to make decisions differently. The new wording – instructing arbitrators on how to render a decision – will make documentation of prevailing work practices vital. In establishing industry practice, we all help out by supplying documentation from throughout the United States and Canada. An agreement of record is key in any dispute, if one does not exist, the prevailing practice in the locality of a dispute is going to be decided solely by which craft has documented 10 years of past practice in their locality.

The Key Performance Indicator (KPI) of our International Association is that every local union has files documenting the jurisdictional work practices for the ironworking industry for a minimum of 10 years. Our International currently has local unions with extensive jurisdictional files dating back generations. Our International also has local unions that have nothing in the way of jurisdictional files to support our trade’s work practices.

As the KPIs for this subject were instituted in 2007, we have pressed for this practice and we are looking to assist locals with the practice going forward.

Current letters of assignment listing projects going back 10 years are just as good as 10-year-old letters of assignment. Copies of steward reports clearly document standard area practices and any new technologies developed in our trade must be archived. New technologies in construction need immediate documentation supporting Iron Workers’ jurisdiction. Therefore, it is never too late to establish documentation to protect and preserve our historical jurisdiction. Our goal is to have continuous documentation circulated amongst our local unions for use in disputes, pre-job meetings, mark-up meetings and wage surveys.

Jurisdiction has been the Achilles’ heel of all building trades unions since our very beginning. All 15 trades have an identity and historical work practices defining what each considers their jurisdiction. Disputes over jurisdiction have cost us signatory contractors and jobs.

The economy has made some come backs in several areas since our last convention, but falling oil prices have caused some of the regions to stagnate on the recovery. The industrial sector of construction has fared better, but not to the extent it was headed. Even though in some areas industrial work is still slow, especially the steel producing industry, the need to get back on track in rebuilding the infrastructure in North America has never been greater. Energy suppliers, specifically electricity producers, are now at a critical crossroad. Today we are seeing these producers shutting down many of their fossil fuel facilities, weighing the cost of upgrading these facilities to become compliant with the newer EPA regulations or simply closing these plants down.

The energy needs have not gone away and will only continue to grow. The use of solar and wind energy will not satisfy this growing need. Rebounding oil prices will help to coax a surge in some industries. Abundant natural gas is now very prevalent in the northeastern United States presenting a partial solution to the long-term energy needs.

The demand for skilled building and construction trade craftspersons will again be on the front burner, and again we will be answering the question; will you be able to man our work? As a major construction union we must be prepared to supply the necessary skilled men and women to protect our jurisdictions and maintain our heritage. The constant rollercoaster effect the economy has on building and construction work will continue on into the future. We continue to be the leading building trades in terms of growth and productivity, allowing us to be out front for the future upturn in our industry. I’m frequently asked by construction user organizations if we will be able to man our work, and if so, will we be able to assist other trades with similar skills in manning their work? To me, the message is clear; if we are unable to man our jurisdictionally-defined work, some other trade will. We must man our work, and we must have skilled members available to give our fair contractors confidence to continue bidding and protecting our jurisdiction. The unions that succeed in providing the best skilled help will not only prosper, but win in the continuing battle over jurisdiction. We must encourage our journeyman level members to continue to upgrade their skills and not become satisfied with just complet-
ing an apprenticeship. Construction has evolved, and as an organization, our leadership and our members must continually outpace the competition.

**National Maintenance Agreement**

The National Maintenance Agreement (NMA) was written and consummated between the NEA (now TAUC) and the Iron Workers Committee in 1971, and by 1974 had 11 building trades crafts on board. At every convention since then, the General President’s Reports have been consistent in reporting the overwhelming success of the agreement. There has never been a maintenance agreement that has lasted as long as the NMA, nor delivered the number of man-hours to our members. In total, since the inception of the NMA, 2.1 billion man-hours have been accumulated by all crafts. The latest numbers show the Iron Workers have worked in excess of 258.8 million man-hours using this agreement. Ironworkers average over 5 million work hours annually under the terms of the NMA. That represents 12 percent of all NMA hours worked. In 2015, 4.2 million man-hours were reported on behalf of the Iron Workers, representing the lowest number of man-hours for any one-year period since the inception of the NMA.

Most recently, the Iron Workers were a participating craft on the NMA Revisions Committee, consisting of equal numbers of management and labor with input from the owner/end user community. This represents only the second time the agreement has been revised – the first revision was completed in 1996. The current revision was rolled out Jan. 1, 2012. The NMA and its Book of Decisions were reviewed and rewritten with additional clarifications coming in on an as-needed basis. All local unions need to assist in the effort to open every door and take advantage of the potential jobs available to our members in the industrial plants and facilities existing in every city where we have a local union.

The NMA’s success to grow into new markets relates to additional man-hours performed by ironworkers in areas unrelated to work under other agreements. Executive Director Malley has served as our representative on the National Maintenance Agreements Policy Committee for the past five years. The Labor Section Committee meets monthly with 13 other building construction trade unions and quarterly with an equal number of management representatives. Executive Director Malley also serves on numerous subcommittees representing labor on the NMAPC and was appointed to the board of directors in 2011. The NMA has participation by all 14 trades and provides us with a grievance procedure, as well as a jurisdictional dispute process. The grievance procedure currently in place has grievances heard by a grievance committee when needed rather than waiting for a quarterly meeting to be presented before the whole board. The jurisdictional dispute resolution process has changed as part of the new revisions, and it is important to note all trades involved in the NMA are subject to the process.

Prior to commencement of major maintenance projects, the Work Scope Determination Committee meetings are convened. Drawings, schematics, evidence, etc. are reviewed and decisions are reached regarding applicability. We have to keep in mind the cost-saving features of the NMA agreement are an inducement for the owners to rebuild using union building tradesmen. An example of this is the automobile industry that has gone through a lengthy recovery process. These owners utilized the NMA to work many of their maintenance and renovation projects. Rebuilding existing facilities and retooling these assembly lines is the trend versus building new plants. Also, over the past few years, the committee is seeing a trend of local building trades requesting the use of the NMA on new industrial construction projects. Although originally designed for maintenance work, it is becoming popular with building trades familiar with the agreement to want to expand its use, rather than negotiate a PLA. In Holland, Michigan, the local building trades, along with the city of Holland, utilized the NMA rather than a PLA for the Combined Cycle Energy Plant--Holland Energy Park.

The Iron Workers were responsible for the formation of the NMA in 1971, and we look forward to working closely with the NMAPC in the future. The NMA is administered by Impartial Secretary Steve Lindauer, and with the assistance of Director of Industrial Relations Daniel Hogan and Mike Dorsey, the NMA will continue to evolve as an agreement that works well for labor, management and owner/users. I feel we are on the right track with this agreement and will continue to assist the NMAPC in delivering opportunities for our members.

The Association of Union Constructors (TAUC) evolved from the National Erectors Association (NEA), which was founded in 1969 by the leading union steel erectors in the construction industry. Over the years, membership grew to include all types of union contractors, and, consequently, the name and structure of the association was changed to The Association of Union Constructors in 2007. The new association reflects the
changing face of the construction industry and more accurately reflects the growing diversity of TAUC members. The association’s mission is to advocate for its 2,500 union contractors and enhance union/management cooperation. I’m convinced, through the hard work of Impartial Secretary and Chief Executive Officer Steve Lindauer, and past Senior Vice President Kevin Hilton, the NMAPC and TAUC are better positioned to gain work opportunities for labor and management.

**National Council of Erectors, Fabricators, And Riggers Association Agreement**

In 1972, the first pure Ironworkers Employer Maintenance Agreement was developed. Our International Association and the National Council of Erectors, Fabricators and Riggers (NCEFR) realized an Iron Workers maintenance agreement; an agreement for contractors who primarily employed our union members on buildings, bridges, plants, tunnels, decking, replacement, demolition and all related work assigned by the contractor to ironworkers, was needed. Aside from the projects listed, currently our contractors are utilizing the NCEFR to rebuild glass furnaces, office renovations, kiln gear and trunnion replacement, boat ramps and docks, dewatering pads and machinery installation and moving. In today’s ever-changing construction environment, our specialty contractors along with our local unions can use this agreement to capture work that would otherwise be non-union.

Originally the NCEFR National Agreement was identified as the National Association of Miscellaneous Ornamental Architectural Agreement (NAMOA). In order to keep current, it was amended in February 1979, July 1985, and in September 2000 it was renamed the NCEFR Maintenance Agreement. Fred Codding is president of the NCEFR. Fred Codding’s untiring efforts and dedication as our contact person have made this venture a huge success. On behalf of the Iron Workers, I would like to express my sincere appreciation to Fred and the National Council of Erectors, Fabricators and Riggers.

At first, some building trades expressed concern over whether this Iron Workers’ maintenance agreement was a vertical agreement, and therefore prohibited by the Building and Construction Trades Department. We have allayed their fears and proven them wrong. The Iron Workers’ NCEFR Maintenance Agreement is a living document utilized by union contractors who primarily employ ironworkers. It is used where the preponderance of the work is considered to be the work of ironworkers. Many times the agreement is utilized where a job is in jeopardy of going non-union. With this agreement our members have performed the work and we have been able to beat out the non-union. We have been able to compete in all major industrial plants where non-union contractors try to eliminate union competition. Our fair contractors have gone head-to-head utilizing the terms of the NCEFR with some of the most notorious large non-union bridge repair maintenance contractors and we have fared exceedingly well. We have a document that is flexible and gives union contractors a level playing field to compete against open shop companies. We are proud of the fact we have a membership of highly skilled and trained workers who can compete and beat the best non-union workers in the world.

Unlike other vertical agreements, the NCEFR Agreement has language allowing our contractors to hire other building trades crafts when needed to perform specialized work. We recognize today, as in the past, the Iron Workers cannot allow the work habits and nonproductive ways practiced by others to interfere with our goal of providing jobs we are skilled at. The NCEFR Maintenance Agreement continues to be an accomplishment we can be proud of, and I feel it is an obligation on each and every one of us to expand its use.

The NCEFR features four 10-hour shift operations with a makeup day, as well as a five day, eight-hour workweek with a makeup day on Saturday. As I have stated in the past, our International has changed with the times in order to provide work opportunities for our members. We put a makeup day in the agreement because of the high cost of living today. These makeup days allow our members to bring home more pay each week to provide for their families. In addition, makeup days provide an opportunity for our union contractors to utilize expensive construction equipment and machinery that may otherwise remain idle. All too often, idle equipment has bankrupted small fair union contractors. We have a moral obligation, not only to our members, but also to all fair contractors in business, to provide a place for our ironworkers to work. We must keep our members working so they can bring home a weekly paycheck, provide fringe benefits for their families, and hopefully, accrue enough money for a decent pension. Our work is never done, but with our union contractors and our members all working together, we can and will attain our goals.

**The National Construction Agreement**

The National Construction Agreement (NCA) is utilized on new projects that have non-union bidders. In most cases, the agreement simply provides uniformity
of overtime, holidays and working conditions. However, when faced with non-union competition, an addendum may be added to providing whatever revisions necessary to get the job. In cases where union density is extremely low, sub-contracted portions of the project may be excluded from the agreement. The Plan for the Settlement of Jurisdictional Disputes is used to settle jurisdictional disagreements on projects working under the NCA.

**The General Presidents’ Project Maintenance Agreement (GPPMA)**

The General Presidents’ Project Maintenance Agreement (GPPMA) was founded in the year 1956 in keeping with the concept that industrial plants and other facilities that were built by contractors employing building trades’ craftsmen could best be maintained by these same craftsmen. Thus, a new challenging industry was born that became known as maintenance by contract. The General Presidents’ Agreement has grown tremendously over this period of 60 plus years and it currently covers several hundred projects in the United States and Canada.

The agreement is administered by a committee directly appointed by the general presidents of 14 unions affiliated with the Building and Construction Trades Department, AFL-CIO, with an administrator and staff devoted full time to the activities related to the administration and servicing of the agreement. Currently 400 signatory contractors perform contract maintenance work under the agreement on a regular basis and the Iron Workers have performed in excess of 1 billion man-hours since the implementation of the first GPPMA.

The General Presidents’ Committee continues to receive excellent support from the affiliated unions and building trades councils.

**DEPARTMENT OF CANADIAN OPERATIONS**

Canadian operations continue to play a significant role in the past, present and future of our great union.

Since our 2011 Convention, billions of major capital investment dollars related to power generation, oil and gas, mining, infrastructure and work in the residential and commercial high-rise markets have carried the country’s economy.

On a five-year average, the Iron Workers and their contractors generated over 21 million work hours per annum.

This created the opportunity for a 21 percent growth in membership over the same period through increased organizing and new apprentice intake.

**Canadian Politics**

In late 2015, Canadians went to polls and elected a majority federal liberal government lead by Justin Trudeau, who is the country’s 23rd prime minister.

In one of the first official government acts after the election, Prime Minister Trudeau met with Canada’s building trades unions. The prime minister held this meeting to hear labor’s views on repeal of anti-labor laws that targeted all labor organizations and would have cost millions of dollars to implement. This was a refreshing change from the decade of conservative rule that consistently targeted organized labor in their right-wing crosshairs. Pursuant to these meetings one of the first acts of the 42nd Parliament was to repeal bill 377 and bill 80 and reset the balance of Canadian labor standards legislatively removing these onerous and spiteful laws.

Along with the about face of the governmental view of organized labor federally, the Trudeau Parliament is currently developing the framework for a new $85.4 million fund for strengthening union-based apprenticeship training.

The 2016 federal budget recognized that a skilled, mobile and certified skilled trades workforce is built upon high-quality apprenticeship training systems. Apprentices work and learn in a variety of settings, including on the job, at colleges and polytechnics, and through union-based training centres. To strengthen the role of union-based training providers, the 2016 budget is to provide $85.4 million over five years, starting in 2016–17, to develop a new framework to support union-based apprenticeship training. As well as improving the quality of training through investments in equipment, the framework will seek to incorporate greater union involvement in apprenticeship training and support innovative approaches and partnerships with other stakeholders, including employers.

As each of the local unions look to enhance and expand their training opportunities at our various locations across Canada, we will be seeking to engage this new funding to assist in the replacement of the baby boomer generation heading for the door so it is welcome news.
Canadian International Staff

We are pleased to advise the delegates that your Canadian staff has increased capacity in very important areas to better serve our membership, local unions and our owner/contractors community.

Additional positions:

- IMPACT regional director
- Campaign coordinator
- Field and shop organizing positions
- Safety coordinator

These positions cover the entire country representing three district councils and three regional advisory boards (RABs) representing over 500 contractors and 23,000 members.

The Canadian International staff participates in many national and regional boards and committees that have the potential to affect your working life. They include but are not limited to the General Presidents’ Maintenance Committee, Canadian National Building Trades Executive Board, Canadian Institute of Steel Construction and Labour Diversity Committees.

In recognition of the increased membership in Canada, a second member was added to the General Executive Council when I appointed Ontario District Council President Kevin Bryenton sixth general vice president of the Iron Workers International.

IMPACT-Ironworker Management Progressive Action Cooperative Trust

Through our regional advisory board labor/management partnership, we have focused on initiatives that will create more work opportunities for our contractors and more jobs for our members.

The gamut of IMPACT programs and special industry and local union initiative funding grants has enabled the Iron Workers and their contractors to elevate themselves in a positive industry lens and it has not gone unnoticed by the owner group who buy our services across the country.

One significant commitment the Iron Workers have made since the inception of IMPACT in Canada is our continuous financial support to our military veterans through the Canadian Building Trades Helmets to Hardhats program.

National Training Fund

Canadian local unions are also fully engaged with the Ironworkers National Training Fund. Canada has fully participated in the continued success of this program assisting in the development of many of the trade manuals, training curricula and standards and instructing as train-the-trainers internationally.

The ironworker core training has no borders as local union training coordinators and instructors from all local unions across Canada meet with their American brothers to share knowledge and learn skills at the annual Ironworker Instructor Training program, now held at Washtenaw Community College and Eastern Michigan University.

We are pleased to announce that the National Training Fund has designated Local 721 (Toronto, Ontario) as an Iron Workers International Regional Training Center. IMPACT Canada is also working as a partner to the regional training center in assisting in funding the proposed multimillion dollar expansion of the facility and classes have been delivered over the past year to participants from across Canada seeking train the trainer status in the various courses of instruction offered.

Safety Program

There is nothing more important than the safety of members in the workforce. So it was a welcome addition to the team when our General President Emeritus Wise took the initiative to create the position for a Canadian safety coordinator to work in concert with the Iron Worker’s International Safety Department.

Standards of Excellence and the KPI Program

These programs have brought various responsibilities to the locals and the membership that have increased awareness in both the daily operations of the locals and the professionalism that our members are expected to display in the workforce every day.

Challenges

We fully acknowledge that success does not come without its challenges. Politically, one of our biggest tasks is to turn up the heat on lobbying two extremely important matters to the Iron Workers. One of the first hurdles to tackle is the legislative barriers to the Energy East pipeline, where crude oil from the west can be transported to refineries in the east who have access to tide water to move the final product abroad.

Another key goal is the absolute need to reduce the importation of offshore fabricated structural steel destined for projects in Canada.
A barrier we must work to collectively keep at bay is the growth of alternative union of convenience and non-union multicraft or vertical contractors. These entities are persistent in the quest to encroach upon our traditional work and erode our market share. The Canadian office will work with all local unions to educate their membership on the need to keep these threats at bay and grow our own contractor base in the constant effort of growing in the marketplaces that we work in across the country. This involves constant promotion of our skilled, safe workforce to potential customers and working with our existing contractors to ensure they remain competitive as they negotiate the 21 local unions and associated agreements in our provinces and territories.

The Canadian office and outside International staff will work in conjunction with the tireless efforts of our business managers, agents, organizers and training coordinators. Together we will use every tool in the box to continue to display our many strengths and underscore that we are the right choice for owners of construction and maintenance projects in Canada.

U.S./Canadian Mobility

During the last five years, our International worked tirelessly to gain employment opportunities for U.S. members still affected by the downturn of the economy and enabled the surge in employment opportunities in Canada to allow U.S. workers an opportunity to earn a decent living. As we head into this convention, Canadian workers are expected to experience a dramatic slowdown and we have met with elected officials and the U.S. Department of Labor to endeavor to get Canadian members onto U.S. projects in a similar fashion. This will be an ongoing course of our administration to create employment opportunities for all members reinforcing our mandate of one union for all members.

DEPARTMENT OF LEGISLATIVE AFFAIRS/IRONWORKERS POLITICAL ACTION LEAGUE (IPAL)

The economy has recovered strongly since the Great Recession, but challenges remain for our union to face. Employment is back to normal, but wages have stayed flat throughout most of the United States. Nine years have passed since the financial crisis, and the Wall Street banks are bigger than ever. The United States Congress could fix these problems, but Republican leadership has refused to work with President Obama. Obstructionists have cut funds for vital programs and even shut down the federal government. The only thing that the president and Congress managed to work together on was passing trade promotion authority for the Trans Pacific Partnership, a trade deal that would sell out American workers.

Government gridlock would be bad enough, but many state governments have been outright hostile to working people. We're under the worst assault on workers in the United States since the 1940s. Anti-union special interests passed right-to-work laws in Indiana, Michigan, Wisconsin, and West Virginia, and repealed prevailing wage. Things weren't much better for us in Canada. Stephen Harper's Conservative government spent 10 years attacking the rights of union workers.

There are signs everywhere that people are ready to fight back. Canadian voters ended Prime Minister Harper's government in a landslide victory for Liberal leader Justin Trudeau. The New Democratic Party took some hits, but held on to the second largest parliamentary delegation in its history. Fight for $15 activists have racked up a string of minimum wage victories across the United States, giving low-wage workers a leg up and boosting the economy for all of us. A mass movement is growing, and organized labor is at its center.

Change was in the air during the United States presidential primaries. Former Secretary of State Hillary Clinton and Senator Bernie Sanders held a spirited debate over the values and strategy of the Democratic Party. The discussion was remarkably civil, and focused on the challenges working people face every day. The race inspired and mobilized a new generation of voters. The Iron Workers endorsed Hillary Clinton by a unanimous vote of the general executive council while respecting the passion and intentions of Senator Sanders. Our job now, as ironworkers, is to stick together in the general election and push for the best ideas of both candidates.

The Republican primary, in contrast, was a mess. The vote was split between over a dozen candidates, allowing Donald Trump to run away with the nomination despite not winning a majority of the vote. The candidates hardly discussed policies and plans to meet the nation's challenges. Racist and sexist comments dominated the debate, and candidates' ugly personal attacks belonged more on a middle school playground than on the national stage.

Trump doesn't stand for the values we share as ironworkers. We were founded as a union of immigrants, and we believe people deserve a fair chance no
matter where they come from. We’re about bringing people together around common interests, not tearing them apart.

These are the principles we stand for as a union, and we have a Democratic nominee for president who shares them in Hillary Clinton. The Secretary of State has a decades-long record of backing workers in our industry when we needed it most – from her first attempts to fix our broken health care system in the early 90s, to her securing federal aid for the many ironworkers who gave up their health helping victims of the Sept. 11, 2001 attacks. Clinton’s campaign has been inclusive and responsive to our policy feedback from the day we endorsed – a refreshing change of pace from other Democrats who take labor’s support for granted. She knows how Washington works, and is the only candidate with the skills needed to keep her promises when she gets into office.

We have no such champion in the Republican nominee. The GOP primary race was the worst disaster to befall an American political party since 1968. As this document goes to print, the unthinkable has come to pass: Donald Trump is the Republican Party’s pick for president of the United States.

It would be easy to just say that we oppose Trump because he’s anti-union and leave it at that. We have a duty, however, as a democratic institution in a democratic country, to acknowledge that this election is different. Trump isn’t just a policy disaster and a national embarrassment. He’s a racist, an opportunist who uses hatred and fear to build his personal power. His target is us: regular working class people who have lost ground in the status quo. He threatens to tear up the democratic traditions that we and our forefathers sacrificed to defend. In previous elections, our union opposed candidates for their bad policies without doubting their good intentions. This year, we condemn Trump and the un-American spirit he’s brought to this election.

Right to work is written on paper, not in stone. We can overturn it with the right effort and plan. Our goal is not just to defend against bad candidates and bad policies. We will take the fight to our opponents and roll back the miserable legislation of the last decade. We will replace anti-union politicians with elected officials who support the work we do, and right-to-work laws with legislation that makes our jobs safer and more plentiful. We will find opportunities in every race: federal, state and local. We will hold government accountable, and fix our decaying transportation and energy infrastructure.

The Ironworkers Political Action League is committed to electing Hillary Clinton president of the United States; supporting friendly candidates for office at the federal, provincial, state and local level; and getting legislative results that lead to quality jobs for union ironworkers. The department will assist local unions in their constitutionally-directed goal of voter registration and turnout. We need voter activism to fight right-to-work and other anti-union laws. The focus may be on federal races this year, but politics is fundamentally local and it will be each local’s responsibility to make sure ironworkers show up at the polls. IPAL is on call to amplify locals’ involvement in the provinces and states.

The Iron Workers will not hold anything back in 2016. Every member must turn out to vote. Every local union must organize members as volunteers. We need to take our message of fairness for working people to our union halls, our worksites, our families and our communities. No one can sit this race out, because everyone will suffer the consequences of inaction.

GENERAL COUNSEL

The Iron Workers International faces definite legal challenges in the years ahead. Some of the obstacles are internally caused at the local level due to improper conduct or years of neglect. Other legal challenges are caused by outside forces intent on stopping the union movement.

First, the Iron Workers International and organized labor in general are under attack on many different fronts. The anti-labor forces are well financed and aggressive in pursuing their agenda. We will meet these challenges by mounting legal and political challenges and protests when necessary.

Right-to-work laws have been enacted throughout the industrial Midwest. There are now 26 states, which have enacted right-to-work laws. Right-to-work laws present challenges for our legal team. In some instances, the recent right-to-work laws allow for the grandfathering of existing contracts. The laws can be challenged if they do not. Unions should not have to represent individuals who are not members and who do not pay for the cost of the representation. We will also work to ensure these laws are reversed in the event there is a more favorable political environment on a state-by-state basis.

In addition, there are challenges to prevailing wage laws. Where they cannot eliminate the laws throughout a state, they are trying to eliminate prevailing wage laws county by county. The Iron Workers will
challenge these politically and legally when and where it is appropriate. We will defend the prevailing wage laws across the county.

Second, the Iron Workers International is devoting significant resources to growing its membership. Our discussions with management groups we are attempting to organize has revealed that the existence of underfunded pensions and potential withdrawal liabilities are having a negative effect on our ability to organize and grow the union. While fixing pensions can be costly and take time, our goal and our mission is to fix all of our defined benefit plans so our organizing efforts are not hindered by the presence of withdrawal liability.

Most defined benefits plans are well funded. Many others can be repaired by devoting more resources and allowing time for the plan to recover. Other plans, however, are in dire situations. Our experience over the years is that it is even harder for these plans to succeed if their employer base shrinks. This creates a death spiral in the pension world. In these hard cases, difficult decisions must be made to organize companies that do not require contributions into a defined benefit plan. We may also have to take advantage of recent changes to the laws which allow plans in a death spiral to cut benefits in order to survive. While this is not ideal, the retirees are still better off than if we let the plan die and turned it over to the Pension Benefit Guarantee Corporation.

Third, the Iron Workers need to fulfill their obligation to the membership to provide skilled and responsible leadership. Under the constitution, the general executive board of the Iron Workers International has the ability to place a local under International supervision if in their judgment it is necessary. The constitution allows supervision in order to correct corruption, prevent financial malpractice, assure performance of collective bargaining duties, restore democracy, or carry out the interests of the International. While the Iron Workers International has always been reluctant to exercise that authority, we have exercised it when required. Several local unions are currently under International supervision for offences ranging from corruption to financial malpractice.

Most local unions in this International operate their local responsibly and in a prudent manner. A few, however, have engaged in corrupt practices which have resulted in federal criminal charges. When this happens, the International needs to act quickly and responsibly if the local is no longer capable of self-governance. The International will also act quickly in cases where financial malpractice is invoked, including cases involving embezzlements and kickbacks. Abusing the members’ trust will require the International to act.

The goal of the Iron Workers International is to maintain our gains and expand our markets. The presence of underfunded pension plans and corrupt local practices, makes this process harder. To overcome these challenges, I have named Frank Marco of Gregorio and Marco law firm to serve as my general counsel to provide me with legal advice and assist me in my fight to grow this union. Frank has the legal knowledge in both labor and Taft Hartley areas that will serve our members well. I would also thank the firm of Gibson and Barnes and Ben Barnes, who assists our general counsel on Canadian legal matters.

I would like to thank former General Counsel Ron Gladney for his assistance to both General Presidents Emeritus Hunt and Wise, as well as myself, in helping guide our union. He and his firm will continue to perform various tasks as outside counsel when needed.

**DEPARTMENT OF DAVIS-BACON/ PREVAILING WAGE**

2016 is not only the Iron Workers’ convention year, but it marks the 85th anniversary of the passage of the federal Davis-Bacon Prevailing Wage Act. It was signed not by FDR during his New Deal — but during the term of President Herbert Hoover, a Republican, while both (Senator James J.) Davis and (Rep. Robert L.) Bacon were also Republicans. This was bipartisan, “Main Street” common sense legislation that has stood the test of time during most of the history of the Iron Workers.

When we think of the great public works projects of the last century, we know that almost all of them had prevailing wage requirements that helped level the playing field for union signatory contractors. In other words, to prevent a race to the bottom in standards. But this vision goes back even further: state prevailing wage laws date back to the late 19th century. Some trace the law even further, to President Grant’s government contracting rules mandating an 8-hour day after the Civil War. What was true then, is true now: It would be chaos without fair contracting.

Since 1931, the Davis-Bacon Act has set wage and fringe benefit standards to ensure contractors compete on the quality of their work, not by undercutting local communities and local employers. Davis-Bacon also protects taxpayers because projects without it tend to be more likely to go over budget and be delayed. Projects protected by Davis-Bacon foster a workforce that
is better trained for a career in construction, plus the improved safety that goes along with it. This includes health care provisions, resulting in being less likely to rely on federal social programs. Davis-Bacon helps protect the integrity of the crafts and provides an incentive for bona fide apprenticeship – the training of the next generation of ironworkers.

It is now 30 years since this International officially established this department at headquarters, and prior to originating at HQ in smaller ways since the 1960s. It is dedicated to ensuring our members and other construction workers will continue to receive the benefits and to respond to the opportunities and challenges of this landmark legislation.

For over a decade (since just before the 2006 Washington, D.C. convention), we have had on board our wage compliance administrator, Christopher “Chris” Burger, in a position brought to us by the then-newly branded IMPACT. Our business managers, agents, organizers and contractors have come to know this office has a reliable specialist on prevailing wage matters, be it at the beginning, during the bidding and wage rate determination phase, or at the end, when we monitor compliance of the payment of prevailing wages by advocating for specific cases. When a local or a contractor has a question or a problem to be solved, they can and should make full use of our expertise and ability to communicate our International’s message to government agencies, state and federal, as well as to the contractor community, union and non-union.

The wage compliance administrator works closely with the general secretary’s office and most of the key areas that intersect with it: organizing, politics, jurisdiction and training. A native New Yorker, and son of a former Local 46 Metallic Lathers member, Chris brings over 25 years of experience in the labor movement. His background includes being an activist union member, shop steward and committed labor organizer, plus additional experience as a writer, editor and a labor radio program host/producer. Work in contract bargaining, political and community outreach in various labor organizing campaigns took Chris to Atlanta to Charlotte, North Carolina, to Joplin, Missouri then back home to New York City and later to New England. His master’s degree in labor relations and research also equipped him in leading key building trades committee work, including direct talks with the Department of Labor on key Davis-Bacon policy matters (including convening a rodbuster labor and management meeting at the Labor Department headquarters), as well as representing the International before the U.S. Department of Energy; board meetings of the ACE Mentor program of America; hosting popular prevailing wage panel sessions for IMPACT, etc.

Enforcement remains near to the mission of the department, in short due to his background in compliance. From 1997 until 2005, Chris was an investigator for the Foundation for Fair Contracting of Massachusetts in Boston, going on-site at projects across the state, including lobbying for municipal responsible bidding ordinances. He went on to work for the Building and Construction Trades Department of the AFL-CIO, working closely on projects concerning the poor training record in the ABC’s anti-craft, “task-oriented” brand of so-called apprenticeship.

As a result, the department has a firm ironworker advocate for the concept of compliance and fair contracting groups. I am proud that IMPACT has been an annual supporter of the work of the National Alliance for Fair Contracting (NAFC) (with Chris on its advisory board) as well as the newly-revived, federal agency-focused Foundation for Fair Contracting here in Washington, D.C. This puts us in close contact to network with agencies such as the Armed Forces’ individual labor advisors, the U.S. Department of Labor, HUD, the DOT, NASA, the GSA, and other entities.

In addition, the Iron Workers have enjoyed having Chris Burger as the chairman of the national Building and Construction Trades Department’s subcommittee designated to fight for long-overdue administrative and regulatory Davis-Bacon reform. This has meant leading continued battles to defend our jurisdiction and by extension that of all the crafts of the union construction industry. We are up against often entrenched bureaucrats who don’t always remember their agency’s stated mission is to represent the interests of workers and “further their profitable employment.”

As the informal recording secretary of the Davis-Bacon Committee of the NABTU, Chris spearheaded local and state BCTC wage survey trainings The Iron Workers have a recognized voice in surveys conducted in many states, with an experienced educator/advocate who spoken and organized meetings for building trades councils from Nevada to Arkansas to Delaware to Maine and more.

Going forward, we remain committed to upholding the principles behind the Davis-Bacon Act. We cannot assume the government or contractors can uphold their end of the bargain – without our own compliance and due diligence. We must continue to be vigilant and
aggressive in complying with wage surveys and showing that we are 100 percent behind the principle of a “fair day’s pay for a fair day’s work” and that our agreements set a fair standard for the economic markets in which we live and work.

Our commitment has been tested repeatedly for three decades and I consider it as one of our union’s major accomplishments to be able to report to you we have kept our promise with a dedicated determination in this era of the “low road” contractor. A decade ago, we saw the Bush administration attempt and fail to deny already-impoverished Gulf Coast construction workers the very Davis-Bacon protections they needed more than ever.

What it did was drive down the cost of labor, encouraging a rush of out-of-state workers (including a cross-U.S. border influx) that hurt local workers. In the face of union and public outrage at this mini experiment of life without Davis-Bacon, the Act and the prevailing wage was reinstated. Likewise, the unfortunate states that repealed their little Davis-Bacon Acts decades ago have shown projects remain just as costly, bolstering the truth that wages account for little of overall project costs. The recent move of some states to drop their wage standards will also show a further decline in living standards on workers, union and non-union.

Under the Obama administration, we have seen the partial but limited expansion of Davis-Bacon under ARRA and initially enjoyed the promise of a new commitment to enforcement under the leadership of Secretary of Labor Hilda Solis, then Acting Secretary Seth Harris and finally, Thomas Perez. It’s not for nothing that Chris is well-known at the Wage and Hour Division – because of the full plate of complaints and issues he’s been furnished to pursue by our committed network of business managers, agents, organizers and contractors. Our International’s representative became well-known to Administrator Dr. David Weil as someone unafraid to call him on his agency’s lack of progress in stopping the “fissuring” of the workplace that we see and he describes in his own book. This is particularly true with the cutting of federal wage rates and classifications that divide up the ironworking craft – and all others – to the detriment of the families of ironworkers, their brothers and sisters in other trades – and, yes that of the non-union worker who never has the opportunity to fully learn his craft, to save for retirement and to provide for a decent middle-class home.

With the resurgent anti-unionism and anti-government zeal of many (but not all) Republicans, we must continue to fight to keep Davis-Bacon Act alive. Indeed, the BCTD has identified an ongoing cadre of some 40-50 Republican congressmen who we call “Building Trades Republicans.” Why? Because they have supported either or both Davis-Bacon or PLAs. This is relevant because it serves as a reminder of the bipartisan, popular support of prevailing wage laws ensuring local standards and businesses get a fair shot at local projects with federal money.

In our view, an ironworker gets a fair day’s pay when he gets the wage set by the collective bargaining negotiated by his local union. So it is our goal that, wherever possible under the regulations which govern the administration of the Davis-Bacon Act, our local union’s rate should be determined by the U.S. Department of Labor to be the “prevailing” rate for ironworkers on any particular federally-funded construction project.

We are realistic enough to understand that we cannot expect our rates to be issued for all of the work covered by the Davis-Bacon Act. But we are also knowledgeable enough to demand that our rates must be issued as prevailing for those jobs in localities where, under the Department of Labor’s own rules, we do indeed set the standard. And we continue in our work to fix the damage done to the Act going back to the first year of the Reagan administration, which has wreaked havoc on survey results ever since, making it an open-shop paradise in too many areas of the country.

Our Davis-Bacon Department has operated with an effective system to support our objectives to (1) keep the United States Department of Labor fully informed on the current wages, fringes, and escalators negotiated by each of our outside local unions in the 50 states and the District of Columbia; (2) actively participate in the Department of Labor surveys to establish prevailing wage rates for specific localities; (3) uphold, and where possible strengthen, the statutory protections to which the International and its members are entitled; and (4) in all these efforts, to work with our locals to have wage investigations conducted by enforcement agencies and promoting fair contracting with partner allies in other trades, labor-management groups and agencies.

And under the latest Key Performance Indicator (KPI), it is no accident we are encouraging better tracking of jurisdiction and work performed because it also will put us in a better position when a wage survey is announced. We have locals that have developed such systems, sometimes in conjunction with the International, and I encourage all locals to contact Chris
Burger on how to access this technological innovation in record keeping.

In the 30 years since our original 1986 commitment to protect our wages on federal construction projects, and following up on the recent leadership of General Presidents Emeritus Joseph Hunt and his successor Walter Wise, I can report proudly we are living up to the challenge of fighting for “a fair day’s pay for a fair day’s work.”

Despite our accomplishments in defending the Davis-Bacon prevailing wage over the years, we must never grow complacent about those who assault this benchmark for our living standards. So we must continue in pursuing our goal of cooperation between headquarters and the local unions, and by extension, our signatory contractors, the U.S. Department of Labor and agencies awarding work all over the U.S.

We need our locals to provide the ammunition, which means full and timely submission to headquarters of information on the wage and fringe packages you have negotiated, as well as full and timely participation in Davis-Bacon wage surveys conducted by the U.S. Department of Labor, and to be the eyes and ears on projects that go to non-union firms who break the law, so we can bring the full enforcement power down on such bad actors in the industry. Our department is best credentialed to petition directly the chief of enforcement policy in Washington as opposed to regional efforts that don’t always get pursued. Make full use of your local being part of an International union by working in concert with this department to make sure you have an advocate for your local in Washington.

It is also your job to be a leader in your community to let your state and federal representatives know that Davis-Bacon protections will not be bargained away on your watch. The Davis-Bacon Department will make the best use of the ammunition and political assistance you provide. This cooperation will strengthen our union and also will help make the principles of Davis-Bacon prevailing wage a true beacon for the entire labor movement.

Over a century ago, the building trades were the foundation of the labor movement’s original push for the eight-hour day and the right to form a labor union. The Iron Workers were front and center in the thick of the discontent of that era. And as such attacks return, we must again take up our stand as leaders among workers in our communities, many of whom have grown up with disinformation and no representation.

We must make everyone know the ironworking industry and all construction works better when it works union. Like our forefathers in the original locals of the Iron Workers during that time of unrest, we will again be the trade recognized as a leader to be reckoned with in the fight for a level-playing field on all construction projects. We will not sit by and watch as others attempt to pull us back a century, when ironworkers feared for their jobs, their livelihoods and families. We support the wisdom of government procurement policies, such as Davis-Bacon, that recognize and provide a true benchmark for the dignity, respect and living standards pioneered by the labor movement.

BUILDING TRADES’ AGREEMENTS

Wind Turbine Agreements

Since the 2011 convention, the Iron Workers have signed onto several national wind turbine agreements with our signatory contractors who have taken a position to capture work hours in the wind turbine erection field. Wind energy utilizes tax credits as an incentive to investors that are now coming to a close. Federal loan guarantees were also a big part of the initial phase of these projects gaining in popularity, but these loans are also seeing a decline in availability. Millions of ironworker man-hours have been obtained because of the use of these agreements. Keeping our signatory contractors competitive is the key to our success moving forward. Having these national agreements with general contractors signed along with the Operating Engineers, Laborers, the Electricians and the Carpenters is bonus for the Iron Workers and helps to assure our portion of the project will be done by ironworkers. Prior to having the Iron Workers’ Wind Turbine Agreements, the non-union element was leading in the number of turbines erected. Today that number has shifted in favor of union crafts performing the work on the majority of projects today. With the Iron Workers having secured training grants to provide hands-on instruction at five local training facilities across the United States along with the procurement of several mobile training trailers to offer this specialized training anywhere it is needed; we now have thousands of members trained in the skills needed to help secure this work for our members into the future.
Gulf Coast Agreement

In 2013, the Building & Construction Trades Department of the AFL-CIO (BCTD) announced that a final draft for an agreement was complete and the BCTD was rolling it out to our signatory contractors to help compete with the non-union competition in the Gulf Coast region. There is projected to be hundreds of millions of construction man-hours generated in this region over the next decade and the Iron Workers and the building trades need to be in the equation. Many of our locals in this region are already working with our contractors in several plants along the Gulf Coast. The concept of this agreement has had a positive effect on many other contractors outside of this area; sparking an awareness of the work opportunities offered in this region; several contractors have shown an interest in pursuing these projects.

THE IRONWORKER MAGAZINE

The Ironworker is the main source of communication between our International and our members — a collection of written articles and images to celebrate the jobsite accomplishments of ironworkers and to inform our members of industry happenings.

The International’s departments have expanded their presence in the magazine. We have designated issues for apprenticeship and training, heavy rigging, industrial, precast, structural, bridge, ornamental, architectural and miscellaneous metals, shop, reinforcing, safety and health, political activity, Davis-Bacon and prevailing wage, armed forces and veterans, Canadian affairs and IMPACT. The September magazine is our annual directory issue, and contains a list of our district councils and local unions, their contact information, as well as wage structures, benefit levels, Ironworker Apprentice-ship Certified Program (IACP) and IW/AWS Accredited Testing Facility status, and methods of reciprocity.

As General President, I have committed support and resources to our Countdown to Zero campaign to help prevent fatalities and disabling injuries to our members. Along with website support, the magazine echoes our message of “See Something! Say Something!” to help our members recognize and avoid workplace hazards. We honor the memory of our fallen brothers and sisters with our unflinching pledge to Zero Fatalities and the elimination of jobsite fatalities and injuries.

Our message delves into a myriad of subjects relevant to our members and contractors, from increasing market share to the importance of apprenticeship training to honoring our fallen members. It is a must read to stay abreast of current topics important to our union.

The Ironworker is privileged to showcase the exceptional work of our members. Across North America, we build safely and skillfully, getting the job done right and on time. Projects and our expert union craftsmanship come alive in our magazine, with extensive project details and stunning jobsite images. It is a published celebration of our lasting legacy.

The past five years has seen an explosion of our online presence. The Ironworker is available in numerous digital formats. On our website, ironworkers.org, the current issue of the magazine is available, along with a complete searchable archive of The Ironworker since its inception in September 1901 as the The Bridge-men’s Magazine. To increase and expand magazine distribution in a cost-effective and proficient manner, the magazine is also available digitally, allowing us to deliver content globally across multiple platforms and devices with an enriched digital media, enhanced user experience and seamless social media integration. Members may elect to receive a digital subscription by registration at ironworkers.org.

Although The Ironworker serves as a primary communication tool for our members, local unions, district councils and officers, its distribution helps spread our message to union contractors, members of Congress and state houses, high schools, colleges, university libraries and potential future members. It is a powerful and valuable tool to reach an extended audience.

Printed monthly (except for a combined summer issue) and in full color, the magazine remains one of our most effective and treasured means of communication. Showcasing our organized, skilled and professional ironworkers and delivering news of local, national, and international importance, The Ironworker delivers an essential message of union solidarity and proud ironworker heritage.

MULTIEMPLOYER PENSION REFORM ACT OF 2014 (MEPRA)


MEPRA, generally became effective for plan years beginning on or after Jan. 1, 2015.
The most notable provision of MEPRA 2014 gives trustees of deeply troubled plans the ability to help their plans avoid insolvency by reducing some benefits (including benefits in pay status), subject to various safeguards and requirements.

**Remediation for Deeply Troubled Plans**

Plans in critical status (commonly referred to as plans in the “red zone”) that also are in “declining status” may reduce some benefits, including benefits in pay status, subject to various requirements and limitations. This is referred to as “suspension” of benefits. As the funded status of a plan improves, suspended benefits could be reinstated. Key elements of suspension, include:

- **Declining Status**: A critical status plan is in declining status if it is projected to become insolvent within 15 years (20 years if the inactive to active participant ratio is more than 2 to 1, or if the plan is less than 80 percent funded).
- **Conditions for Suspension**: Critical, declining status plans may suspend benefits only if the trustees determine that all reasonable measures to avoid insolvency have been (and continue to be) taken, but the plan is still projected to be insolvent, and suspensions would allow the plan to avoid insolvency indefinitely.
- **Limitations on Suspensions**: Benefits in the aggregate cannot be suspended below the level necessary to avoid insolvency, and no benefit can be reduced below 110 percent of the PBGC guaranteed benefit. Disability pensions and benefits for those over age 80 may not be suspended. For participants who are between age 75 and 80, the reduction is phased out. Trustees can consider many factors in their benefit suspension design determinations. These include issues of equity and the impact on retaining active participants and bargaining groups.
- **Treasury Approval**: An application by a plan for benefit suspension is deemed to be approved after 225 days if Treasury has not approved or denied the application for suspension.
- **Participant Ratification**: After approval, suspension will go into effect unless a majority of all participants vote to reject it. Even if participants reject suspension, Treasury can allow it to take effect if the plan is projected to cost the PBGC more than $1 billion in financial assistance.

- **Mergers and Partitions**: The PBGC is given specific authority to help “facilitate” mergers upon request. The existing partition rules have been eliminated and replaced with an entirely new structure. For plans in critical and declining status where benefit suspension alone will not prevent insolvency, the PBGC may approve a partition to enable benefit suspension to work for the remaining part of the original plan. The PBGC must certify that its ability to meet its financial assistance obligations to other plans is not impaired by providing merger financial assistance to a plan or approving a partition of a plan.

**Other Changes Related to the PPA ‘06 Funding Rules**

Among the other changes included in MEPRA are the following:

- **Option to Elect Critical Status**: Trustees of plans that will be in critical status in any of the next five years may elect to be in critical status in the current year.
- **Endangered-Status Exception**: A plan that was in the green zone in the prior year will not enter the yellow zone in the current year (although otherwise currently required to do so) if the plan’s current provisions would be sufficient (with no further action) to allow the plan to emerge from yellow within 10 years.
- **Specifying Applicable Schedule When Initial Collective Bargaining Agreement (CBA) Expires**: At CBA expiration, if the bargaining parties cannot agree on a new remedial contribution schedule, the prior schedule remains in effect.
- **Withdrawal Liability**: MEPRA clarifies that surcharges are generally not taken into account for determining either withdrawal liability or the highest contribution rate. It also specifies that increases in contribution rates to meet funding improvement or rehabilitation plans are generally now disregarded in determining both withdrawal liability and the highest contribution rate.
- **Conforming Endangered and Critical Status Operation Rules**: The restrictions on benefit increases and contribution reductions in the funding plan adoption period and funding improvement period now parallel the rules for critical status plans.
- **Qualified Pre-Retirement Survivor Annuities (QPSAs)**: PBGC must guarantee QPSAs for spouses who are living on the MEPRA enactment date, retroactive to participant deaths on or after Jan. 1, 1985.
- **Reorganization**: The rarely used reorganization rules, which applied to weak but not yet insolvent plans and at times conflicted with the critical status rules, are eliminated.
- **Miscellaneous changes** were made to the critical status emergence rules, the funded percentage target for endangered plans, and required disclosures.
NEOTIATED BENEFIT FUNDS – OUTSIDE LOCAL UNIONS

Benefit programs offered by our outside local union continue to provide valuable health and retirement support for members and their families. The Iron Workers’ pension and annuity funds provide workers and retirees with considerable savings and retirement income and our health benefit funds offer a wide variety of options for our members and their families to lead healthy and productive lives. While financial uncertainty and hardships have clouded the past few years, the benefit funds remain an essential foundation of the Iron Workers International.

Although defined benefit pension plans across the country were severely affected by the investment losses of 2008–2009, our local union pension funds still give members and their spouses a secure source of retirement income. Despite high unemployment and the resulting lower contributions over the past few years, the economic outlook is continuing to improve.

In late 2006, the U.S. Congress passed the Pension Protection Act (PPA), a law requiring greater oversight of all pension funds, as well as stricter funding standards. The law states that if pension funds fail to meet certain funding requirements, they must take corrective action to restore their good financial standing. Funds fall into different “zones” depending on their funding status. If they do not meet the funding threshold established by PPA, they are certified as “endangered” (yellow zone) or “critical” (red zone). Funds that meet or surpass the funding standard requirement are in the “green zone.” For plans in “endangered” or “critical,” trustees are required to take corrective action (i.e., develop a funding improvement plan or rehabilitation plan, respectively) to improve the financial health of the plans – for example reducing the future benefit accrual rate, eliminating early retirement subsides, raising employer contributions, etc.

However, due to the recession that began in 2008, Congress realized pension funds would have a harder time meeting PPA’s funding standards and passed the Worker, Retiree, and Employer Recovery Act (WRERA) of 2008 and later the Pension Relief Act of 2010. WRERA enabled trustees to freeze their plan’s zone status to allow more time to recover from the devastating financial collapse of 2008. The Pension Relief Act of 2010 provided trustees with additional time to improve plan funding by giving them the option to amortize their payments over a longer period and allowing funds greater flexibility to pay off their losses.

Many district council and local union ironworkers’ pension plans qualified for this relief, enabling the funds to remain in their designated zones while giving trustees more time and more options to rebuild fund assets. The action of the trustees, coupled with improving employment and employer contributions, means ironworkers’ pension funds around the country remain a solid benefit for retiring workers and their families.

Iron Workers International annuity funds, or defined contribution plans, also saw their share of losses during the economic downturn. While investments declined, recent gains and continued improvement are helping offset the losses that were suffered. In some plans, members are able to invest their annuity fund account based on their individual risk and reward preferences. The freedom of choice and the opportunity to invest provides ironworkers with additional savings for retirement.

Health care and local health benefit funds are also changing at a rapid pace. The recent economic turmoil adversely affected health funds as well. Despite the enactment of the Patient Protection and Affordable Care Act, overall health care costs are still rising at double-digit rates. The costs of medical procedures and patient care along with insurance premiums are increasing as well. These factors have combined to negatively impact health fund reserves. According to various estimates from governmental agencies and others, many are reducing benefits or eliminating health plans all together. Even with health care reform in effect, costs are expected to continue to rise at a high rate.

In March 2010, the Patient Protection and Affordable Care Act was passed. The law aimed to overhaul the health care system in America by reducing costs, giving equitable treatment and ensuring more people are insured. The law set new rules and regulations for multiemployer funds, single employers and insurance providers. A number of provisions of that law include covering adult children up to 26, eliminating any pre-existing condition exclusions for those under age 19, eliminating lifetime maximums and changing dollar limits.

More and more health benefit plans, including many of our district council and local union plans, are adopting wellness and disease management programs to help participants engage in healthy and active lifestyles – and to reduce plan costs. Disease management programs help individuals focus on specific needs in order to prevent or care for chronic illness such as diabetes...
or cardiovascular disease. Wellness programs can help individuals with weight management, smoking cessation and other lifestyle issues. The hope is that disease management and wellness programs will not only make participants healthier, but will help to reduce health care costs for both the fund and participants.

The commitment to providing the highest quality benefits to a member is as strong as ever, but the need to maintain balance and control costs is just as urgent. The recession and economic downturn magnifies the harsh realities of our financial situation while forcing us to look ahead and better plan for our future. Now with a new generation entering retirement – the largest influx of retirees in our lifetime – private and public funds must take measures to ensure their stability and longevity.

While not subject to the United States laws and regulations, funds in Canada face the same economic and employment challenges. We have all struggled enormous hardship and faced historical trials, emerging with a clear path and new challenges to overcome. Through the determination, hard work and fortitude of our members, their families, our employers and our trustees, we are now poised to confront the task at hand. Together, the health and retirement funds build an essential framework for giving ironworkers and their families the safety and security they need. With our plans in place, the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers will continue to lead the industry in building our two countries and our future.

PORTABILITY OF FRINGE BENEFITS

Portability is an area where the Iron Workers continue to make outstanding progress. The International Association’s Reciprocal Pension, Reciprocal Health and Welfare Agreements and Reciprocal Annuity Agreements represent the comprehensive effort initiated by the International Association to protect the rights of our ironworkers.

Background

Historically, the “boomer” has played a significant role in our industry since its inception. For various reasons, our members have had to travel to work in different regions and be separated from their families, homes and local unions by great distances. Sometimes these work patterns are the result of personal choice, but they are more often the result of economic necessity, as the local construction market experiences a periodic recession that forces ironworkers to “boom out” to find work.

On April 4, 1982, 90 Iron Workers’ business agents and financial secretaries from the United States and Canada, who also served as trustees on their independent local union or district council pension and welfare plans, came together at the George Meany Center to make history. Their purpose was to create a method to reduce or eliminate any disruption to the pension and health benefits of the traveling ironworker. After several days of discussion and sometimes heated debates, an agreement was reached that would assure a retirement pension for an ironworker in a participating pension plan almost regardless of where that ironworker traveled. At the same time, a creative agreement was reached establishing a method of portability for health fund benefits. These agreements were not only major break-throughs for the traveling ironworker and his family, but one of the first of its kind among the building trades unions and are now used as a model.

The results of this historic committee’s diligent efforts were the new Iron Workers International Reciprocal Pension Agreement and the first ever Iron Workers International Reciprocal Health and Welfare Agreement. These reciprocal agreements were then printed in early 1983 and by mid-1984 the agreements had been adopted by most Iron Workers’ funds. At the end of this section is a complete listing of reciprocating local unions who participate under these agreements which indicates each fund’s method of reciprocity under the Pension and Welfare Agreements.

While there remains a need for ironworkers to move to find work, the portability agreements will allow this to happen without our members losing the benefits they so justly earn. Now, more than ever before, local union members can work in participating outside local unions and be assured of their pension credits for retirement and the continuity of their health and welfare fund coverage.

As one of the first agreements of its kind, the Iron Workers International Reciprocal Agreements will undoubtedly continue to rank as one of the most important innovations implemented by this International Association for the direct benefit of the traveling ironworker and his family, whose hard work and sacrifices have contributed so much to our industry and our union. We continue to encourage all ironworkers and trustees to participate in all of the reciprocal agreements, in order that our traveling members can receive all the benefits they so justly earn.
Local Unions Signatory to the Iron Workers
International Reciprocal Agreements for
Health & Welfare, Pension and Annuity

Revised August 14, 2015

U.S. Locals

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Canada Locals

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<th>Annuity</th>
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DEATH BENEFIT FUND

In advance of each convention, a detailed study of the International Association’s Death Benefit Fund is made and, through this report, is presented to the delegates. This report reviews the fund’s operation and reflects the experience contained in the General Treasurer’s Report, while reviewing both the operation of the Death Benefit Fund and the facts concerning its operation, together with a projection of the program’s future direction. The report also provides a basis for the convention’s deliberation of future death benefits.

The Death Benefit Fund has operated for the last five-year period on a sound financial basis. While paying the highest death benefits ever paid by the International Association, the fund has maintained healthy reserves against future downturns in interest rates or other economic contingencies. However, the investment return for the fund during the period 2011-2015 was below the 7½ percent benchmark due to the challenging market conditions during that period. The result was a decline in the net assets of the fund. Accordingly, the specifics of the Death Benefit Fund’s operation and projected future scenarios must be reviewed prior to their deliberation by the delegates at the convention in order to inform any decisions on the future level of death benefits from the fund. Our actuaries have changed the assumptions for investment performance from 7½ percent to 6 percent to take into account the recent market volatility and the investment portfolio.

Background

At its inception, the International Association’s Death Benefit Fund represented the sole source of life insurance protection for our membership.

This fund existed before Social Security and before any of our negotiated health benefits were begun. So, at a time when conventional life insurance policies were prohibitively expensive, the International Association provided a much-needed death benefit for its membership.

In addition to death benefits provided through the negotiated health plans and Social Security, the negotiated pension plans’ joint and survivor provisions have been strengthened and coverage extended for ironworkers’ surviving spouses. Now, surviving spouses of ironworkers usually are protected both immediately and on a long-term basis. Generally, the Iron Workers’ negotiated-health plans will pay a death benefit against immediate needs to the ironworker’s designated beneficiary. Then, assuming the ironworker was vested, their negotiated pension plan will pay a longer-term pension benefit to their surviving spouse. The combination of the negotiated health plan’s immediate death benefit coverage, Social Security and the defined benefit pension coverage now provides an ironworkers’ family with relatively extensive protection. While the Death Benefit Fund may now only provide a modest amount of the total security afforded an ironworker and their family, we are proud to be able to have provided this coverage continuously since 1932. The following chart summarizes the maximum benefits that were in effect in 1932 and the changes that have occurred since the 1981 convention. It should be noted that the benefits were dramatically cut in 1964 and have been improved at almost each convention since then.

<table>
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<th>CHANGES IN BENEFIT LEVEL</th>
<th>Maximum Benefit</th>
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<tr>
<td>1932</td>
<td>$400</td>
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<tr>
<td>1981*</td>
<td>$1,000</td>
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<tr>
<td>1986*</td>
<td>$1,250</td>
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<tr>
<td>1991*</td>
<td>$1,500</td>
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<td>1996**</td>
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<tr>
<td>2001**</td>
<td>$2,000</td>
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<tr>
<td>2006**</td>
<td>$2,200</td>
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*Amount is tripled if death is due to an on-the-job accidental death

**Amount is quadrupled if death is due to an on-the-job accidental death

Since its inception, the Death Benefit Fund has been financed by a death benefit assessment started at 25 cents per month in 1932, which increased to 50 cents in 1960 and again to 75 cents per member per month in 1964, its present level. Today the fund continues to operate on a sound financial basis, while maintaining the death benefit assessment at the same rate for more than 50 years.

Fund Financial and Benefit Experience

Table 1 details the progress of the Death Benefit Fund since Dec. 31, 2001. There are several periods of significant note, from 2001–2005 the fund had an overall decline. From 2006–2010 the fund had some gains and then losses that saw the five-year period produce overall stable returns. The 2011–2015 period has shown the fund having steady performance. Table 2 shows the death benefits paid per thousand projected over the
next 10 years. This table details the membership figures together with the number of death benefits paid in each year. Consistent with an aging population, the number of deaths per one thousand has generally increased each year, with the next 10 years seeing a general increase in the rate.

Since the beginning of the historical period, the benefits paid by the Death Benefit Fund have required the total of the assessment income received plus some portion of the fund’s net earnings, whether they are derived from interest or capital gains. Accordingly, the Death Benefit Fund has been “net interest” dependent, meaning that without the interest earnings, the fund could only continue the current level of coverage for a limited period of time before either the assessment was raised or the benefit lowered or a combination of both.

The experience of the last five years has produced net investment yields, meaning net after expenses, during the period 2011 through 2015 as follows: +5.8 percent, +4.6 percent, +6.8 percent, +5.5 percent, +5.9 percent respectively. Almost as important as the earnings rate in an interest dependent environment, is the rate at which money is being spent.

The death rate per 1,000 and the on-the-job accidental death percentages are indicative of the rate at which money is spent, barring any disaster. Presently, the death rate per 1,000 covered members has decreased somewhat to 10.1 per 1,000. The number of accidental deaths occurring each year (see Table 3) has declined and has been less than 1 percent of all deaths per year since 2009. This is good news in that it indicates that our Iron Worker training safety courses continue to be effective and the equipment and conditions are safer as well. Table 3 statistics reflect this progress in our safety programs. It also means that the rate at which the death benefits are paid out more closely reflects normal mortality based on age.

While we have discussed the facts that age and mortality rates have an effect on the rate at which money is spent, the level of benefits paid has an even greater impact on the amount spent in the course of any measurement period. Table 1 shows that, the total death benefits paid over the period has remained relatively constant from 2010–2015, the net assets of the fund have also remained relatively flat. With the assessment holding constant over this same period, it is clear that the increases in the death benefit over the period were made based on the investment return on the assets. Again, it is important to emphasize that the Death Benefit Fund is significantly dependent on investment earnings and the continued strength of the Death Benefit Fund is more dependent than ever on factors that are not within the control of the average ironworker of this International Association.

Projection

At a past convention, the death benefits paid by the Death Benefit Fund were substantially increased based on the recommendation of the Constitution Committee. The committee’s recommendation was based on projections prepared by our consultants. We are constantly investigating the possibility of securing greater benefits for our members, if it is fiscally prudent to make such an increase.

Tables 4 shows the number of death benefits paid per 1,000 members based on an average level of membership of 131,000 members over the next 10 years. While an assumption has been made as to the average level of membership, it should be noted that because of future economic uncertainty, it is possible that the membership assumption will not develop as projected. During the 10-year period, we expect that there will be a continued increase in the number of claims paid by the fund each year. In effect, as the membership continues to mature, claims levels are projected to increase to over 1,500 claims per year. In view of past experience, we think it is prudent to anticipate these future increases in claims.

Based on these and other assumptions, we have projected the future growth of the Death Benefit Fund. This is reflected in Table 5. However, the projection of the future growth of the Death Benefit Fund is and will continue to be totally dependent on interest income and market value appreciation as it is anticipated that benefit payments will far exceed assessment income. Accordingly, if we anticipate average membership of 131,800 over the next 10 years, it is projected that the reserves will be slightly more than $21.5 million at the end of the 10-year period based on an earnings assumption of 6 percent and an average benefit payment of $2,000.

As this report indicates, the Death Benefit Fund is projected to continue to operate on a sound financial basis, however the reserves are projected to decrease over the projection period. The extent to which the reserves decline will be based largely on the performance of the investment market, given the cash flow needs of the fund. The importance of maintaining substantial reserves against possible catastrophic claims or any further sharp reductions in membership cannot be overstated in helping to keep the assessment at the current level, while prudently considering increases in the level of benefits.
While an earnings assumption of 6 percent has been used to project investment income, the negative earnings during the late 2000s has shown the variability that is inherent in the investment market.

Therefore, to guide the delegates in their deliberations, we have requested our actuaries to make projections for the next 10 years based on a maximum death benefit of $2,400 and based on a number of membership levels. These projections are shown in Table 5. In each of the projection tables, the following assumptions have been made:

1. Assessments – 75 cents per month for all members except Lifetime Honorary members; 131,000 members (including 21,800 Lifetime Honorary) with a 95 percent assessment rate
2. Net interest rate of 6 percent
3. $2,140 average maximum benefit
4. 110 percent of the RP2014 Blue Collar Mortality Tables (Employee and Annuitant) with generational projection from 2014 using Scale MP2014
5. Annual administrative expenses of $200,000 for 2016, increasing 2 percent each year thereafter

These projections show that the Death Benefit Fund reserves are projected to decline by 39 percent by the end of the projection period.

The goal of this body with regard to the Death Benefit Fund should be to maintain a stable fund and benefit level that the membership can depend on. Accordingly, a review of any changes that require an amendment will be conducted by the Constitution Committee. Our actuaries will be available to the Constitution Committee. Delegates can appear before the committee and the committee will prepare a report and their recommendations to this convention.

Table 1 · DEATH BENEFIT FUND
Progress of Fund, 2001–2015, at Cost Value

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<tr>
<th>Year ended June 30:</th>
<th>Income</th>
<th>Benefits Paid</th>
<th>Administrative Expenses**</th>
<th>Fund at June 30 of Year</th>
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<td>Assessments</td>
<td>Net Interest*</td>
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<td>$1,464,069</td>
<td>$2,466,750</td>
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<tr>
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<td>$(365,838)</td>
<td>$2,919,050</td>
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<tr>
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<td>$1,142,325</td>
<td>$(1,980,770)</td>
<td>$3,019,700</td>
<td>$30,062,933</td>
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<tr>
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<td>$2,641,003</td>
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<td>$1,977,870</td>
<td>$3,060,300</td>
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<td>2006</td>
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<td>$3,409,524</td>
<td>$2,932,716</td>
<td>$32,143,968</td>
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<tr>
<td>2007</td>
<td>$1,041,339</td>
<td>$3,237,914</td>
<td>$3,102,608</td>
<td>$33,320,613</td>
</tr>
<tr>
<td>2008</td>
<td>$1,050,417</td>
<td>$3,016,338</td>
<td>$2,926,858</td>
<td>$34,460,510</td>
</tr>
<tr>
<td>2009</td>
<td>$999,232</td>
<td>$(74,705)</td>
<td>$3,003,779</td>
<td>$32,381,258</td>
</tr>
<tr>
<td>2010</td>
<td>$931,063</td>
<td>$1,675,099</td>
<td>$2,885,278</td>
<td>$32,102,142</td>
</tr>
<tr>
<td>2011</td>
<td>$898,585</td>
<td>$1,783,118</td>
<td>$3,111,420</td>
<td>$31,673,330</td>
</tr>
<tr>
<td>2012</td>
<td>$884,510</td>
<td>$1,386,270</td>
<td>$2,908,523</td>
<td>$30,777,915</td>
</tr>
<tr>
<td>2013</td>
<td>$885,543</td>
<td>$2,026,936</td>
<td>$2,761,310</td>
<td>$30,913,810</td>
</tr>
<tr>
<td>2014</td>
<td>$859,651</td>
<td>$1,617,551</td>
<td>$3,002,622</td>
<td>$30,378,761</td>
</tr>
<tr>
<td>2015</td>
<td>$876,166</td>
<td>$1,735,472</td>
<td>$2,761,026</td>
<td>$30,228,079</td>
</tr>
</tbody>
</table>

*Interest is credited only in years when received, net of investment expenses
Includes income due to interest dividends and realized gains
**Prior to 2011, administrative expenses were included as net interest
Note: Detail figures may not add to totals shown due to rounding
Table 2 · DEATH BENEFIT FUND
Average Number of Members Covered, Number of Benefits and Number of Benefits per 1,000 Members, 2001–2015

<table>
<thead>
<tr>
<th>Year ended June 30:</th>
<th>Average Number of Members Covered</th>
<th>Benefits Paid</th>
<th>Number per 1,000 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number</td>
<td></td>
</tr>
<tr>
<td>2001</td>
<td>133,881</td>
<td>1,468</td>
<td>11.0</td>
</tr>
<tr>
<td>2002</td>
<td>134,162</td>
<td>1,561</td>
<td>11.6</td>
</tr>
<tr>
<td>2003</td>
<td>131,323</td>
<td>1,522</td>
<td>11.6</td>
</tr>
<tr>
<td>2004</td>
<td>127,695</td>
<td>1,586</td>
<td>12.4</td>
</tr>
<tr>
<td>2005</td>
<td>125,993</td>
<td>1,495</td>
<td>11.9</td>
</tr>
<tr>
<td>2006</td>
<td>127,962</td>
<td>1,588</td>
<td>12.4</td>
</tr>
<tr>
<td>2007</td>
<td>134,750</td>
<td>1,412</td>
<td>10.5</td>
</tr>
<tr>
<td>2008</td>
<td>140,115</td>
<td>1,415</td>
<td>10.1</td>
</tr>
<tr>
<td>2009</td>
<td>135,807</td>
<td>1,466</td>
<td>10.8</td>
</tr>
<tr>
<td>2010</td>
<td>127,746</td>
<td>1,418</td>
<td>11.1</td>
</tr>
<tr>
<td>2011</td>
<td>123,049</td>
<td>1,423</td>
<td>11.6</td>
</tr>
<tr>
<td>2012</td>
<td>121,596</td>
<td>1,304</td>
<td>10.7</td>
</tr>
<tr>
<td>2013</td>
<td>121,231</td>
<td>1,389</td>
<td>11.5</td>
</tr>
<tr>
<td>2014</td>
<td>126,975</td>
<td>1,334</td>
<td>10.5</td>
</tr>
<tr>
<td>2015</td>
<td>129,734</td>
<td>1,309</td>
<td>10.1</td>
</tr>
</tbody>
</table>

Table 3 · DEATH BENEFIT FUND
Number of Accidental and Natural Deaths, 2001–2015

<table>
<thead>
<tr>
<th>Year</th>
<th>Deaths</th>
<th>Accidental Death as a Percentage of All Deaths</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1) Accidental (2) Natural Total</td>
<td></td>
</tr>
<tr>
<td>2001</td>
<td>20 1,448 1,468 1.4</td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>22 1,539 1,561 1.4</td>
<td></td>
</tr>
<tr>
<td>2003</td>
<td>11 1,511 1,522 0.7</td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>21 1,565 1,586 1.3</td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>18 1,477 1,495 1.2</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>12 1,576 1,588 0.8</td>
<td></td>
</tr>
<tr>
<td>2007</td>
<td>20 1,392 1,412 1.4</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>23 1,392 1,415 1.6</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>9 1,457 1,466 0.6</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>3 1,415 1,418 0.2</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>9 1,414 1,423 0.6</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>5 1,299 1,304 0.4</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>7 1,382 1,389 0.5</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>6 1,328 1,334 0.4</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>11 1,298 1,309 0.8</td>
<td></td>
</tr>
</tbody>
</table>

(1) On the job accidental deaths only
(2) Includes accidental deaths not on the job
### Table 4 · DEATH BENEFIT FUND
Projected Benefit Payments, 2016–2025 · Average Number of Members – 131,000

<table>
<thead>
<tr>
<th>Year Ended December 31:</th>
<th>Average Number of Members Covered</th>
<th>Benefits Paid</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number</td>
<td>1000 Members</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number</td>
<td>per Members</td>
</tr>
<tr>
<td>2016</td>
<td>131,000</td>
<td>1,354</td>
<td>10.3</td>
</tr>
<tr>
<td>2017</td>
<td>131,000</td>
<td>1,370</td>
<td>10.5</td>
</tr>
<tr>
<td>2018</td>
<td>131,000</td>
<td>1,389</td>
<td>10.6</td>
</tr>
<tr>
<td>2019</td>
<td>131,000</td>
<td>1,410</td>
<td>10.8</td>
</tr>
<tr>
<td>2020</td>
<td>131,000</td>
<td>1,432</td>
<td>10.9</td>
</tr>
<tr>
<td>2021</td>
<td>131,000</td>
<td>1,454</td>
<td>11.1</td>
</tr>
<tr>
<td>2022</td>
<td>131,000</td>
<td>1,479</td>
<td>11.3</td>
</tr>
<tr>
<td>2023</td>
<td>131,000</td>
<td>1,502</td>
<td>11.5</td>
</tr>
<tr>
<td>2024</td>
<td>131,000</td>
<td>1,529</td>
<td>11.7</td>
</tr>
<tr>
<td>2025</td>
<td>131,000</td>
<td>1,556</td>
<td>11.9</td>
</tr>
</tbody>
</table>

Assumptions:
(1) Constant number of members – 131,000
(2) 110 percent of the RP2014 Blue Collar Mortality Tables (Employee and Annuitant) with generational projection from 2014 using Scale MP2014
(3) $2,140 average maximum benefit

### Table 5 · DEATH BENEFIT FUND
Projected Progress of Fund, 2015–2025 · Maximum Benefit – $2,000, $2,200 for Lifetime Honorary members

<table>
<thead>
<tr>
<th>Year Ended December 31:</th>
<th>Income</th>
<th>Benefits Paid</th>
<th>Administrative Expenses</th>
<th>Fund at December 31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Assessments</td>
<td>Net Interest*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$29,982,417</td>
</tr>
<tr>
<td>2016</td>
<td>$933,700</td>
<td>$1,725,100</td>
<td>$2,892,500</td>
<td>$29,548,700</td>
</tr>
<tr>
<td>2017</td>
<td>$933,700</td>
<td>$1,697,900</td>
<td>$2,926,600</td>
<td>$29,049,700</td>
</tr>
<tr>
<td>2018</td>
<td>$933,700</td>
<td>$1,666,500</td>
<td>$2,968,200</td>
<td>$28,473,600</td>
</tr>
<tr>
<td>2019</td>
<td>$933,700</td>
<td>$1,630,300</td>
<td>$3,012,500</td>
<td>$27,812,800</td>
</tr>
<tr>
<td>2020</td>
<td>$933,700</td>
<td>$1,589,100</td>
<td>$3,057,900</td>
<td>$27,061,200</td>
</tr>
<tr>
<td>2021</td>
<td>$933,700</td>
<td>$1,542,400</td>
<td>$3,104,700</td>
<td>$26,211,800</td>
</tr>
<tr>
<td>2022</td>
<td>$933,700</td>
<td>$1,489,600</td>
<td>$3,156,900</td>
<td>$25,253,000</td>
</tr>
<tr>
<td>2023</td>
<td>$933,700</td>
<td>$1,430,300</td>
<td>$3,206,500</td>
<td>$24,180,800</td>
</tr>
<tr>
<td>2024</td>
<td>$933,700</td>
<td>$1,364,100</td>
<td>$3,262,300</td>
<td>$22,982,000</td>
</tr>
<tr>
<td>2025</td>
<td>$933,700</td>
<td>$1,290,100</td>
<td>$3,319,800</td>
<td>$21,647,000</td>
</tr>
</tbody>
</table>

Assumptions:
(1) Assessments – 75 cents per month for all members except Lifetime Honorary members; 131,800 members (including 21,800 Lifetime Honorary) with a 95 percent assessment rate
(2) Net interest rate of 6 percent
(3) $2,140 average maximum benefit
(4) 110 percent of the RP2014 Blue Collar Mortality Tables (Employee and Annuitant) with generational projection from 2014 using Scale MP2014
(5) Annual administrative expenses of $200,000 for 2016, increasing 2 percent each year thereafter
During the five years since the last Iron Workers convention, the National Coordinating Committee for Multiemployer Plans (NCCMP) has continued to fight on behalf of our multiemployer plans on the front lines of the legislative and regulatory battlefields. Among the issues undertaken were:

- Convening the Retirement Security Review Commission, a group included representatives from over 40 organizations, with representatives from labor and management, and spanning nearly every industry with substantial multiemployer plan participation, to address the impending sunset of the multiemployer provisions of the Pension Protection Act and address broader systemic risks to worker retirement security;
- Advocating for the necessary technical updates to the PPA and enhanced tools for seriously troubled plans that were ultimately enacted into law in the Multiemployer Pension Reform Act of 2014 (MPRA);
- Providing testimony to a variety of Senate and House committees, and administrative agencies regarding issues ranging from plan funding to building a secure retirement;
- Commenting on various regulations issued under the Affordable Care Act (ACA) in order to ensure that these regulations properly consider the unique characteristics of multiemployer health and welfare plans;
- Filing amicus briefs in six Supreme Court cases;
- Countering inaccurate and misleading media coverage of multiemployer pension plans;
- Creating an international consortium of multiemployer plan advocates to continue the ongoing international exchange of ideas that led to the composite plan design proposal and oppose harmful regulatory and accounting policies with a single voice.

Background

For readers who may not be familiar with NCCMP’s origin or impressive record of advocacy on behalf of multiemployer plans, we are pleased to present the following to provide historical perspective.

In 1974, a group of trade union representatives and employee benefit professionals established the NCCMP in response to the original drafts of the Employee Retirement Income Security Act of 1974 (ERISA), which failed to differentiate between the traditional corporate benefit structures and the unique needs of multiemployer plan participants. Having successfully intervened to obtain multiemployer specific rules in the final legislation, they created the NCCMP to protect the interests of the millions of workers participating in collectively bargained multiemployer plans during the creation of regulations to implement the law and in the formulation of any subsequent legislation. For more than 40 years, the NCCMP has worked diligently on behalf of the Iron Workers and other multiemployer plan participants to ensure that ERISA and other employee benefit laws and regulations crafted by Congress, the regulatory agencies and the courts allow multiemployer plans to reach their full potential of providing economic security to working men and women with minimum interference, and to effectively represent the interests of Iron Workers’ plans and their participants at every step, from conception to implementation and enforcement.

The NCCMP regularly communicates with key government officials and their staff members about the special nature of multiemployer plans. NCCMP activity centers on proposing, shaping and, often as not, in stopping ill-conceived legislation and regulations. Some of the most important decisions involving multiemployer plans are made in the court system. The NCCMP participates by filing “friends of the court” briefs in virtually all Supreme Court cases affecting multiemployer plans and in many precedent-setting courts of appeals cases. When a decision is not favorable to our members, the NCCMP may seek a legislative remedy.

The NCCMP has been directly responsible for preserving the integrity of multiemployer plans. Its actions have saved the plans hundreds of millions of dollars in regulatory and administrative costs – dollars that are better spent on ironworkers and their families.

Recent Activities

NCCMP’s commitment to the multiemployer plan community is reflected in the following topics addressed by the NCCMP during the period 2011-2016:

Pension Reform

In August 2011, the NCCMP convened a broad cross section of the multiemployer community to study the challenges facing multiemployer pension plans and develop a proposal for reform. Known as the “Retirement Security Review Commission,” the group included representatives from over 40 organizations, evenly split
between both sides of the bargaining table, and spanning nearly every industry with substantial multiemployer plan participation. Today’s report details the findings and recommendations of this commission, including a comprehensive proposal for reform.

The commission developed its report over 18 months and was driven by two primary objectives: that recommendations for change to the existing system must still provide regular and reliable lifetime retirement income to multiemployer plan participants; and changes to the existing system must be structured to reduce or eliminate the financial risks to contributing employers.

The full report offered specific recommendations for reform to improve the retirement security of plan participants, enhance the ability of plans to retain contributing employers by limiting financial volatility, and help prevent the need for future taxpayer bailouts. The three primary areas of the commission’s recommended action were summarized as follows:

1. Preservation: Proposals to Strengthen the Current System. Some of these proposals represented technical refinements to PPA, while others addressed shortcomings of the system outside of PPA. These recommendations provided additional security for (a) the majority of plans that had successfully weathered the recent economic crises; (b) those that are on the path to recovery as measured against the objectives set forth in their funding improvement and/or rehabilitation plans; and (c) those that, with expanded access to tools provided in the PPA and subsequent relief legislation, would be able to achieve their statutorily mandated funding goals.

2. Remediation: Measures to Assist Deeply Troubled Plans. A small minority of deeply troubled plans are projected to become insolvent. For that limited number of plans, the commission recommended that limited authority be granted to plan trustees to take early corrective actions, including the partial suspension of accrued benefits for active and inactive vested participants, and the partial suspension of benefits in pay status for retirees. Such suspensions were limited to the extent necessary to prevent insolvency, but in no event could benefits go below 110 percent of the PBGC guaranteed amounts. To protect participants against potential abuse of these additional tools, the commission further recommended the adoption of special protections for vulnerable populations including PBGC oversight and approval of any proposed actions, taking into consideration certain specified criteria.

3. Innovation: New Structures to Foster Innovative Plan Designs. To encourage innovative approaches that meet the evolving needs of certain plans and industries, the commission recommended the enactment of statutory language and/or promulgation of regulations that will facilitate the creation of new plan designs that will provide secure lifetime retirement income for participants, while significantly reducing or eliminating the financial exposure to contributing employers. While the development of new flexible plan designs including, but not limited to, variable annuity and “Target Benefit” plans would permit adjustment of accrued benefits, in order to protect plan participants from this risk, these models would impose greater funding discipline than is required under current defined benefit rules. The adoption of such new models would be entirely voluntary and subject to the collective bargaining process.

In February 2013, the NCCMP released a report entitled Solutions Not Bailouts: A Comprehensive Plan from Business and Labor to Safeguard Multiemployer Retirement Security, Protect Taxpayers, and Spur Economic Growth. The report described the work of the commission in detail and set forth the recommendations above which provided the foundation for multiemployer pension plan reform legislation.


This landmark legislation provided an array of voluntary tools to be made available to the bargaining parties and trustees of multiemployer plans developed by the commission. The legislation contains needed technical corrections to the PPA, will provide the greatest possible benefits for current and future generations of participants, preserve the solvency of dozens of plans otherwise destined for insolvency, and sets the stage for the next steps in the evolution of our plans so they can provide secure retirement income to plan participants for generations to come.

Efforts continue to enact the final portion of the commission’s recommendations – innovation with
regard to new plan designs. Called the Target Benefit Plan in the commission’s report, (also known as the “composite” plan design) is intended to be a better alternative to the current defined contribution system for situations in which an employer is committed to leaving the defined benefit system.

**Affordable Care Act Implementation**

Since the passage of the Affordable Care Act (ACA), the regulatory agencies have released a large number of proposed regulations designed to implement the law. As is the case with many pieces of benefits’ legislation, the authors of the ACA focused on single-employer plans when drafting the bill, with very little thought paid to multiemployer plans. This situation placed a significant burden on the agencies as they have attempted to implement the law in a manner that considers the unique characteristics of multiemployer plans.

The NCCMP has been very active in the ACA regulatory process. This activity includes many discussions with the Department of Labor, the Internal Revenue Service, and the Department of Health and Human Services where the NCCMP, its members and professional advisors have taken every opportunity to educate the regulators about how multiemployer plans operate, and how the provisions of the ACA will affect these plans. In addition, as the agencies have released proposed regulations, the NCCMP has issued comments on each proposal, highlighting the ways in which the regulations can accomplish the goals of the ACA while taking into account the special circumstances of multiemployer plans.

The specific topics under the ACA on which the NCCMP has provided input include:

- The assessment of fees to insurers and self-insured plans to fund comparative effectiveness research
- The HHS Final Rule implementing the health insurance exchanges established under ACA
- Interpretation of the 90-day waiting period rule
- Rules to determine which employees are full-time employees for purposes of the employer shared responsibility penalty
- HHS’s proposed notice of benefit and payment parameters that would implement the new transitional reinsurance program under Section 1341 of the ACA
- A proposed regulation that established criteria for when an employer that contributes to multiemployer health and welfare plans is deemed to have met the minimum essential coverage requirements of the ACA
- Proposed regulations regarding the possible exclusion of certain self-funded, self-administered plans from the temporary reinsurance tax provisions of the ACA
- Rules that permit plan sponsors to provide limited benefits that wrap around coverage provided through certain individual health insurance policies
- The excise tax on high cost employer-sponsored health coverage
- Employer reporting of offers of coverage on Forms 1094-C and 1095-C

**PBGC Funding**

In the past five years, there has been growing concern about the solvency of the Pension Benefit Guaranty Corporation (PBGC)’s multiemployer guaranty program. The NCCMP has consulted with the PBGC as they have considered and proposed changes to the premium structure to address the solvency concerns. While some change to the structure will be necessary to ensure the continued backstop for the multiemployer system, discussions have focused on the delicate balance that must be maintained so the new premium structure does not itself create new strains on the system.

The NCCMP continues to work with the Departments of Treasury and Labor and the PBGC to reinforce the urgency of the efforts by the community of businesses and employee groups to address the regulatory and statutory changes needed to revitalize the system. These changes will ensure that these plans continue their decades-long mission of providing cost-effective and reliable retirement benefits to millions of working class America.

**Adult Vaccination Awareness Campaign**

During the past five years, the NCCMP launched the new Adult Vaccination Awareness campaign and its website, [All-Vax.org](http://All-Vax.org). All-Vax is designed to help multiemployer funds raise awareness about the importance of staying current on adult immunizations against the vaccine-preventable diseases (VPDs) on the schedule established by the Centers for Disease Control and Prevention (CDC). VPDs, including influenza, pneumococcal disease, shingles and hepatitis, cost multiemployer plans, other health care payers and individuals, billions of dollars annually and result in millions of lost work days. Reducing the occurrence and treatment costs of VPDs by taking steps to raise the adult vaccination rate is a priority of U.S. public health agencies and a mandate of the Affordable Care Act (ACA) starting in 2015.
ACA requires that health plans provide a series of VPD immunizations and a list of additional preventive medical benefits in-network at no patient out-of-pocket cost. This mandate imposes upfront costs on payers, including multiemployer funds. Effective communications from funds are critical to minimizing confusion and addressing these requirements in the most beneficial and cost-effective way possible.

The All-Vax website provides tools that funds can use to promote adult immunization, including a set of information documents developed by NCCMP that are accessible for reading and printing, and links to additional resources for those who want to learn more. Funds can download and print materials for distribution, and can also include links to All-Vax.org on their existing websites. These resources will help participants stay healthy and on the job, with the goal of reducing the higher costs of doctor visits, hospitalizations and additional treatments. NCCMP will continue to add materials and refresh the site to keep All-Vax current, as the CDC continuously monitors vaccines and updates its recommendations based on the latest science.

All-Vax is part of NCCMP’s new United for Healthy Living campaign. United for Healthy Living will help multiemployer funds optimize their resources for significant health-related challenges facing their participants. United for Healthy Living now includes All-Vax, as well as the ongoing work of our United Against Diabetes and Cardiovascular Disease campaign (UAD / CVD) (UnitedAgainstDiabetes.org). We thank our longtime annual conference partner Pfizer, Inc. for generously supporting the startup of these programs through unrestricted grants.

Going forward, United for Healthy Living will explore opportunities for adding more information services for funds and providing additional tools that will help them address major health care challenges and cost drivers.

Amicus Briefs

In the past five years, the NCCMP has filed six amicus (“friend of the court”) briefs for cases before the U.S. Supreme Court.

- Hostess bankruptcy in opposition of the company’s petition to abrogate their bargaining agreements and modify certain retiree obligations;
- US Airways, Inc. v. McCutchen regarding a health plan’s ability to enforce a claim of an equitable lien in seeking restitution of expenses incurred that were a third party’s liability.
- Stryker v. Securities and Exchange Commission in support of the Whistleblower provisions of Dodd-Frank
- Montanile v. Board of Trustees of the National Elevator Industry Health Benefit Plan

On Jan. 20, 2016, the U.S. Supreme Court issued its decision in Montanile v. Board of Trustees of the National Elevator Industry Health Benefit Plan. The case involved a participant who had been injured in a car accident for whom the plan advanced approximately $120,000 in medical benefits pursuant to a signed subrogation agreement under which he agreed to reimburse the plan from the proceeds of any settlement he received from the responsible party. Ultimately, he received a settlement of approximately $500,000. Rather than repay his debt to the fund, however, he spent the settlement to support his daughter and on their home. Subsequently, the plan filed suit for recovery of the debt on behalf of the other participants of the plan. The NCCMP filed an amicus brief in support of the plan. In an 8-1 decision, the Court held that even though an ERISA plan established an equitable lien by agreement enforceable under ERISA §502(a)(3) against a portion of a participant’s settlement proceeds, once the participant obtained title to that settlement, the participant defeated the plan’s right to relief under ERISA §502(a)(3) by spending (“dissipating”) the settlement proceeds prior to the trustees filing suit to enforce the plan’s equitable lien by agreement. In other words, since the assets in question had been spent, the fund was prohibited from collecting the amounts owed from other assets the participant might own.

Gobeille v. Liberty Mutual

In this case, the Court considered the scope of ERISA express preemption under §514(a) with regard to Vermont’s all payer claims database law. This is one of 15-20 similar state statutes nationwide. The law applied to health care insurers, including self-insured health care benefit plans, third party administrators, and other entities with claims or eligibility data for Vermont residents or anyone receiving health care in Vermont. The insurers were required to report annually, quarterly, or monthly on medical claims, pharmacy claims, member eligibility, provider data. The format, coding, encryption, data elements, etc. are all mandated by state statute and regulations. Liberty Mutual, self-insured plan, refused to provide information itself or through
Blue Cross, its third party administrator. They sued for declaratory judgment that the statute is preempted as applied to self-insured plans. NCCMP filed an amicus brief in support of Liberty Mutual. In a 6-2 decision, the Court found that the statute was preempted, and the federal government has the exclusive right to regulate reporting requirements of ERISA plans.

**Self-Insurance Institute of America v. Snyder**

_Gobeille_ resulted in grant of cert petition in related case, _Self-Insurance Institute of America v. Snyder_. SIIA raised a preemption challenge to a Michigan law imposing a 0.75 – 1 percent state tax on all paid health care claims by carriers, including self-insured plans or their third party administrators, to health care providers for services rendered in Michigan or to Michigan residents. Plans or their administrators were also required to submit quarterly returns with detailed reporting requirements, and keep additional records related to paid claims. In 2014, the Sixth Circuit had ruled that the Michigan tax was not preempted. SIIA filed a cert petition, and the NCCMP filed an amicus brief in support. The Supreme Court held the petition while _Gobeille_ was pending, and then granted the petition, vacated the judgment and remanded the case for further consideration in light of _Gobeille_. The SIIA case is still pending.

**Continued International Collaboration**

Like everything else in today’s society, ideas influencing the design and governance of pension and health plans is becoming more global. Concepts that originate in Europe, Canada or other parts of the world become the new idea of the moment in the U.S. and vice versa. In response to this increasing globalization, the NCCMP entered into a partnership with the European Association of Paritarian Institutions of Social Justice (AEIP), which represents the interests of multiemployer plans in Europe, and the Employer Benefit Plans Council of Canada (MEBCO) in much the same way that the NCCMP represents the interests of plans in America. In 2016, the NCCMP, MEBCO and AEIP will hold the eighth annual Global Conference of Labor-Management Plan Advocates, where experts from around the world will discuss their experiences as their plans have evolved to meet the challenges of the 21st century.

These conferences provide a highly valuable forum to exchange of ideas on the future of benefit funds. The proposed Composite Plan design that is intended to provide an alternative to defined contribution plans for situations in which an employer is committed to leaving the multiemployer defined benefit system, is influenced by other such “shared risk” plans that have been successful in the Netherlands and Canada by continuing to provide reliable lifetime income to their participants without undue stress to the participating employers.

**Countering Inaccurate Media Coverage**

During the past five years, there has been a substantial increase in the attention paid to pension plans in the media, particularly public sector and multiemployer plans.

Many who oppose defined benefit pension plans have seized the continuing economic crisis as an opportunity to further erode retirement security for workers and to also weaken the collective bargaining process that protects employees’ rights.

The NCCMP has been active in combating erroneous and misleading media coverage that distorts the past, present, and future of multiemployer pension plans. Most notably, the NCCMP issued a press release in response to an editorial in _The Wall Street Journal_ (WSJ) entitled _The Union Pension Bomb_. This editorial referenced a Credit Suisse report _Crawling Out of the Shadows_.

Both of those documents contained numerous highly misleading statements and outright inaccuracies regarding how multiemployer pension plans operate and their financial condition. The NCCMP press release titled _Wall Street Journal and Credit Suisse ‘Union Pension Bomb’ – Long on Drama, Short on Insight_ addressed the numerous errors and failures of the Wall Street Journal and Credit Suisse pieces.

**We Need NCCMP More Now Than Ever Before**

The NCCMP has expressed its deep appreciation to the officers and members of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and all member plans and participants without whose support the legislative and regulatory advances made on behalf of multiemployer plans over the last five years would not have been possible. Like other forms of social protections, new and broader assaults intended to deprive American workers of their hard-won pension and health care coverage are launched against worker benefit plans each legislative session. Your continued support of these efforts is the only way to ensure that multiemployer plans and their participants continue to
have a chance of preserving these important social programs for current and future generations.

**UNION PLUS**

The Iron Workers’ Union Plus programs help build better lives for our members, on and off the jobsite. The Union Plus programs are developed and managed by Union Privilege, founded in 1986 by the AFL-CIO. Their goal is to provide consumer benefit programs to union members. No dues money goes into the development or operation of any Union Plus program. Union Privilege uses the collective purchasing power of millions of union members to develop the Union Plus programs, which provide more quality, value and service than comparable programs available to the general public. While Union Privilege develops, oversees and markets these money-saving programs, it is Union Plus’s decision to select the programs to endorse. Each program is carefully monitored to make sure the vendor complies with every program detail and members get the service they deserve.

**CONCLUSION**

The General President’s Report is given to the delegates to our 43rd Convention and our members as an accounting of the operations of the International Association during these past five years. The report details the activities and steps taken to service, represent and increase the opportunities for our members, as well as to establish our goals for the future.

The report will be entered into the record of the convention and from time to time various sections will be read during these proceedings. It is given to all delegates so they may be completely informed of the actions taken by the leadership and the operation of the International Association. It is important every member be given the opportunity to read the report and the transcript of the convention proceedings. The report and proceedings will be published in its entirety in the October and November issues of *The Ironworker*. As a delegate, you should report back to the members of your local union and encourage all members to read the report and the convention proceedings, which will help to demonstrate the transparency of our union and contribute to a well-informed membership.

In our continuing campaign to grow our great union, the ironworking industry requires a streamlined, efficient and nimble organization with the resources and commitment to respond to a variety of threats from various sources. We have greatly expanded the use of technology through the Iron Workers Apprenticeship Tracking System (IWATS) and the Iron Workers Information Technology System (IWITS) to provide real-time membership and employer information to the members, local unions, district councils and International Association, allowing for informed strategic decisions and allocation of resources. The political battleground requires great attention to the local, state, provincial and national arenas to protect workers’ rights, obtain fair policies and standards, and to secure funding and resources for construction projects. We must stay aware of the latest construction trends, innovations and requirements and respond with state-of-the-art training materials and programs. Strengthening our craft jurisdiction, promoting labor-management cooperation, improving safety and fully engaging our members are paramount if we are to remain the best value in the construction industry. As always, we must aggressively pursue and rededicate our commitment to organizing new contractors to provide expanded opportunities for our members.

I can’t describe in words how proud and humbled I am to serve as general president. During my 36 years as an ironworker, I am always amazed by the strength I see on a daily basis of the collective action of our members and the skills we possess are truly amazing. As a fourth generation union member, I can say that all I have now and throughout my entire life has been reaped from the benefits derived from our union. I feel a great debt to our organization and will work tirelessly to repay our members for all that I have. I will not take lightly the trust placed in me and will always keep my promise to uphold the integrity of our union.

I am equally proud of the outstanding staff working for you at International Headquarters and field offices across North America. I would like to thank each of them, and especially Jan Howell, our office manager and my executive secretary, for their dedication to our union.

Our leadership is the best our union has to offer; I am proud of each leader’s contributions. Our future will require the best efforts of not only our leaders, but the collective action of every member to help grow and strengthen our great union.
RECOMMENDATIONS

As a fourth generation ironworker, I recognize the importance of those who have come before us and the need to preserve the history of our great organization. Accordingly, I recommend adoption of the following resolution:

GP NO. 1

WHEREAS: our proud Union, formed in 1896, has fought for the dignity and improvement in the lives of the members and families of those who have endeavored to build the structures and infrastructure of our nations. Throughout these past 120 years our International has seen great triumphs as well as devastating setbacks in its fight for workers’ rights. The history of our great Union is part of the tapestry of the struggle of the working man not only for bread, but also for a few roses, and

WHEREAS: the history of the Iron Workers Union is the history of the coming together of many diverse cultures and peoples with a common need. That need being the improvement of working people. The guarantee that our children will have more opportunities than we did, and

WHEREAS: our International has kept much of the history of our struggle to improve the lot of the worker in North America, and

WHEREAS: over the past 120 years the work our members perform has undergone dramatic changes. Further because most of this great history is on public display to the members to view and learn from only at our convention for one week every five years,

NOW THEREFORE BE IT RESOLVED: that the General Executive Council be charged with creating a permanent history museum for the purpose of procuring, archiving and preserving the history of our Union.

BE IT FURTHER RESOLVED: that any cost be borne by the National Fund who presently has custody of our International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers historical items. This shall be done so that our members can experience and learn the struggles of those who have come before them to make the Iron Workers one of the most important and consequential unions in the North American Labor Movement.

I further recommend that the International Constitution be amended as follows:

GP NO. 2
Article V, Conventions, Section 3a

Amend Article V, Section 3a which reads as follows:

Sec. 3a. All resolutions, proposals, grievances, appeals, or proposed amendments to the Constitution, which shall be presented by a Local Union for the consideration of the regular Convention, must be introduced in writing and endorsed by the Local Union submitting same. Such resolution with the Local Union seal and over the signatures of the President and Recording Secretary shall be mailed to the General Secretary by a mail or delivery service requiring signature upon receipt, so that the resolution or resolutions shall be received after January 1st but not later than June 1st preceding the Convention. All such properly submitted matters shall be immediately referred to the General President, who shall assign same to the proper committees.

By substituting the following:

Sec. 3a. All resolutions, proposals, grievances, appeals, or proposed amendments to the Constitution, which shall be presented by a Local Union for the consideration of the regular Convention, must be introduced in writing and endorsed by the Local Union submitting same. The resolution must be read once and approved by the membership of the Local Union at a regular or special meeting. Such resolution with the Local Union seal and over the signatures of the President and Recording Secretary shall be mailed to the General Secretary by a mail or delivery service requiring signature upon receipt or by electronic means, so that the resolution or resolutions shall be received after January 1st but not later than June 1st preceding the Convention. All such properly submitted matters shall be immediately referred to the General President, who shall assign same to the proper committees.

GP NO. 3
Article VI, Representation, Section 1c

Amend Article VI, Section 1c which reads as follows:

Sec. 1c. In addition, any member of any Local Union affiliated with the International Association who is
a full-time paid Representative of the International Association shall be entitled to be a delegate to any International regular or special Convention by virtue of employment in such appointed position; provided, that such Representative’s delegate status shall be approved by a majority of those voting by secret ballot by a “yes” “no” designation at the regularly scheduled election of the International Convention delegates held at the appropriate time by the Local Union of which such Representative is a member. It is specifically provided herein that the delegate status of such Representative shall not displace or otherwise affect any delegate which the Local Union is otherwise entitled to send to the Convention.

By substituting the following:

Sec. 1c. In addition, any member of any Local Union affiliated with the International Association who is a full-time paid Representative of the International Association shall be entitled to be a delegate to any International regular or special Convention by virtue of employment in such appointed position; provided, that such Representative’s delegate status shall be approved by a majority of those voting by secret ballot by a “yes” “no” designation at the regularly scheduled election of the International Convention delegates held at the appropriate time by the Local Union of which such Representative is a member. It is specifically provided herein that the delegate status of such Representative shall not displace or otherwise affect any delegate which the Local Union is otherwise entitled to send to the Convention. The General President shall determine which full-time Representatives are eligible to be delegates under this Section.

GP NO. 4
Article XIX, General Rules, Honorary and Disabled Members, Section 12

Amend Article XIX, Section 12 which reads as follows:

Sec. 12. The International Association will grant an Honorary Membership Card to members (except members of Shop and Navy Yard Rigger Local Unions to whom this Section of the Constitution has no application) who have been members for five (5) consecutive years and who have become permanently disabled from working at the trade and in good standing. Honorary Members shall be exempt from all Local Union dues, but shall pay Per Capita Tax of Seven Dollars and Sixty-five Cents ($7.65) per month and the International Death Benefit Dues assessment to the International Association through their Local Union. Honorary Members shall be entitled to death benefits and lifetime honorary membership benefits, if eligible, as set forth in the provisions of this Constitution. The holder of an Honorary Membership Card shall have the right to vote in such Local Union. Applications for Honorary Membership Cards must be made on the blank form furnished by the General Secretary and the application must be endorsed by the Local Union of which applicant is a member, and sent to the General Secretary, who will submit same to the General Executive Board for their approval or rejection. Transfer system as set forth in the Constitution is to apply also to Honorary Members. If an Honorary Member returns to work, the member must pay full dues for all months in which the member works at the trade.

By substituting the following:

Sec. 12. The International Association will grant an Honorary Membership Card to members (except members of Shop and Navy Yard Rigger Local Unions to whom this Section of the Constitution has no application) who have been members for five (5) consecutive years and who have become permanently disabled from working at the trade and in good standing. Honorary Members shall be exempt from all Local Union dues, but shall pay Per Capita Tax of Seven Dollars and Sixty-five Cents ($7.65) per month and the International Death Benefit Dues assessment to the International Association through their Local Union. Honorary Members shall be entitled to death benefits and Lifetime Membership benefits, if eligible, as set forth in the provisions of this Constitution. The holder of an Honorary Membership Card shall not be eligible to hold any office. Applications for Honorary Membership Cards must be made on the blank form furnished by the General Secretary and the application must be endorsed by the Local Union of which applicant is a member, and sent to the General Secretary, who will submit same to the General Executive Board for their approval or rejection. Transfer system as set forth in the Constitution is to apply also to Honorary Members. If an Honorary Member returns to work, the member...
must pay full dues for all months in which the member works at the trade.

**GP NO. 5**
**Article XXIII, Apprentices, Section 2**

Amend Article XXIII, Section 2 which reads as follows:

Sec. 2. It shall be mandatory on the part of each affiliated Outside Erection Local Union to establish and place into operation a training program for apprentices which is in conformity with the Standards of Apprenticeship established heretofore and as amended from time to time by the General Executive Board. Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the Standards of Apprenticeship shall direct a letter to the General Secretary requesting such permission.

By substituting the following:

Sec. 2. It shall be mandatory on the part of each affiliated Outside Erection Local Union to establish and place into operation a training program for apprentices which is in conformity with the *Ironworkers Apprenticeship Certification Program (IACP)* and the Standards of Apprenticeship established heretofore and as amended from time to time by the General Executive Board. Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the IACP and the Standards of Apprenticeship shall direct a letter to the General Secretary requesting such permission.

**GP NO. 6**
**Article XXIII, Apprentices, Section 7**

Amend Article XXIII, Section 7 which reads as follows:

Sec. 7. Apprentices shall not be permitted and are strictly forbidden to advance from one period to another, or to Journeyman’s classification without the express approval of the Joint Apprenticeship Committee.

By substituting the following:

Sec. 7. Apprentices shall not be permitted and are strictly forbidden to advance from one period to another, or to Journeyman’s classification without *satisfactorily completing the IACP core and Local Union curriculums* and gaining the express approval of the Joint Apprenticeship Committee.

**GP NO. 7**
**Article XXIII, Apprentices, Section 8**

Amend Article XXIII, Section 8 which reads as follows:

Sec. 8. After completing the required term of apprenticeship in accordance with the Local Union Apprenticeship and Training Standards, all apprentices shall appear before the Local Union Examining Committee and take the examination for Journeyman membership. Apprentices failing to pass the examination, after completing their term of apprenticeship, shall be issued another card which shall be marked second apprentice card and they shall serve an additional one thousand (1,000) hours or six (6) months’ apprenticeship and then again be examined.

By substituting the following:

Sec. 8. After completing the required term of apprenticeship in accordance with the *IACP and the Local Union Apprenticeship and Training Standards*, all apprentices shall appear before the Local Union Examining Committee and take the examination *based on the IACP core and Local Union curriculums* for Journeyman membership. Apprentices failing to pass the examination after completing their term of apprenticeship shall serve an additional one thousand (1,000) hours or six (6) months’ apprenticeship and then again be examined.

**GP NO. 8**
**Article XXIII, Apprentices**

Amend Article XXIII by adding a new section to be known as Section 11 to read as follows:

Sec. 11. *All newly appointed Apprentice Coordinators/Training Directors must attend the new Coordinator Class within one (1) year of appointment at the annual Instructors training program. The cost for attending the classes will be paid by the Local JATC.*

**GP NO. 9**
**Article XXV, Lifetime Honorary Membership**

Amend Article XXV which reads as follows:

Sec. 10. *Lifetime Honorary Membership*
Sec. 1. A member (except members of Shop, Navy Yard Rigger Local Unions to whom the provisions of this and the following Sections of the Constitution relative to Lifetime Honorary Membership shall not apply) who has attained the age of sixty-five (65) years, and who has been in continuous membership for a period of twenty-five (25) years and who is in good standing at the time of application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may apply for Lifetime Honorary Membership.

Sec. 2. A member who has been in continuous membership for a period of twenty (20) years, when said member becomes permanently disabled and who is in good standing at the time of making application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, and who by reason of personal injury sustained while working at the trade, during working hours, which injury was not contributed to or brought about by the member’s own improper conduct, may apply for Lifetime Honorary Membership.

Sec. 3. Applicants meeting the above qualifications will be granted the classification of Lifetime Honorary Member and entitled to all benefits of membership as defined by the rights and limitations of Honorary Members set forth in Article XIX, Section 12.

Sec. 4. Lifetime Honorary Members shall be exempt from all International Per Capita Tax, International assessments, and Local Union dues and assessments.

Sec. 5. Each application shall be presented to and read at a regular meeting of the Local Union of which the applicant is a member, and such Local Union at the same or subsequent meeting shall approve or reject such application. If the application is approved, the Local Union shall so certify on the form provided for the purpose, and such form shall be signed by the President and Financial Secretary, with the seal of the Local Union affixed thereto. All applications approved by a Local Union shall be mailed to the General Secretary by the Financial Secretary of the Local Union. If an application is rejected by a Local Union, the Financial Secretary of such Local Union shall attach thereto the reasons for such rejection, signed by the President and the Financial Secretary of the Local Union.

Sec. 6. The General Executive Board shall determine all applications for Lifetime Honorary Membership and no application shall be granted unless the applicant complies with all the requirements herein provided for and such other requirements as the General Executive Board may deem necessary.

Sec. 7. When an applicant is granted Lifetime Honorary Membership, the General Secretary shall notify the Local Union of which the applicant is a member.

Sec. 8. The General Executive Board may at any time revoke a Lifetime Honorary Membership, if in the judgment of the General Executive Board there is sufficient reason for such revocation.

By substituting the following:

**Lifetime Membership**

Sec. 1. A member (except members of Shop and Navy Yard Rigger Local Unions to whom the provisions of this and the following Sections of the Constitution relative to Lifetime Membership shall not apply) who has attained the age of sixty-five (65) years, and who has been in continuous membership for a period of twenty-five (25) years and who is in good standing at the time of application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may apply for Lifetime Membership.

Sec. 2. A member who has been in continuous membership for a period of twenty (20) years, when said member becomes permanently disabled and who is in good standing at the time of making application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, and who by reason of personal injury sustained while working at the trade, during working hours, which injury was not contributed to or brought about by the member’s own improper conduct, may apply for Lifetime Membership.

Sec. 3. Applicants meeting the above qualifications will be granted the classification of Lifetime Member and entitled to all benefits of membership as defined by the rights and limitations of Honorary Members set forth in Article XIX, Section 12.
Sec. 4. **Lifetime** Members shall be exempt from all International Per Capita Tax, International assessments, and Local Union dues and assessments.

Sec. 5. Each application shall be presented to and read at a regular meeting of the Local Union of which the applicant is a member, and such Local Union at the same or subsequent meeting shall approve or reject such application. If the application is approved, the Local Union shall so certify on the form provided for the purpose, and such form shall be signed by the President and Financial Secretary, with the seal of the Local Union affixed thereto. All applications approved by a Local Union shall be mailed to the General Secretary by the Financial Secretary of the Local Union. If an application is rejected by a Local Union, the Financial Secretary of such Local Union shall attach thereto the reasons for such rejection, signed by the President and the Financial Secretary of the Local Union.

Sec. 6. The General Executive Board shall determine all applications for **Lifetime** Membership and no application shall be granted unless the applicant complies with all the requirements herein provided for and such other requirements as the General Executive Board may deem necessary.

Sec. 7. When an applicant is granted **Lifetime** Membership, the General Secretary shall notify the Local Union of which the applicant is a member.

Sec. 8. The General Executive Board may at any time revoke a **Lifetime** Membership, if in the judgment of the General Executive Board there is sufficient reason for such revocation.
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Pursuant to the provisions of the Constitution of the International Association, I submit herewith for the consideration of the Delegates assembled at this 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, and the membership, in general, a condensed report which briefly sets forth the activities of the Office of the General Secretary for the fiscal years beginning July 1, 2011 and ending June 30, 2016.

DISTRICT COUNCILS/LOCAL UNIONS ORGANIZED AND/OR DISCONTINUED

There was one (1) Local Union organized and/or chartered during the period from July 1, 2011 to June 30, 2016. This is set out elsewhere in this report. There were two (2) Local Unions where the District Council affiliation was moved to another District Council.

One (1) new Local Union charter was issued and installed during the past five (5) year period, and 18 Local Union charters were revoked during this same period of time. One (1) District Council charter was revoked. Accordingly, there are now 122 Outside Local Unions, 37 Shopmen Local Unions and 13 Combined Outside/Shop Local Unions, making a total of 172 Local Unions affiliated with this International Association.

MEMBERSHIP

In this report, you will find a detailed record of the membership of this International Association showing the increase and/or decrease during the five-year period ending June 30, 2016.

As of June 30, 2011, the total membership of this International Association was 122,664 and on June 30, 2016 the total membership is 127,139 showing an increase of 4,474.

From July 1, 2011 to June 30, 2016 there were 50,041 new members initiated into membership; 19,201 former members were reinstated into membership; and 1,065 former members deposited withdrawal cards, resulting in a total increase in membership of 70,307. Also during this period of time 40,787 members were suspended for non-payment of dues; 7,480 members deceased; 2,618 members were issued withdrawal cards; one (1) member was expelled; 1,896 members were terminated; and 13,051 members had their membership revoked by the General Executive Board, which represents a deduction in membership of 65,833.

Organizing the unorganized is still the top priority item with this International Association. This Organization will continue, as it has in the past, with a vigorous and aggressive organizing campaign in both shop and field construction.

WAGE INCREASES

We continue to face many obstacles in negotiating better wages and benefits for our members. Many of these are the result of the economy. However, the amount of outsourcing that has taken place during the past five years is more of a concern. With American companies moving their work overseas, where employees are treated with less dignity and respect and incur lower wages, it is difficult for many of our contractors to compete.

Fortunately, by working diligently with our fair union contractors, we have seen significant improvement in the wages, benefits and working conditions for our members. These contractors are to be commended for their commitment to our members.

I am pleased to advise that, overall, our wage structure and fringe benefit contributions are higher than they have been in the past and are comparable to and even better than many of the other Building and Construction Trades crafts. I would like to thank our Local Unions for their continued diligence in fair negotiating at the table, commitment to submitting all necessary information for protection of our rights under the Davis-Bacon Act and the steps they take each and every day to insure physically safe and financially beneficial working conditions for all of our members.

IRONWORKER-MANAGEMENT PROGRESSIVE ACTION COOPERATIVE TRUST – I.M.P.A.C.T.

On April 21, 2003, this International implemented the Ironworker-Management Progressive Action Cooperative Trust – I.M.P.A.C.T. The purposes of I.M.P.A.C.T. are to increase our market share, deliver more jobs and improve long-term job security by providing a well-trained, highly skilled work force through education, training, communication, cooperation and governmental lobbying and legislative initiatives. I am pleased to advise we currently have 133 Outside Local Unions and 18 Shop Local Unions in the United States and Canada which have negotiated I.M.P.A.C.T. into their local Collective Bargaining Agreements, with the remaining locals looking to do so in the near future.
Recently, IMPACT’s Regional Advisory Boards (RABs) were expanded to include RAB 11, 12, and 13 which consists of Eastern Canada, Ontario and Western Canada. There has been excellent participation by both labor and management. The majority of the Canadian Outside and Shop Local Unions are actively participating.

At the 42nd International Convention, the Delegates adopted the following language to be negotiated in the Local Union Collective Bargaining Agreements for Ironworkers Management Progressive Action Cooperative Trust (IMPACT):

In addition to the per hour wage rate, the Employer shall contribute three quarters of one percent (3/4 of 1%) of the applicable hourly journeyman wage rate for each hour worked to Ironworkers Management Progressive Action Cooperative Trust (IMPACT), a jointly trusted Cooperative Trust with federal tax exempt status under Section 501(a) of the Internal Revenue Code as an exempt organization under Section 501(c)(5) of the Internal Revenue Code. Tax Exempt status determination was rendered under the initial name of the Trust which was the Employers Responsive Educational Cooperation Trust of North America. The general purpose of the Trust includes the improvement and development of the union ironworking industry through Education, Training, Communication, Cooperation and governmental lobbying and legislative initiatives. The reporting, payment, frequency of payment and administration of such contributions shall be governed by the terms of the IMPACT Trust Agreement, policies and resolutions.

**APPRENTICESHIP PROGRESS**

Our Apprenticeship, Training and Journeyman Upgrading programs continue to be the “lifeline” of this International Association. The greatest tool we have for combating the open shop market and maintaining our work jurisdiction is the highly skilled Ironworker. This is why such a high priority has been set by our office for apprenticeship, training and journeyman upgrading. Numerous communications have been sent to all Iron Worker Local Unions in the United States and Canada emphasizing that we must continue to indenture and train as many apprentices as possible and to establish journeyman upgrading classes that are so vital to the future of our trade.

Currently, this International has a total of 15,698 apprentices and trainees in the United States and Canada. It is our goal to continue the work necessary to maintain or exceed this number and to further enable our local unions to provide the skilled workforce necessary to the future well-being of our Organization.

The Annual Ironworkers Instructors Training Program is an excellent example of one way we assist our Local Unions in developing the qualified instructors necessary to teach our apprentices and provide adequate journeyman upgrading. This program is extremely beneficial in keeping our workforce current with the changing trends in all facets of our trade. The General Secretary’s office maintains daily contact with the Apprenticeship Department and works diligently with them to achieve the communication and service which are necessary for successful implementation of programs such as this.

In 2005, the first apprentice programs were certified under the Ironworker Apprenticeship Certification Program (IACP) as an incentive to implement the core curriculum and to strengthen our apprenticeship programs. Also, the primary purpose of the IACP is to improve and standardize the knowledge and skills of apprenticeship training. In 2011, there were 77 IACP certified programs. In 2016, there are 114 IACP certified programs.

**Shop Local Unions Update**

The following Shop Local Unions have fully operational apprenticeship programs: Local Union Nos. 516, Portland, Oregon; 712, Vancouver, British Columbia; 790, San Francisco, California, 805, Calgary, Alberta and 838, Regina, Saskatchewan. It is noted that all Canadian Shop Local Unions are trained through the Government Programs, which is mandatory in their provinces.

**Regional District Council Training Trust for Local Union #’s 846 and 847**

Between 2011 and 2016 – Local Union 846 and 847 has successfully recruited an average of 11% of their membership and integrated them as Indentured Apprentices. They have also helped to develop skills of A-Rodmen to upgrade them to Journeyman Rodmen. Approximately 96 indentured apprentices have advanced to Journeyman status and approximately 79 A-Rodmen have been upgraded to Journeymen. There are currently 14 training centers in Local Union 846/847 jurisdictions and advancements have been made to incorporate distance learning and mobile training initiatives.
IRONWORKERS JOB LINE

All job line referrals are listed on the Ironworkers website which is ironworkers.org. Referring members to the website has allowed the International to provide additional information to the membership and contribute to reducing the costs of providing manpower needs. Further, this has allowed this International to assist with the portability of our members and expanding our geographical territory by providing the necessary manpower. This is especially true with the recent manpower shortages in various provinces in Canada. Under the supervision of General Vice President Darrell LaBoucan, Executive Director of Canadian Affairs, various Canadian jobs were manned utilizing U.S. members who were hired and dispatched through the Canadian office working alongside the Canadian members after all requirements were met.

INTERNATIONAL AGREEMENTS

As of June 30, 2016, the total number of firms signatory to the standard form of the International Agreement is 242.

On February 11, 2004, correspondence was directed to each contractor signatory to the International Agreement advising the Agreement had been revised. Revisions included Section 6 which enables employers to make fringe benefit contributions for key employees directly to the home local union of those employees. However, in order to invoke Section 6, the employer must have a signed participation agreement with the home Local Union of the key employee.

The other change enacted at that time was under Section 14 and raised the dollar amount of the surety bond to One Hundred Thousand Dollars ($100,000). This change was necessary to better protect our members from the few instances in which an employer may default on payment of wages or fringe benefits.

There are 648 firms signatory to the National Maintenance Agreements with this International Association, of which 489 are signatory to the NMA (National
Maintenance Agreement for Repair, Replacement, Renovation and Maintenance Work) and 159 are signatory to the NCEFR (National Council of Erectors, Fabricators and Riggers Agreement for Remodeling, Repair, Replacement, Renovation and Maintenance Work).

There are 61 Specialty Agreements and there are eight (8) Wind Turbine Agreements.

The Iron Worker Standard Metal Building Agreement was finalized and adopted by the General Executive Board on March 24, 2016. On April 7, 2016, the General Executive Council concurred with the action of the General Executive Board. The Metal Building Agreement is being implemented by every District Council utilizing either a customized version or the Iron Worker Standard Metal Building Agreement. There are three (3) Iron Worker Standard Metal Building Agreements in effect at this time.

The National Reinforcing Steel Agreement (NRSA) was implemented in 2013 in order to meet the manpower needs for reinforcing work. So far, there are three (3) National Reinforcing Steel Agreements in effect. The dollar amount of the surety bond for the NRSA is Two Hundred Fifty Thousand Dollars ($250,000).

**Ironworkers Labor Orientation Seminar**

The first Ironworkers Labor Orientation Seminar was held in the fall of 1990. The seminar was established to give a brief overview of all the Departments associated with this International as well as providing basic material and information relevant to their performance as a local union officer. Invitations are sent to newly elected and/or appointed Financial Secretaries, Business Managers, Business Agents and Organizers. This seminar has proven to be one of the most successful programs this International has established. All past attendees have praised the seminar and during the period of July 1, 2011 through June 30, 2016 there have been 210 participants from various local unions in the United States and Canada. The seminar usually lasts 5 ½ days.

**Ironworkers Apprenticeship Tracking System (IWATS)**

Work on the Ironworkers Apprenticeship Tracking System (IWATS) has continued to progress over the last five (5) years. Feedback from the Local Training Centers and the National Training Fund staff has driven improvements in functionality, as well as simplification of the user interface, and the addition of new features. New courses and certifications have been added as they have been developed and made available for the Locals to credit member training records. Moving forward, the course and certification listing will be updated based on changes in the IACP and core curriculums. It will also be a priority to increase use of the Apprenticeship Tracking System (ATS) by more Locals and improve reporting capabilities of data in the system.

**Ironworkers Information Technology Systems (IWITS)**

During the past five (5) years, the General Secretary has promoted the adoption of the new membership system by Local Unions and District Councils to access membership and training records for members affiliated with this International Association. Presently, the system is actively used by 695 users across 191 Local Unions and the District Councils. Based upon valuable feedback from the users of this system, the International has begun implementing additional features and improvements to be completed by June 2017.

**Territorial Jurisdiction Mapping Program**

At the 42nd International Convention, the Delegates voted to amend the International Constitution, specifically Appendix B, General Working Rules, Jurisdiction of Local Union Territory, Section 2, which states, “The geographic jurisdiction of a Local Union shall be established by the General Executive Board of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers based on boundaries previously established and on file with the International Association.” The Mapping Program has been completed and will be available in the near future on the Iron Workers website at ironworkers.org.
# Record of Membership for Five Years  
**July 1, 2011 - June 30, 2016**

<table>
<thead>
<tr>
<th>Period</th>
<th>Value</th>
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<td><strong>July 1, 2011 to June 30, 2012</strong></td>
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<td>Withdrawals deposited</td>
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<td>Members expelled</td>
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<td>Members deceased</td>
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<td>Terminated members</td>
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<tr>
<td>Number of Members</td>
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<tr>
<td>Average Number of Members</td>
<td>121,868</td>
</tr>
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</table>

| **July 1, 2012 to June 30, 2013** | **121,868** |
| New members initiated         | 8,168     |
| Ex-members reinstated         | 3,556     |
| Withdrawals deposited         | 225       |
| Increase in membership        | 11,949    |
| Members suspended             | 7,816     |
| Members expelled              | 0         |
| Members deceased              | 1,537     |
| Withdrawals issued            | 578       |
| Revoked members               | 2,352     |
| Terminated members            | 267       |
| Decrease in membership        | 12,550    |
| Number of Members             | 121,174   |
| Average Number of Members     | 121,647   |

| **July 1, 2013 to June 30, 2014** | **121,647** |
| New members initiated         | 10,152    |
| Ex-members reinstated         | 3,953     |
| Withdrawals deposited         | 200       |
| Increase in membership        | 14,305    |
| Members suspended             | 8,080     |
| Members expelled              | 0         |
| Members deceased              | 1,566     |
| Withdrawals issued            | 521       |
| Revoked members               | 2,594     |
| Terminated members            | 241       |
### Decrease in membership, July 1, 2013 to June 30, 2014
- 13,002

### Number of Members July 1, 2013 to June 30, 2014
- 122,477

### Average Number of Members July 1, 2013 to June 30, 2014
- 123,906

### July 1, 2014 to June 30, 2015
- **123,906**

#### New members initiated, July 1, 2014 to June 30, 2015
- 13,142

#### Ex-members reinstated, July 1, 2014 to June 30, 2015
- 4,546

#### Withdrawals deposited, July 1, 2014 to June 30, 2015
- 226

#### Increase in membership, July 1, 2014 to June 30, 2015
- 17,914

#### Members suspended, July 1, 2014 to June 30, 2015
- 8,662

#### Members expelled, July 1, 2014 to June 30, 2015
- 1

#### Members deceased, July 1, 2014 to June 30, 2015
- 1,483

#### Withdrawals issued, July 1, 2014 to June 30, 2015
- 468

#### Revoked members, July 1, 2014 to June 30, 2015
- 2,725

#### Terminated members, July 1, 2014 to June 30, 2015
- 524

#### Decrease in membership, July 1, 2014 to June 30, 2015
- 13,863

### Number of Members July 1, 2014 to June 30, 2015
- 126,529

### Average Number of Members July 1, 2014 to June 30, 2015
- 127,535

### July 1, 2015 to June 30, 2016
- **127,535**

#### New members initiated, July 1, 2015 to June 30, 2016
- 11,098

#### Ex-members reinstated, July 1, 2015 to June 30, 2016
- 3,634

#### Withdrawals deposited, July 1, 2015 to June 30, 2016
- 196

#### Increase in membership, July 1, 2015 to June 30, 2016
- 14,928

#### Members suspended, July 1, 2015 to June 30, 2016
- 8,935

#### Members expelled, July 1, 2015 to June 30, 2016
- 0

#### Members deceased, July 1, 2015 to June 30, 2016
- 1,358

#### Withdrawals issued, July 1, 2015 to June 30, 2016
- 416

#### Revoked members, July 1, 2015 to June 30, 2016
- 2,942

#### Terminated members, July 1, 2015 to June 30, 2016
- 667

#### Decrease in membership, July 1, 2015 to June 30, 2015
- 14,318

### Number of Members July 1, 2015 to June 30, 2016
- 127,139

### Average Number of Members July 1, 2015 to June 30, 2016
- 128,081

---

### Recapitulation

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<tr>
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<th>Value</th>
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<td>Total number of members deceased, July 1, 2011 to June 30, 2016</td>
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<td>Total number of withdrawal cards issued, July 1, 2011 to June 30, 2016</td>
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<td>Total number of revoked members, July 1, 2011 to June 30, 2016</td>
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<td>Total number of terminated members, July 1, 2011 to June 30, 2016</td>
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Number of Delegates Allowed Each Affiliated Local Union
as Provided for Under Article VI, Sections 1a-1c of the International Constitution
in Accordance with Membership Record July 1, 2011 through June 30, 2016

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<th>City</th>
<th>No. of Delegates</th>
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<tr>
<td>3</td>
<td>Pittsburgh, Pennsylvania</td>
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<tr>
<td>5</td>
<td>Washington, D.C.</td>
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<tr>
<td>6</td>
<td>Buffalo, New York</td>
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<tr>
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<td>Boston, Massachusetts</td>
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<tr>
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<td>Kansas City, Missouri</td>
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<td>Newark, New Jersey</td>
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GENERAL SECRETARY

OCTOBER 2016

125
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<th>City</th>
<th>No. of Delegates</th>
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<td>Wausau, Wisconsin</td>
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Local Union Organized and Charter Installed
During the Five (5) Year Period –
July 1, 2011 to June 30, 2016 Inclusive
One (1) Local Union

Local Union & Date Organized
Shop Local Union No. 850, Great Falls, Montana – Organized & Chartered July 1, 2016

Total Number of Locals as of June 30, 2016
122 Outside Locals
37 Shop Locals
13 Outside & Shop Locals Mixed
172 Total

Number of District Council and Local Unions
Revoked from July 1, 2011 to June 30, 2016
6 Outside Locals
12 Shop Locals
18 Total Charters Revoked
1 District Council Charter Revoked

List of District Council and Local Unions Revoked

<table>
<thead>
<tr>
<th>District Council/L.U. No.</th>
<th>Location</th>
<th>Date</th>
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<tbody>
<tr>
<td>730 Elkhart, Indiana (Shop)</td>
<td>February 28, 2012</td>
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<tr>
<td>522 Cincinnati, Ohio (Shop)</td>
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<tr>
<td>781 Norfolk, Virginia (Shop)</td>
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<tr>
<td>45 Jersey City, New Jersey (Outside)</td>
<td>June 30, 2012</td>
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<tr>
<td>373 Perth Amboy, New Jersey (Outside)</td>
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<tr>
<td>480 Elizabeth, New Jersey (Outside)</td>
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<tr>
<td>483 Hackensack, New Jersey (Outside)</td>
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<td>District Council of Northern New Jersey Jersey City, New Jersey</td>
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<td>624 Fresno, California (Shop)</td>
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<td>36 Easton, Pennsylvania (Outside)</td>
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<tr>
<td>803 Honolulu, Hawaii (Shop)</td>
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<td>499 Toledo, Ohio (Shop)</td>
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<tr>
<td>825 Wausau, Wisconsin (Shop)</td>
<td>April 30, 2015</td>
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<tr>
<td>832 Meriden, Connecticut (Shop)</td>
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<tr>
<td>665 Madison, Wisconsin (Shop)</td>
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<tr>
<td>585 Vincennes, Indiana (Shop)</td>
<td>June 30, 2015</td>
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<tr>
<td>520 Kansas City, Missouri (Shop)</td>
<td>June 30, 2015</td>
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<tr>
<td>340 Battle Creek, Michigan (Outside)</td>
<td>August 30, 2015</td>
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</table>

This concludes the report of the General Secretary for the past five (5) years ending June 30, 2016.
REPORT OF THE GENERAL EXECUTIVE COUNCIL

There were 11 formal meetings of the General Executive Council held during the fiscal years beginning July 1, 2011 and ending June 30, 2016.

In order that the membership of this International Association and the Delegates in attendance at this Convention can become familiar with the many matters considered by the General Executive Council, a general listing summarizing the matters acted upon as well as reviewing the various Department Reports is set forth in the following section.

Summary of the Cases and Department Reports
Considered by the General Executive Council

<table>
<thead>
<tr>
<th>General Executive Council</th>
<th>July 1, 2011 – June 30, 2016 Inclusive</th>
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<tbody>
<tr>
<td>Appeals from the Decision of the General Executive Board and/or General Executive Council</td>
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<td>Building and Construction Trades Department</td>
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<td>Changes in Per Capita Structure, etc.</td>
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<td>Charters – Local Unions/District Councils</td>
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<tr>
<td>Developments in Collective Bargaining and Review of Negotiations</td>
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<td>Elections – Local Union</td>
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<tr>
<td>Equal Employment Opportunity Program &amp; Civil Rights</td>
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<tr>
<td>Financial Status of International Headquarters, etc.</td>
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<tr>
<td>Health, Welfare and Pension Plans</td>
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<tr>
<td>International Convention, Arrangements, Agenda, Major Issues, Convention City, Hotel, etc.</td>
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<td>International Staff, Changes, Appointments, Resignations, etc.</td>
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<td>International Policies/Changes (Employees)</td>
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<td>Investments Consulting Program and Transactions</td>
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<td>Key Performance Indicators (KPIs)</td>
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<td>Legal Matters</td>
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<td>Matters Relating to Agreements and Meetings with Contractor Associations and Other Trades</td>
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<td>Matters Referred to the International Convention</td>
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<td>Organizing Programs</td>
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<td>Political Activities and Legislation</td>
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<td>Progress of IMPACT</td>
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<td>Reciprocal Pension Plan</td>
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<td>Report of Membership Status</td>
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<td>Report of Ornamental, Architectural and Miscellaneous Metal</td>
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<tr>
<td>Report of Regional District Council/Department of Rebar</td>
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<tr>
<td>Report of Shopmen’s Division</td>
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<td>Review of Canadian Operations</td>
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<td>Review of Development in Connection with Davis-Bacon Regulations</td>
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<td>Review of Financial Progress of Various Funds</td>
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<td>Review of Jurisdictional Relationship with Other Trades</td>
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<td>Review of Maintenance Agreements and Activities</td>
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<td><strong>TOTAL</strong></td>
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</table>
REPORT OF THE GENERAL EXECUTIVE BOARD

During the five (5) year period beginning July 1, 2011 and ending June 30, 2016, the General Executive Board of this International Association took under consideration and rendered judgment on a total of 43,324 cases.

During this five (5) year period of time, one (1) appeal from the decision of the General Executive Board was made to the General Executive Council, which is pending, and will be presented at the next General Executive Council meeting scheduled for September 2016.

The actions taken by the General Executive Board referred to are listed herewith for the information of the Delegates in attendance, as well as the membership of the Local Unions affiliated with this International Association.

Summary of cases that were considered and acted upon by the General Executive Board during the Five (5) Year Period beginning July 1, 2011 and ending June 30, 2016

General Executive Board
July 1, 2011 – June 30, 2016 Inclusive

<table>
<thead>
<tr>
<th>Case Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications for change of classification</td>
<td>9,642*</td>
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<tr>
<td>Appeals from Fines and Penalties levied against Members by Local Unions</td>
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<tr>
<td>Applications for Charters for Local Unions/District Councils which were issued and/or moved</td>
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<tr>
<td>Applications for Lifetime Honorary Membership approved</td>
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<td>Charters of Local Unions Revoked</td>
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<td>Circular letters sent out</td>
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<td>Differential Fees</td>
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<td>Election Protests, Convention and/or Local Union Offices</td>
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<tr>
<td>Expulsion of Journeyman Membership</td>
<td>1</td>
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<tr>
<td>International Agreements approved</td>
<td>43</td>
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<tr>
<td>International Agreements canceled</td>
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<td>Investment of Funds</td>
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<tr>
<td>Legal Matters</td>
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<tr>
<td>Local Unions placed under International Supervision</td>
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<tr>
<td>Local Unions released from International Supervision</td>
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<tr>
<td>Miscellaneous Matters</td>
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<tr>
<td>Projects placed under Supervision</td>
<td>19</td>
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<tr>
<td>Requests for approval to adjust dues</td>
<td>23</td>
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<tr>
<td>Requests for approval of By-laws and amendments</td>
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<td>Requests for approval of Local Union Agreements</td>
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<td>Requests for approval to negotiate Local Union Agreements</td>
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<td>Requests for approval of Working Assessments</td>
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<td>Requests for approval of Special Assessments</td>
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<tr>
<td>Requests for approval of Strike Assessments</td>
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<tr>
<td>Requests to change work hours and work shifts of less than five days</td>
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<tr>
<td>Requests for Business Agents to serve as member of Executive Committee</td>
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<td>Requests for financial assistance from District Councils, Local Unions, Members and Others</td>
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<tr>
<td>Requests for Local Unions to permit members, failing to keep themselves in continuous good standing, to be candidates for office</td>
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<tr>
<td>Requests from Local Unions for permission to change regular meeting date</td>
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<td>Requests from Outside Local Unions for permission to hold Special Meetings</td>
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<td>Requests from Shop Local Unions for permission to hold Special Meetings</td>
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<td>Requests for Strike Permission</td>
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<td>Requests for Strike Permission denied or rescinded</td>
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<td>Requests for approval of Project Agreements</td>
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<td>Requests for Special Initiation and/or Reinstatement Fees</td>
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<td>Revocation of Apprentice Membership</td>
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<td>Territorial and Job Jurisdiction Agreements Approved</td>
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<td>Transfer of Funds</td>
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<tr>
<td>Withdrawal Cards Annulled/Revoked</td>
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<td>Special Withdrawal Cards Issued</td>
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TOTAL 43,324

*Supervised by the General Executive Board

OCTOBER 2016
CONCLUSION

I would like to express my gratitude to my staff for all of their hard work and dedication to the members and officers of this International Association. They have rendered an invaluable service to me during the recent transition from General Treasurer to General Secretary which took place July 2015 as well as the overall duties associated with the office of the General Secretary. The General Secretary’s Office is comprised of Debbie Teta, Maureen Scott, Kathleen Provencal, Denise Cox-Davis, Cheri Rice-Blackburn, Ann Hacker and Alexa Van-Landingham. I would also like to express my gratitude to the IT Department, which is now part of the General Secretary’s Office, comprised of Tim Strecker, Jim Bonanno, Hank Rupprecht, Brian Caskey, Melonie Collins-Ankrah, Mylene Wilson and Sanjay Attray.

I would like to extend my personal gratitude to my Executive Assistant Kevin Byrnes, who is also the Chief of Staff to the General President, for all of the many hours he has sacrificed on behalf of the membership as well as assisting me with the day to day operation of this office. He has been a great asset to our Union.

This concludes the report of the General Secretary for the past five (5) years beginning July 1, 2011 and ending June 30, 2016.

RECOMMENDATIONS

Between October 6, 2011 and April 8, 2016, the General Executive Council met and amended the following Articles and Sections of the International Constitution. I recommend that the following Articles and Sections of the International Constitution be amended by the Delegates to the 43rd International Convention, as follows:

GS NO. 1
Article VIII, Salaries, Section 7

Amend Article VIII, Section 7 which reads as follows:

Sec. 7. All or part of the scheduled salary increases may, on the action of the Trustees of the International Association Pension Plan and concurrence by Resolution of the General Executive Council, be reflected as increased contributions to the International Association Pension Plan rather than as a salary increase.

By substituting the following:

Sec. 7. All or part of the scheduled salary increases may, on the action of the Trustees of the International Association Pension Plan and concurrence by Resolution of the General Executive Council, be reflected as increased contributions to the International Association Pension Plan rather than as a salary increase.

GS NO. 2
Article XIV, Retirement Plan and Article XXVII, International Pension Plan for Full-Time Salaried Officers and Employees of Local Unions and District Councils Affiliated with the International Association

Amend Article XIV which reads as follows:

Retirement Plan of General Officers, General Organizers, District and Special Representatives and Employees of the International Association’s Office Staff. There shall be a Joint Contribution Retirement Plan covering all General Officers, General Organizers, District and Special Representatives, and Employees of the International Association’s Office staff as ordered and established by the Twenty-ninth Convention of the International Association and, as amended by the Thirtieth, Thirty-second, and Thirty-fourth Conventions of the International Association, to be known as The Bridge and Iron Workers Staff Retirement Plan.

By deleting it in its entirety and substituting the following:

Article XIV, International Association Pension Plan

Sec. 1. There has been created and established, under the supervision of the General Executive Board, acting as Trustees of the Pension Plans, formerly known as the International Association Full-Time Salaried Officers and Employees of Outside Local Unions and District Councils Pension Plan and the Bridge and Iron Workers Staff Retirement Plan, which have been merged into a Pension Plan known as the International Association Full-Time Salaried Officers and Employees of Local Unions and District Councils Pension Plan. This merged Plan shall be known as the International Association Pension Plan.

Sec. 2. The International Association Pension Plan will cover certain International Association Staff and Office Employees, as determined from time to time by the General Executive Board, the cost of which shall
be paid by International Association contributions as determined by the General Executive Board based on actuarial projections. The International Association Pension Plan will also cover all Full-Time Salaried Officers and Employees of Local Unions, including Regional Local Unions, and District Councils (except Shop and Navy Yard Rigger Local Unions) affiliated with the International Association (unless excluded by a duly negotiated collective bargaining agreement requiring contributions to another pension plan), the cost of which shall be paid by each of the Local Unions, including Regional Local Unions, and District Councils contributing monthly to the International Association Pension Plan sums as previously indicated and thirty percent (30%) effective January 1, 2006 of the gross weekly wages or gross salary, including contributions paid to a Vacation Trust Fund, of all the Full-Time Salaried Officers and Employees of Local Unions and District Councils (excluding expenses and expense allowances). The International Association Pension Plan shall protect the benefits heretofore earned by said participants.

Sec. 3. The General President will appoint a Pension Advisory Committee consisting of delegates from different District Councils to meet on at least a yearly basis to review the progress of the International Association Pension Plan and make recommendations to the Trustees. Vacancies that occur on the Committee will be filled by the General President.

And also amend Article XXVII which reads as follows, by deleting it in its entirety:

**International Pension Plan for Full-Time Salaried Officers and Employees of Local Unions and District Councils Affiliated with the International Association**

Sec. 1. There shall be created and established under the supervision of the General Executive Council an International Pension Plan covering all full-time salaried officers and employees of Local Unions (including Regional Local Unions) and District Councils affiliated with the International Association, the cost of which shall be paid by each of the Local Unions (including Regional Local Unions) and District Councils (except Shop and Navy Yard Rigger Local Unions) contributing monthly to the International Pension Plan the sum equal to twenty five percent (25%) effective March 1, 2005, and thirty percent (30%) effective January 1, 2006, of the gross weekly wages or gross salary of all the full-time salaried officers and employees of Local Unions and District Councils (excluding expenses and expense allowances) which International Pension Plan became effective December 1, 1968.

Sec. 2. The General President will appoint a Local Union/District Council Advisory Committee consisting of twelve (12) delegates from different District Councils to meet on a yearly basis to review Local Union and District Council Pension Plan progress and make recommendations to the Trustees. Vacancies that occur on the Committee will be filled by the General President.

GS NO. 3

**Article XVIII, Death Benefit Fund, Sections 1a, 2a, 2b**

Amend Article XVIII, Sections 1a, 2a and 2b which read as follows:

Sec. 1a. The International Association will pay a death benefit as hereinafter specified, in the case of every deceased member who had been in continuous membership for twelve (12) months or more prior to death and was in good standing at the time of death. A member to be considered in good standing must have dues and assessments paid through the month preceding death.

Sec. 2a. The amount of death benefit payable in the event of death from natural causes shall be determined by the duration of the member’s continuous membership (as provided in Section 1a) and according to the following scale: One year and less than 2 years, $500; 2 years and less than 3 years, $800; 3 years and less than 4 years, $1,150; 4 years and less than 6 years, $1,400; 6 years and less than 25 years, $1,750; 25 years and more, $2,000; Lifetime Honorary Members, $2,200.

Sec. 2b. The amount of death benefit payable in the event of accidental death shall be determined by the duration of the member’s continuous membership and shall cover on-the-job accidents only in accordance with applicable state compensation laws, and shall be according to the following scale: One year and less than 2 years, $2,000; 2 years and less than 3 years, $3,200; 3 years and less than 4 years, $4,600; 4 years and less than 6 years, $5,600; 6 years and less than 25 years, $7,000; 25 years and more, $8,000.
By substituting the following:

Sec. 1a. The International Association will pay a death benefit as hereinafter specified, in the case of every deceased member who had been in continuous membership prior to death and was in good standing at the time of death. A member to be considered in good standing must have dues and assessments paid through the month preceding death.

Sec. 2a. The amount of death benefit payable in the event of death from natural causes shall be determined by the duration of the member’s continuous membership (as provided in Section 1a) and according to the following scale: Less than 2 years, $500; 2 years and less than 3 years, $800; 3 years and less than 4 years, $1,150; 4 years and less than 6 years, $1,400; 6 years and less than 25 years, $1,750; 25 years and more, $2,000; Lifetime Members, $2,200.

Sec. 2b. The amount of death benefit payable in the event of accidental death shall be determined by the duration of the member’s continuous membership and shall cover on-the-job accidents only in accordance with applicable state compensation laws, and shall be according to the following scale: Less than 2 years, $2,000; 2 years and less than 3 years, $3,200; 3 years and less than 4 years, $4,600; 4 years and less than 6 years, $5,600; 6 years and less than 25 years, $7,000; 25 years and more, $8,000.

I further request that the following recommendations be referred to the appropriate Convention Committee:

GS NO. 17
Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Section 14a., Initial Organizing Contract Fund

Amend Article XXVIII, Section 14a, which reads as follows:

Sec. 14a. Each Shop and Navy Yard Rigger Local Union shall pay the sum of one-eighth of one percent (1/8 of 1%) of the applicable hourly wage rate for each hour worked per member per month to the Initial Organizing Contract Fund, a separate fund maintained for the purpose of defraying the Local Union’s expenses in obtaining the first initial contract following the organizing of a Shop. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

By substituting the following:

Sec. 14a. Each Shop and Navy Yard Rigger Local Union shall pay the sum of one-eighth of one percent (1/8 of 1%) of the applicable hourly wage rate for each hour worked or four dollars ($4.00) per member per month to the Initial Organizing Contract Fund, a separate fund maintained for the purpose of defraying the Local Union’s expenses in obtaining the first initial contract following the organizing of a Shop. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

GS NO. 4
Article XIX, General Rules, Membership Cards, Section 6

Amend Article XIX, Section 6 which reads as follows:

Sec. 6. All membership cards shall be made up at International Headquarters. Such membership cards will show membership number, initiation or reinstatement date, member’s name, classification and fee if such fee is less than the standard initiation or reinstatement fee.

By substituting the following:

Sec. 6. All membership cards shall be provided by International Headquarters. Such membership cards will show member’s name, Local Union, membership number, initiation or reinstatement date, classification and individual QR or machine readable code.

GS NO. 5
Article XIX, General Rules, Withdrawal Cards, Section 13b

Amend Article XIX, Section 13b which reads as follows:

Sec. 13b. In order to be eligible to apply for a withdrawal card the applicant must have been in continuous membership in this International Association for a period of at least three (3) years and have paid all dues, assessments and fines up to the date of application. Persons
who have obtained a withdrawal card and subsequently returned to membership in the International Association shall not again be eligible to apply for a withdrawal card until their latest membership in the International Association has continued without interruption for at least eighteen (18) months. The General Executive Board may, however, in special cases, upon application made, grant withdrawal cards to members not in continuous good standing for a period of at least three (3) years who desire to go contracting, upon submission of satisfactory proof of such applicants to the General Executive Board that such members upon obtaining withdrawal cards will actually engage in contracting.

By substituting the following:

Sec. 13b. In order to be eligible to apply for a withdrawal card the applicant must have been in continuous membership in this International Association for a period of at least three (3) years and have paid all dues, assessments, and fines up to the date of application. Persons who have obtained a withdrawal card and subsequently returned to membership in the International Association shall not again be eligible to apply for a withdrawal card until their latest membership in the International Association has continued without interruption for at least eighteen (18) months. The General Executive Board may, however, in special cases, upon application made, grant withdrawal cards to members not in continuous membership for a period of at least three (3) years or to members who desire to go contracting, upon submission of satisfactory proof of such applicants to the General Executive Board that such members upon obtaining withdrawal cards will actually engage in contracting.

GS NO. 6
Article XIX, General Rules, Withdrawal Cards, Section 13g

Amend Article XIX, Section 13g which reads as follows:

Sec. 13g. A withdrawal card shall be deposited (for reinstatement) in the Local Union through which the same was issued.

By substituting the following:

Sec. 13g. A withdrawal card may be deposited (for reinstatement) in any Local Union accepting applicants.

A withdrawal card does not have to be deposited in the Local Union which issued the withdrawal card.

GS NO. 7
Article XXI, Local Unions, Sections 29-46

Amend Article XXI, Sections 29-46, which reads as follows:

Clearance Cards, Transfers, and Travel Service Dues

Sec. 29. A member of the International Association who desires a clearance card for the purpose of transferring membership to another Local Union must be a member of the International Association for at least two (2) continuous years. Any member who has been a member of the International Association for at least two (2) continuous years, desiring a clearance card for the purpose of transferring membership to another Local Union shall apply to the Financial Secretary of the member's Local Union, and if such member is in good standing in that Local Union, and no charges are pending against the member, the Financial Secretary shall grant a clearance card upon the payment by the member of unpaid dues, or other obligations. The Financial Secretary of said Local Union, upon issuing said clearance card, shall report same to the next meeting of the Local Union, and report same on regular monthly report submitted to International Headquarters.

Sec. 30. Thereafter a member obtaining a clearance card must present the same to the Local Union into which the member desires to transfer for acceptance by it, and the matter shall be referred to the Executive Committee of the Local Union which shall accept or reject such clearance card within the discretion of the Executive Committee. The decision of the Executive Committee of either acceptance or rejection of the clearance card shall be subject to review by the General Executive Board.

Sec. 31. If an applicant for a clearance card is granted such a clearance card, subject to the approval of the General Executive Board, the applicant shall pay to the Local Union for acceptance of the clearance card the sum of Fifty Dollars ($50.00) as a fee therefor, fifty percent (50%) of which shall be billed the Local Union by the General Treasurer’s office.
Sec. 32. No member desiring to transfer into another Local Union shall apply for, accept, or commence work until their clearance card has been accepted or a travel service dues receipt shall have been issued as herein-after-provided. Enforcement of this provision shall be wholly a matter of internal discipline, and any member violating this Section shall be subject to such penalties provided for by the Constitution. A violation of this provision shall not be used as a basis for any action adversely affecting employment rights, except in accordance with the terms of a valid union security agreement. The provisions of this Section shall be enforced to the extent permitted by law. If and when the clearance card is accepted, the member shall be governed by the wage scale rules and By-Laws of said Local Union.

Sec. 33. Local Unions shall purchase clearance cards from the General Treasurer and said cards shall be drawn up by the General Secretary in triplicate and designated “Coupon No. 1,” “Coupon No. 2,” and “Coupon No. 3.” Upon entering the Local Union into which the member may transfer, the member shall complete all coupons. Coupon No. 1 shall be retained by the Financial Secretary of the Local Union into which the member transfers; Coupon No. 2 shall be transmitted by the Financial Secretary of the Local Union into which the member has transferred to the Financial Secretary of the Local Union which issued the card; and Coupon No. 3 shall be transmitted by the Financial Secretary of the Local Union into which the member has transferred to the General Secretary at International Headquarters. Thereafter the Financial Secretary of the Local Union into which the member has transferred shall, on the next monthly report, set forth the name and membership number of the member so admitted.

Travel Service Dues

Sec. 34a: Members of one (1) Local Union shall not seek employment, be employed, or remain at work at the trade within the territorial jurisdiction of another Local Union without the consent of such other Local Union; which consent may be evidenced by its acceptance of the clearance card presented to it by the member involved, as provided in the Constitution or by the issuance of the travel service dues receipt hereinafter described. If the member involved does not present a clearance card to such other Local Union, or the Local Union to which the clearance card is presented fails to act thereon; or the Local Union to which the clearance card is presented acts thereon and refuses to transfer such member, then the Financial Secretary or other authorized officer of such other Local Union, in such cases, shall issue a travel service dues receipt (described herein). Then the member involved shall be entitled to receive and required to secure successively, during the period within which said consent be granted and the member’s work continues, such number of weekly travel service dues receipts as shall be issued to the member by the said Financial Secretary under the regulations established by the General Executive Board. Such travel service dues receipts shall, for the period issued, allow the holder thereof to seek, accept, and hold employment within the territorial jurisdiction of such other Local Union out of which said travel service dues receipts shall be issued and in accordance with the procedures of employment provided for in the bargaining agreement in effect in the territorial jurisdiction of such other Local Union, but subject always to such regulations as shall be imposed thereon by the General Executive Board.

Sec. 34b. Travel service dues collected pursuant to this Section shall have as their primary purpose the defraying of the additional administrative and collective bargaining cost incurred by a Local Union in providing services for traveling members from other Local Unions who are working within its jurisdiction and the International Association’s cost of recording members’ movements in the labor market. Payment of travel service dues is an obligation arising as an incident of membership in the International Association. Failure of a traveling member to comply with this requirement shall subject that member to an appropriate penalty as provided by the Constitution for the violation of an obligation under the Constitution. Failure of a traveling member to pay travel service dues shall not be used as a basis for any action adversely affecting employment rights, except in accordance with the terms of a valid union security agreement. Enforcement of the collection of travel service dues shall be wholly a matter of internal union discipline and enforcement shall be to the extent permitted by law.

Prior Payments of Current Dues Required

Sec. 35. The consent referred to in this Article shall not be granted by the said other Local Union or its Business Manager, nor shall travel service dues be collected from or travel service dues receipts be issued to any said members who shall not, at the time when
requesting a travel service dues receipt, have had their current monthly dues paid into the Local Union to which the members belong, evidenced by the presentation of current monthly dues receipt. Upon the issuance to the member of the said travel service dues receipt, the same should be carried with the member's membership card and current monthly dues receipt and shall always be available for inspection and certification as to their authenticity.

Applicant’s Travel Service Dues and Working Assessments

Sec. 36a. In each Local Union where applicants for membership engaged at the trade upon work within the jurisdiction of said Local Union, the Local Union shall charge to and collect from each such applicant the applicant’s travel service dues and approved Local Union working assessments. Such dues shall be charged only so long as the applicant has not tendered full initiation fees and has not complied with the same requirements for admission generally applicable to members. In no case, however, may applicant’s travel service dues be charged for more than six (6) months after an individual has become an applicant for membership, and at the expiration of this six (6) month period, the individual’s application for membership must be processed in accordance with Article XXI, Section 2, of the Constitution. Each Local Union retains the right to determine whether it will establish the procedure of accepting the payment of applicants’ travel service dues as a temporary alternative to the payment of full initiation fees and regular periodic dues.

Sec. 36b. Failure by an applicant for membership to pay travel service fees and/or approved Local Union working assessments shall not be used by the Local Union as a basis for any action adversely affecting the employment rights of the applicant, except in accordance with the terms of a valid union security agreement. Under no circumstances shall payment of travel service dues and/or approved Local Union working assessments be made a condition precedent to an applicant’s obtaining employment in the first instance.

Amount of Travel Service Dues

Sec. 37. Each Local Union issuing a travel service dues receipt shall charge to and collect from all those persons within its territorial jurisdiction to whom this Article shall apply travel service dues in the amount of Five Dollars ($5.00) per week. Upon payment of the proper dues there shall be issued a travel service dues receipt to each traveling member or to each applicant for membership. The amount of travel service dues shall be the same for traveling members and for applicants.

Sec. 38. A standard travel service dues receipt as supplied by International Headquarters shall be issued to the traveling member.

Printing and Distribution of Travel Service Dues Receipts

Sec. 39a. The General Secretary shall cause travel service dues receipts to be issued to the Local Unions. The Local Unions shall be billed monthly for all travel service dues receipts issued at the rate of Two Dollars and Fifty Cents ($2.50) per week for each week recorded. One Dollar ($1.00) from the sale of said travel service dues receipts shall be deposited by the General Treasurer in the Death Benefit Fund. One Dollar and Fifty Cents ($1.50) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer in the General Fund.

Sec. 39b. The General Executive Board is authorized and empowered to establish, amend, alter, and administer the terms, conditions, and rates under which the travel service dues receipts herein provided shall be issued and enforced. No travel service dues receipt as described in this Article shall be issued to or used by any person who is not, at the time, either a member of the International Association or an applicant for membership therein and the attempted issuance of such a travel service dues receipt above referred to by any officer or employee of a Local Union to any other person than those described herein shall be unauthorized, null, and void.

Failure to Comply

Sec. 40. Failure of Financial Secretaries or other authorized officers of a Local Union to fully comply with all Sections of this Article shall subject them to such penalties as may be deemed advisable in accordance with provisions of the International Constitution and it is mandatory for Business Managers/Financial Secretaries to issue travel service dues receipts to all members who may be shipped by their employers into the territorial jurisdiction of Local Unions other than those in which they carry their membership.
Sec. 41a. When a member is to be shipped by an employer from the member’s Local Union to some other Local Union, the member shall obtain from that employer a statement setting forth the job such member is to be employed on and the location of the work. The member shall present the employer’s statement to the representative of the Local Union in whose jurisdiction such member is being shipped. Such member shall be issued travel service dues receipts upon payment of travel service dues.

Sec. 41b. Shipments, issuance of clearance cards, and travel service dues receipts shall be subject to provisions of interstate employers, as provided in Article XII, Section 11, of this Constitution.

Sec. 41c. Local Unions may, with the consent of the General Executive Board, where conditions justify, provide other methods of placing members of other Local Unions on work in their respective jurisdictions.

Sec. 42. Officers of Local Unions receiving transfers and failing or refusing to return coupons properly filled out, to the Local Union issuing the transfer, or who violate this Section, shall be fined Fifty Dollars ($50.00) for each violation, the fine to revert to the International Association and the General Treasurer shall prorate half of such fine to the Local Union reporting the non-receipt of such coupons or stubs.

Sec. 43. Any member transferring from one Local Union to another, who has paid dues in advance, shall have the same refunded by the Local Union from which the member is transferring.

Sec. 44. Any member belonging to a lapsed or suspended Local Union may have a transfer issued, as herein provided, if no charges exist against said member, after meeting the requirements therefor by applying to the General Secretary.

Sec. 45. A Local Union may, in the case of a protracted strike or other disaster, suspend the travel service dues and clearance card privilege, either one or both, by securing the consent of the General Executive Board. Such suspension can be revoked any time the General Executive Board may see fit. Any violation of any provision pertaining to the travel service dues and clearance card system shall be punishable by fine or suspension or both; subject to appeal as provided for in this Constitution.

Sec. 46. The above Sections of this Constitution, relative to clearance cards, transfers, and travel service dues and travel service dues receipts, shall not apply to Superintendents or similar supervision as designated by the General Executive Board or members of Shop, Navy Yard Rigger and Regional Local Unions for whom transfers are hereinafter specifically provided for in this Constitution.

By deleting these Sections in their entirety and substituting the following:

Transfers

Sec. 29. A member of the International Association may submit an application for transfer to another Local Union provided such member has been a member of the International Association for at least two (2) continuous years, is in good standing and has no pending charges at the time of request. A member who meets these requirements may proceed with requesting a transfer into another Local Union.

Sec. 30. A member must present a transfer application, a form provided by the International Association, to the Local Union into which the member desires to transfer. The transfer application shall be referred to the Executive Committee of the Local Union, which shall accept or reject such request. If the transfer request is denied by the Executive Committee, the Local Union shall notify the member, in writing, of their decision to reject such request. The member may appeal the decision to the General Executive Board of the International Association. If the transfer is granted by approval of the General Executive Board, the member shall pay a transfer fee of Fifty Dollars ($50.00), fifty percent (50%) of which shall be billed the Local Union by the General Treasurer’s Office.

Sec. 31. A Local Union accepting a member by transfer may charge a transfer fee of Fifty Dollars ($50.00), fifty percent (50%) of which shall be billed the Local Union by the General Treasurer’s Office.

Travel Service Dues

Sec. 32. A member who performs work in the jurisdiction of a Local Union other than their home Local Union must notify the Local Union and pay travel service dues in the amount of Five Dollars ($5.00)...
per week to such Local Union. The member shall also be required to pay the approved Local Union working assessments. Failure of a traveling member to comply with this requirement shall subject that member to charges.

Sec. 33. Travel service dues collected pursuant to Section 32 shall have as their primary purpose the defraying of the additional administrative and collective bargaining cost incurred by a Local Union in providing services for traveling members from other Local Unions who are working within its jurisdiction.

Sec. 34. No travel services dues shall be collected from or receipt issued to any member who does not have their current dues paid into their home Local Union.

Sec. 35. The Local Unions shall be billed monthly for all travel service dues receipts issued at the rate of Two Dollars and Fifty Cents ($2.50) per week for each week recorded. One Dollar ($1.00) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer into the Death Benefit Fund. One Dollar and Fifty Cents ($1.50) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer into the General Fund.

Sec. 36. The General Executive Board is authorized and empowered to establish, amend, alter, and administer the terms, conditions, and rates under which the travel service dues receipts herein provided shall be issued and enforced. No travel service dues receipt as described in this Article shall be issued to or used by any person who is not, at the time, either a member of the International Association or an applicant for membership therein and the attempted issuance of such a travel service dues receipt above referred to by any officer or employee of a Local Union to any other person than those described herein shall be unauthorized, null, and void.

Sec. 37. It is mandatory for Business Managers/Financial Secretaries to issue travel service dues receipts to all members who may be shipped by their employers into the territorial jurisdiction of Local Unions other than their home Local Union.

Sec. 38. When a member is to be shipped by an employer from the member's Local Union to another Local Union, the member shall obtain from that employer a statement setting forth the job such member is to be employed on and the location of the work. The member shall present the employer's statement to the representative of the Local Union in whose jurisdiction such member is being shipped. Such member shall be issued travel service dues receipts upon payment of travel service dues.

Sec. 39. Shipments and travel service dues receipts shall be subject to provisions of interstate employers, as provided in Article XII, Section 11, of this Constitution.

Sec. 40. Local Unions may, with the consent of the General Executive Board, where conditions justify, provide other methods of placing members of other Local Unions on work in their respective jurisdictions.

Sec. 41. Any member transferring from one Local Union to another, who has paid dues in advance, shall have the same refunded by the Local Union from which the member is transferring.

Sec. 42. Any member belonging to a lapsed or suspended Local Union may apply to the General Secretary for transfer into another Local Union provided such member meets the requirements set forth in Section 29.

Sec. 43. A Local Union may, in the case of a protracted strike or other disaster, suspend the travel service dues or transfer requests, either one of both, by securing the consent of the General Executive Board. Such suspension can be revoked at any time by the General Executive Board. Any violation of any provision pertaining to the travel service dues and transfers shall be punishable by fine or suspension or both, subject to appeal as provided for in the Constitution.

Sec. 44. The above Sections of this Constitution, relative to transfers, travel service dues and travel service dues receipts, shall not apply to Superintendents or similar supervision as designated by the General Executive Board or members of Shop or Navy Yard Rigger Local Unions for whom transfers are hereinafter specifically provided for in this Constitution.
GS NO. 8
Article XXI, Local Unions, Section 2

Amend Article XXI, Section 2 which reads as follows:

Sec. 2. Each Local Union, except Shop, Navy Yard Rigger, and Regional Local Unions, shall have an Examining Committee to examine the qualifications of candidates seeking admission as members of a Local Union of this body. A copy of every candidate’s application for membership shall be sent to International Headquarters for approval. Each application must bear the names of the Examining Committee, also the amounts of initiation fees. No membership numbers shall be granted for new members unless this rule is complied with. If a candidate is rejected, the application of such rejected candidate with the reason or reasons for rejection must be sent to International Headquarters.

By removing Section 2 from Article XXI and inserting same in Article XXVI, Section 8, Duties of the Examining Committee, as Section 8f to read as follows:

Sec. 8f. Each Local Union, except Shop and Navy Yard Rigger Local Unions, shall have an Examining Committee to examine the qualifications of candidates seeking admission as members of a Local Union of this body. A copy of every candidate’s application for membership shall be sent to International Headquarters for approval. Each application must bear the signature of the Business Manager or other Local Union Officer and the amounts of initiation fees. No membership numbers shall be granted for new members unless this rule is complied with. If a candidate is rejected, the application of such rejected candidate with the reason or reasons for rejection must be sent to International Headquarters.

GS NO. 9
Article XXVI, Constitution Governing All Local Unions, Section 15 and Appendix A, Ironworkers’ Standards of Excellence

Review Article XXVI, Section 15 and Appendix A, which read as follows, to consider adjustments in the amount of fines:

Standards of Excellence Charges and Fines

Sec. 15a. Fines for the first offense shall be no less than One Hundred Dollars ($100.00) or no more than one (1) day’s pay including fringe benefits and working assessments of eight (8) hours.

Sec. 15b. Members having been found guilty of a second offense, fines shall be no less than Five Hundred Dollars ($500.00) or no more than one (1) week’s pay including fringe benefits and working assessments of forty (40) hours.

Sec. 15c. Members having been found guilty of a third offense, fines shall be no less than One Thousand Dollars ($1,000.00) and no more than two (2) week’s pay including fringe benefits and working assessments of eighty (80) hours.

Sec. 15d. Any member found guilty of the aforementioned violations three (3) times within a three (3) year period may also be expelled from the Local Union subject to the approval of the General Executive Board.

GS NO. 10
Article XXVI, Constitution Governing All Local Unions, Section 16c

Amend Article XXVI, Section 16c which reads as follows:

Sec. 16c. The election of officers shall be held on a certain date or dates not more than once every three (3) years and the Local Union shall state during what hours the polls shall remain open, using a uniform ballot, to be copied from a sample with instructions thereon supplied by the General Secretary.

By substituting the following:

Sec. 16c. The election of officers shall be held on a certain date or dates not more than once every three (3) years and the Local Union shall state during what hours the polls shall remain open, using a ballot approved by the General Secretary. Canadian Local Unions, to the extent permitted by Canadian law and the Local Union By-Laws, may have five (5) year terms.
GS NO. 11
Article XXVI, Constitution Governing All Local Unions

Amend Article XXVI by inserting the following as a new Section:

Sec. ___ Special meetings may be held with the approval of the General Executive Board upon request of the Local Union President or Executive Committee which shall state the reason for holding such a special meeting. Special meetings may also be called by the General Executive Board. No business shall be transacted or considered that is not set forth in the request and call for such special meeting.

GS NO. 12
Appendix B, General Working Rules of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers for its Outside Chartered Local Unions

Amend Appendix B by changing the title to General Working Rules for Outside and Regional Local Unions.

I further recommend that Appendix B be referred to the appropriate Convention Committee for review and updating to current practices and procedures, as well as inserting section numbers for each topic.

GS NO. 13
Appendix C, Judges

Amend Appendix C which reads, in part, as follows:

Eligibility Requirements for Candidates for Judges of Election

A member, other than an apprentice, probationary or trainee member, who has been a member for two (2) years and is in good standing may serve as a Judge of Election. Judges of Election are not required to be in continuous good standing.

GS NO. 14
Appendix C, General Information and Rules in Connection with the Nomination and Election of Local Union Officers and/or Delegates to the International Convention

Amend Appendix C by changing the title to General Information and Rules for Elections and by inserting section numbers for each topic

GS NO. 15
Appendix C, Elections of Officers, Paragraph B

Amend Paragraph B which reads as follows:

B. The Local Union shall utilize a uniform permanent ballot, to be modeled on a sample supplied by the General Secretary. The ballot utilized by the Local Union must contain the same instructions as those contained on the sample.

By substituting the following:

B. The Local Union shall utilize a ballot which has been approved by the General Secretary.

GS NO. 16
All Relevant Sections of the International Constitution

In all Sections of the International Constitution which refer to mailing, add wording to accept submissions by electronic means.
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INTRODUCTION

I am pleased to present to you the General Treasurer’s report for the 43rd Convention. It is my honor to serve my fellow Iron Worker Brothers and Sisters as the General Treasurer of our great organization. I joined the Iron Worker organization in October 1981, and knew from my earliest days as an apprentice, I was part of a great and honorable trade. Over the years, I have received numerous opportunities to take on new challenges that only served to strengthen my commitment to the Iron Workers.

Article X-A of the International Constitution sets forth the duties and responsibilities of the General Treasurer, which are to safeguard the assets of the organization, maintain oversight and a complete accounting of all financial transactions, and provide a complete and transparent representation of all activities of this office.

Included in this report for your review, is a summary of the International funds under this office including the International Office Fund, Death Benefit Fund, International Ironworkers Organizing Fund, Initial Organizing Contract Fund and the Convention Fund. We are also presenting the five-year Audited Financial Statements for the Convention period prepared by our auditing firm, Bond Beebe, PC. The audit report is presented in an unconsolidated format to provide a more detailed view.

While the five-year audited Financial Statements present the “numbers,” the following section provides summaries and various graphics to illustrate the year-to-year cumulative effects and trends of the past five years.

GENERAL TREASURER’S OFFICE

The primary responsibility of this office is to govern and manage the financial activities of our International. In order to fully address these activities, this office oversees the various functions and processes that are handled through this office. This section of the report provides a brief discussion of some of the major tasks this office handles.

Membership services – Both the General Secretary’s office and General Treasurer’s office oversee the management of various membership services. This office specifically maintains the collection of local union receipts, monthly membership billing and membership reporting.

Accounting – Handles the day-to-day cash management for both receipts and disbursements and maintains all financial files.

Administration of Assessment Funds – Functions include processing International Death Benefit claims, financial activities of the International Ironworkers Organizing Fund, Initial Organizing Contract Fund and the Convention Fund. This office also administers payments for recipients of the John H. Lyons, Sr. Scholarship Foundation and distribution of relief payments for eligible members from the Ironworkers Disaster Relief Fund.

Bonding – The General Treasurer’s office works with the International’s insurance agent to secure the Labor Organization Bond for the International, district councils and local unions. This coverage is required under the Labor-Management Reporting and Disclosure Act of 1959; which requires bonding of 10% of the sum of the organization’s anticipated receipts and liquid assets. The bond is written for a three-year period; of which the current bond term is from June 30, 2014 – June 30, 2017. The bond has been written with a safety-net rider which automatically increases the coverage amount based on the bond year’s calculated bond amount.

Investments – The General Treasurer’s office is responsible for investing International funds. Investments are made based on the specific requirements for each fund. Fund reserves not needed to fund operations are placed with investment managers or with a broker in corporate bonds or government agency instruments when it is known that funds will be needed in accordance with a specific timeline. Regardless of the investment type, the performance and compliance with our investment policies are monitored by the General Executive Board for compliance and market returns.

Audit Committee – The General Treasurer position also serves as the Audit Committee Chairman whose members include two members of the General Executive Council, at least one headquarters staff member and the Controller. In addition, the International’s General Counsel and a Bond Beebe auditor representative also serve in an advisory capacity. The Committee meets twice annually to review the expenses of the General Officers and recommends changes to the official Iron Workers Expense Policy. The Committee also recommends and reviews compliance audits that are assigned by the General President’s office.

Compliance Reporting – This function is discussed in detail below and includes the International Accountability, official audit reports, and the Trustee
Audit Compliance Program reports and functions. The General Treasurer’s office also provides assistance and guidance to U.S. local unions regarding filing annual financial Labor-Management reports (LM-2, LM-3 & LM-4) for labor organizations and Form LM-30 for individuals.

**Personnel** – This office oversees all payroll, fringe benefit administration and human resources processes for all International personnel. During this Convention period, the position of human resources manager was added to the General Treasurer’s staff to fully address the hiring process, fringe benefit programs, human resource reporting requirements and set up an annual evaluation system for all staff and office employees.

**INTERNATIONAL OFFICE FUND**

The International Office Fund (Fund) includes both the General Fund and the General Treasurer’s Fund. Collectively, these funds represent the operational activity of the International Association.

The General Fund represents the financial reserves of our International Association. All local union receipts are initially deposited into the General Fund. Local union receipts include monthly per capita tax, supplemental per capita, fees, and sale of supplies. Monthly transfers are calculated and made to the Death Benefit Fund, the Convention Fund, the Initial Organizing Contract Fund and the International Ironworkers Organizing Fund according to their assessment rates and supplemental income collected as defined by the International Constitution.

General Fund per capita and investment income are maintained in the General Fund until checks are presented for payment from the General Treasurer’s Fund to meet the operational requirements of the International Association. General Fund monies stay invested in the General Fund to ensure interest earnings on all available funds.

The General Treasurer’s Fund is the checking account for the Fund and is used to pay all operating expenses. This financial report is represented using the following comparative charts:

- International Association Assets
- Receipts
- Disbursements/Expenses
- Personnel Expenses (Salaries, Fringe Benefits, Travel)
- General & Administrative Expenses
- Per Capita Tax to Affiliates
- Professional Fees

International Association’s Net Assets, or Fund Balance, is reported as Cash, Investments and Capitalized Assets (Furniture, Software and Equipment). During the prior Convention period, steps were taken to limit the exposure of the General Fund by moving assets to an investment manager whose philosophy is to minimize risk to the principal. As a result of this strategy, our reserves remain protected and continue to conservatively grow as the economy slowly recovers.

The International’s ending fund balances are presented below in the following chart for the 2006 and 2011 Convention years and the five years of the current 2011-2016 Convention period.

The changes in the fund balance of the International Association during the Convention period in the chart above reflects an increase in fund balances from $42,331,372 in 2011 to $55,464,735 in 2016 for a total increase of $13,133,363, or a 31.02% increase. This increase in International Assets is due to a combination of:

- $4.00 increase in per capita approved by the delegates at the 2011 Convention.
- Additional per capita income generated from the gains in membership during the Convention period. The General Secretary’s membership recapitulation report reflects an increase of 4.4% during the Convention period as compared to a decrease of 3.6% during the previous Convention period. Increases in membership is a combination of the organizing efforts taking place under both the Outside Organizing and Initial Shop Organizing Contract Funds and the continuing development and improvement in our Training and Apprenticeship Programs.
Receipts for the Convention period are presented in this section. The increase in local union receipts from 2012 to 2016 was due to the increase in the fixed per capita rate approved by the delegates during the 2011 Convention.

In addition, membership increased from 122,664 total members in June 2011 to 128,327 total members in June 2016, an increase of 5,663, or a 4.6%. Of this, there were 97,677 active members (Outside and Shop Journeymen, Apprentices, Probationary and Trainee members).

During this Convention period, November 2015 was the peak membership month with 130,207 total and 99,550 active members. November 2008 was the last peak in membership with 140,819 total members and 111,383 active members.

The charts below present International receipts during the Convention period. Chart 1 reflects all local union receipts including per capita, initiation and reinstatement fees and travel service dues collected during the five-year period.

Chart 2 includes all other receipts collected during the convention period including:

- Investment income includes interest, dividends and net realized gain or loss from investments.
- Administrative receipts from affiliates for reimbursements of costs.
- Other income which includes miscellaneous income such as credit card royalties, Union Privilege program reimbursements, refunds from vendors, etc.

Expenses for the Convention period are presented in this section.

Personnel Costs as shown below include salaries, related payroll and travel expenses, pension contributions, health and welfare premiums, and other benefits.

The chart below reflects the personnel statistics for the Convention period. International Officers, Staff
and Administrative employee counts increased by 37; primarily due to the staffing of the Organizing Department. Personnel of the Pension Department, National Fund and IMPACT are employees of the International, but are “leased-back” to the affiliates for their share of payroll and fringe benefit costs.

During the 2011 Convention, the delegates voted for annual salary increases “based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.” Annual wage increases were 0% for 2012, 2.55% for 2013, 1.44% for 2014, 1.84% for 2015 and 1.87% for 2016. The 2016 increase was calculated from wage rates reported on the fiscal year 2015 wage rates reported on the Official Audit Report for all outside local unions. The General Executive Board determined that this calculation method is more accurate than under the Construction Labor Research Council version. The audit report requires that wage rates in effect at the end of the audit reporting period are reported; and are, accordingly more current and accurate than under the previous method. The Recommendations section of this report includes my recommendation to ratify the General Executive Board’s decision to utilize the wage rates reported in the annual Official Audit Report.

Healthcare costs, which are evaluated annually, continued their upward trend over the past five years. To help offset premium costs, the International offers employees an “opt-out” plan that provides a cash incentive to elect healthcare coverage under a family member’s coverage outside of the Iron Workers healthcare program. This incentive is also made available to staff who have accrued health benefits from their local union or district council health plan.

Effective January 1, 2013, the merger between the Bridge and Iron Workers Staff Retirement Plan and the International Association Full-Time Salaried Officers and Employees of Outside Local Unions and District Council Pension Plan was completed. The merger provided relief to the former Bridge Plan’s funding requirements for a single-employer sponsored plan and eliminated required additional contributions due to the funding requirements under the Pension Protection Act of 2006 for single-employer defined benefit pension plans.

Prior to the merger, additional lump sum annual contributions were made of $1.5 million and $700,000 for fiscal years 2012 and 2013, respectively, for a total of $2.2 million. The merger also provided resources to enable the General Fund to begin making principal payments to reduce the $12 million loan from the Death Benefit Fund. As of June 30, 2016, the outstanding loan balance was $8.4 million.

### General and Administrative Expenses

include: printing costs, office supplies, rent, insurance, bonding, professional fees, and the costs of special meetings such as Business Agents’ Conferences and Seminars, Legislative Trades and General Executive Council meetings.

Overall, general and administrative expenses increased over the period. The increases from 2012 are primarily due to increases in rent expense from $2.4 million in 2012 to $2.8 million in 2016. The Iron Workers is the majority partner and lessee in the building that serves as International Headquarters for our union and two other International unions. This increase was partially offset by the systematic repayment of the Death Benefit loan which led to lower interest payments due to the Death Benefit Fund.

### Per Capita Tax to Affiliates

are paid on members to the AFL-CIO, the Building Trades, the Canadian Labour Congress and various other trades. The increase during the Convention period is due to an increase in membership.

### Professional Fees

include attorneys and auditing fees, as well as, costs for outside consultants. The increase during the Convention period is due to outside consultant costs including: software maintenance and support to maintain LM-2 reporting, costs and maintenance fees for the development of the web-based IWATS and IWITS systems, and other software upgrades.
DEATH BENEFIT FUND

The ending fund balances are presented below in the following chart for the 2006 and 2011 Convention years and the five years of the current 2011-2016 Convention period.

Receipts for the Death Benefit Fund consisted of $7,584,249 in investment income, $4,421,582 in monthly assessment income, $966,786 in travel service dues and $26,795 in other income for a total of $12,999,412 during the five-year period. Disbursements included $14,062,311 in member benefits and $1,053,278 in administrative, investment and professional fees for total disbursements of $15,115,589.

The Death Benefit Fund is dependent on investment income to provide the funding needed to cover the cost of annual benefits paid to members’ families. Interest income from the General Fund loan of $2,902,876 has helped to ease the market fluctuations over the past 10 years. The chart below illustrates the receipts and disbursements of the Fund during the Convention period.

The following chart represents changes in the Death Benefit Fund balance for the 2011-2016 Convention period. Since the 2011 Convention, the Death Benefit Fund decreased by $2,116,177 or 6.74%.
The above table illustrates the claims paid during the 2011-2015 calendar years. Claims were denied to 27 members for being in arrears and 74 other members for not meeting eligibility requirements.

On April 12, 2013, the General Executive Council took action to remove the 12-month continuous membership requirement for eligibility of an International Death Benefit. The Recommendations section of this report includes my recommendation to ratify the General Executive Council’s action to remove the 12-month eligibility requirement.

**INTERNATIONAL IRONWORKERS ORGANIZING FUND**

The International Ironworkers Organizing Fund (Organizing Fund) was created by action of the Delegates assembled at the 39th Convention. The initial assessment was set at $1.00 per member per month on all outside active members. This assessment was increased to $4.00, effective January 1, 2007, at the 41st Convention in 2006. Action was taken at the 42nd Convention to transition the income base from a fixed monthly assessment to a working assessment based on ¼ of 1% of the average journeyman wage rate for every hour reported. This change not only provided additional resources for the Organizing Department, it no longer forced non-working members to pay the $4.00 monthly assessment. If the member is not working, there is no Organizing Fund assessment due from the member.

Implementing this change required the development of a billing system in which local unions report hours worked by journeyman wage rate on a monthly basis. The new billing system was built as part of the IWITS program with the Supplemental billing beginning in January 2012. The ending fund balances are presented below in the following chart for the 2006 and 2011 Convention years and the five years of the current 2011-2016 Convention period. Since the 2011 Convention, the Organizing Fund increased by $3,595,441 or 74.3%.

Assessment income for the Organizing Fund increased from $19,181,085 in the previous 2006-2011 Convention period to $39,777,275 in the current 2011-2016 Convention period. The Organizing Fund also generated $755,098 in investment income and $11,696 in other income for a total income of $40,544,069 for the Convention period. The new revenue structure provided the funding needed to staff and continue developing the Organiz-
Staffing at the end of this Convention period includes an Organizing Director, Assistant to the Organizing Director, 4 Campaign Coordinators, 19 District Council Organizers, 2 Community Organizers, 2 Field Researchers and 4 administrative staff. Collectively, this group carries out the activities described in the Organizing Department section of the General President’s Report.

Other costs of the Organizing Fund include funding specific organizing efforts for various district councils and local unions and educational efforts including A.C.E.S., the Comet Program and the annual Organizing Summit. The average monthly expenses are approximately $780,000 per month at the current level. With a fund balance of $8.4 million, this leaves 11 months of reserves for the Fund.

During the Convention period, total receipts were $40,544,069 and total disbursements were $36,948,629 for a net gain of $3,595,440. The table below reflects the ending fund balances for each year of the Convention period.

### INITIAL ORGANIZING CONTRACT FUND

The Initial Organizing Contract Fund (Shop Organizing Fund) was established to defray the cost of legal defense, research, educational materials and to help workers organize and obtain an initial contract. Action was taken at the 37th Convention in 1986 to assess active Shop members a $3.00 monthly assessment to fund costs of the Shop Organizing Fund. At the 42nd Convention, delegates took action to also transition to a working assessment based on 1/8 of 1% of the average journeyman wage rate for every hour reported.

However, the Executive Director of the Shop Department determined it impossible to determine journeyman wage rates and hours worked. General Executive Council action approved the Executive Director’s recommendation for an alternate method to increase the monthly assessment from $3.00 to $4.00 per active Shop member per month. The Recommendations section of this report includes my recommendation to ratify the General Executive Council’s action to convert the monthly Shop Organizing assessment to a fixed amount.

The ending fund balances are presented below in the following chart for the 2006 and 2011 Convention years and the five years of the current 2011-2016 Convention period. Since the 2011 Convention, the Shop Organizing Fund increased by $851,549. The Shop Department’s organizing and staffing efforts during this Convention period resulted in replenishing the Shop Organizing Fund.
The chart below illustrates the receipts and disbursements of the fund during the Convention period.

During this Convention period, total receipts were $2,287,739 with total disbursements of $1,436,188 for a net increase of $851,549. The table below reflects ending fund balances for each year of the Convention period.

**CONVENTION FUND**

The Convention Fund collects assessments to cover International Convention costs held every five years (bottom table). The monthly Convention Assessment is $2.10 for Outside members and $1.05 for Shop, Navy Yard Rigger and Regional members. The assessment has been maintained at this level since January 1, 1992.

The following chart reflects the cost of previous Conventions and the projected cost for the 43rd Convention. Previous Conventions are also stated in 2016 equivalent dollars (source: Annual CPI Inflation Index).
Delegates at the 40th Convention passed resolutions to decrease the cost of the Convention by reducing the number of travel days from 6 to 3 days and changing the airfare travel allowance to “direct coach-class airfare”. As a result of this change, the 41st Convention costs were not only fully covered by the Convention Assessment and investment income, the cost reduction yielded a surplus of $2,082,199. Our current projection is that after all of the costs of the 43rd Convention are paid the Convention Fund will have reserves of $4,791,986 to begin setting up for the 44th Convention.

**COMPLIANCE REPORTING**

**Accountability Program** – The Accountability Program tracks local union compliance for the submission of required reports and the remitting of amounts owed to the International and IMPACT. International Staff (District Council Presidents and Shop Staff) are designated as monitors and are assigned to monitor specific local unions. Monitors report directly to the General Treasurer’s office.

Required reporting includes monthly per capita and hours worked reports, annual audit and Trustee Compliance reports, as well as, the required filing of the annual LM-2, LM-3 or LM-4 for U.S. local unions. This program also tracks and monitors the timeliness of local union payments to the International for per capita billings and IMPACT for contributions.

Accountability reports are generated on a monthly basis. Delinquent filing of reports or failure to remit payment on a timely basis will trigger an assignment letter to the designated monitor.

**Local Union Audits** – Article XXI, Section 23 of the International Constitution requires all affiliated local unions and district councils to file the International’s version of the Official Audit Report. The report must be filed both electronically and in paper form. Collected electronic data provides vital information that is utilized throughout the International’s activities and reports. The Recommendations section of this report includes my recommendation to extend the current 90 day reporting submission deadline to 120 days to provide the time needed for U.S. affiliates to file required Department of Labor reports.

**Trustee Compliance Audit Program** – This is a program implemented by retired General Treasurer Edward McHugh. The overall purpose of the program is to promote understanding compliance requirements for International and federal reporting requirements; ensuring that the day-to-day activities of the local union are in accordance with local union by-laws; and recognizing when cost-cutting measures are needed to ensure the local union’s future. Trustees are tasked with reviewing the annual financial reports, reviewing insurance matters and compliance with local union by-laws.


The required report is based on the amount of annual receipts the organization takes in. Form LM-2 is required for filers with receipts of $250,000 or more. Form LM-2 filers must use the Electronic Forms System (EFS) to file their reports, Form LM-3 is required for filers with receipts between $10,000 and $250,000, and Form LM-4 is required for filers with receipts under $10,000. For fiscal years ended during the calendar year 2016, Form LM-3 and LM-4 filers have the option to file through the EFS or in paper format. Effective January 1, 2018, all Form LM-3 and LM-4 filers must file annual reports via the EFS system.

The General Treasurer’s office provides guidance to U.S. local unions and district councils for Department of Labor annual reporting requirements. This office also files the annual LM-2 forms for the International and U.S. local unions under International trusteeship.

All International LM-2 reports were filed in a timely manner during the Convention period. This office continues to assist many local unions, district councils and auditors as requested.

**LM-30** – As enacted in 1959, the LMRDA requires a union officer to report anything of value received from a represented employer to prevent kickbacks or payoffs. Under the Obama Administration, requirements for filing the report were increased from a de minimus level of $25.00 to $250.00.

The General Treasurer’s office provides information, as directed by the Department of Labor, regarding reportable events, reporting requirements, due dates and OLMS guidelines to all International Officers, Staff, employees and local unions. We continue to provide updates as they are issued by the Office of Labor Management Standards.
CONCLUSION

I am honored to serve my fellow Brothers and Sisters as the General Treasurer of our great Union. I was initially hired by then General President Jake West as General Organizer, assigned to head the Organizing Department. During my tenure, while serving General Presidents Joseph Hunt and Walter Wise, we expanded the department from myself and my assistant to having organizers in most District Councils supported by a team of Campaign Coordinators and Researchers. We developed programs to support organizing efforts such as A.C.E.S. (Analyzing Construction Employers Strategically) and the Associate Membership Program. In addition, we conducted organizing campaigns throughout North America, providing workers a platform and opportunity to better their lives and working conditions. Today, Director Dave Gornewicz has taken on this position and continues our organizing efforts.

Together with Executive Director of Reinforcing Steve Parker, we developed and implemented the Regional District Council (RDC) to recapture the reinforcing market. In 2004, we had less than 190 members employed placing reinforcing steel in the geographical jurisdiction, making up the RDC. At this time, there are over 2,500 union members employed in the Rebar industry. Today, Steve serves as both the Reinforcing Executive Director and the Regional District Council President.

While preparing this report, I reviewed then General Treasurer Ed McHugh’s report for the 2011 Convention. The previous administration was able to keep our finances fiscally sound, while faced with investment market at its worst in decades, $33.5 million in required deficit reduction payments to the Staff Retirement Plan and a membership that had declined by 16.9% from November 2008 through June 2011.

Since that time, the overall economy has slowly begun to recover, which has, in turn, brought improvements in the investment market. We no longer are experiencing the extraordinary investment losses that occurred during the previous Convention period. The merging of the Staff Retirement Plan into the Local Union and District Council Pension Plan brought relief to the funding requirements of a single-employer plan. The overall economic recovery has allowed our membership to grow with the resurgence in the construction industry.

While I took on the position of the General Treasurer only a year ago, I remain excited about this new endeavor. I take my duties seriously and understand the importance of not only safeguarding our assets but to also seek out opportunities to improve our financial position to protect the future of our great organization. We have affiliated with the Council of Industrial Investors (CII) expanding and diversifying organizing strategies and tactics. CII membership provides access to institutional investors who finance construction loans. We use this access to create an avenue for workers to share their stories in order to influence investors to agree to lend responsibly and ethically. In an effort to maintain members’ trust, we have begun the process in developing in-depth training to provide trustees the knowledge needed to efficiently oversee the finances of their local union. The legal responsibilities as required by the Department of Labor and the completion of the Local Union Trustees Audit will be addressed.

At this point, I want to recognize the various members of my team in the General Treasurer’s office. Collectively and individually, my team understands the importance of taking care of and servicing our members, local unions and district councils. My Executive Secretary, Terry Suite, whose thoughtfulness, compassion and diligence is a constant reminder of our responsibilities to our members. Our Controller, Gaye Schmidt, whose knowledge of accounting and our organization is an invaluable asset to this department. The Accounting Department of the General Treasurer’s office consists of Jonathan Hammond, Tracy McCoy, Tina Spriggs, Melat Esayas, Deirdre Adams and Helen Gunn. Collectively, this group records all International income and pays out the expenses for each fund handled by this office.

Our Human Resources Manager, John Capitelli, serves as liaison between management and office employees. He has made improvements in many of our benefits programs including tuition assistance and disability programs. The Mailroom is headed by Sean Duritsa with James Wilhelm and Linell Hawkins. This group provides assistance to every department at the International. And finally, the first person every caller talks to when calling in through our switchboard, we have our receptionist, Patricia Battle. I appreciate their efforts in assisting me in carrying out the duties and responsibilities of this office.

But nothing would be possible without the cooperation and support of the officers of our local unions and the Delegates of the 43rd International Convention. I appreciate your help, welcome your input and your support as we work, in solidarity, to represent our Brothers and Sisters, and grow our great Union.
I am truly excited for the future as we enter this new chapter together to take the steps to securing the future of the Iron Workers. I believe it is vital to continue and expand the various programs our predecessors began and provide representation to those currently working in our industry without the protections of our great union.

**RECOMMENDATIONS**

**GT NO. 1**

**Article VI, Representation, Section 1a**

Amend Article VI, Section 1a which reads as follows:

Sec. 1a. Each Local Union except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation as follows: One delegate for 100 members or less and an additional one for each 100 or major fraction thereof up to 500; one for each additional 250 or major fraction thereof up to 1,000; and one for each additional 500 or major fraction thereof thereafter, which shall be determined by the average number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention, plus the average number of Lifetime member months, including honorary dues paying members.

By substituting the following:

Sec. 1a. Each Local Union except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation based on the total dues payments billed during the delegate calculation period in accordance with the Outside and Regional Delegate Chart. Total dues payments shall be equal to the sum of 1) dues payments billed and 2) the number of lifetime member months during the convention calculation period which shall be determined by the number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention.

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**GT NO. 2**

**Article VI, Representation, Section 1b**

Amend Article VI, Section 1b which reads as follows:

Sec. 1b. Each Shop, Navy Yard Rigger and Regional Local Union shall be entitled to representation as follows: One delegate for less than 500 members, two delegates for 500 and less than 1,000 members, three delegates for 1,000 and less than 1,500 members; four delegates for 1,500 and less than 2,500 members; five delegates for 2,500 and less than 3,500 members; and six delegates for 3,500 members or more.

By substituting the following:

Sec. 1b. Each Shop and Navy Yard Rigger Local Union shall be entitled to representation based on the total dues payments billed for during the five (5) years ending the last day in December of the year preceding the Convention in accordance with the Shop Delegate Chart.
Amend Article VIII, Sections 1 through 6 which reads as follows:

Sec. 1. The General President shall receive a salary of Three Hundred Forty-Two Thousand Five Hundred and Thirteen Dollars ($342,513.00) per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General President shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.

Sec. 2. The General Secretary shall receive a salary of Two Hundred Seventy-Two Thousand One Hundred Fifty-Three Dollars and Fifty Cents ($272,153.50) per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General Secretary shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.

Sec. 3. The General Treasurer shall receive a salary of Two Hundred Thirty-Nine Thousand and Nine Hundred Seventy-Four Dollars ($239,974.00) per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General Treasurer shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.

Sec. 4. The General Vice Presidents shall each receive a salary of One Hundred Eighty-Three Thousand and One Hundred Seventy Dollars ($183,170.00) per year. Effective January 1, 2012, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. They shall each receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.

Sec. 5. The General Organizers shall each receive a salary of Five Hundred Twenty-eight Dollars per day ($528.00) per day. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. They shall receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.

Sec. 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of Five Hundred Twenty-eight Dollars per day ($528.00) per day. Effective January 1, 2012, and each January 1st thereafter, said member shall receive an increase in salary based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. Said member shall receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012. Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

By substituting the following:

Sec. 1. The General President shall receive a salary of Three Hundred Sixty-Nine Thousand Six Hundred and Forty-Eight Dollars ($369,648.00) per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General President shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses, effective January 1, 2012.
thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. The General President shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses.

Sec. 2. The General Secretary shall receive a salary of Two Hundred Ninety-Three Thousand Seven Hundred and Fourteen Dollars ($293,714.00) per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. The General Secretary shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses.

Sec. 3. The General Treasurer shall receive a salary of Two Hundred Fifty-Eight Thousand Nine Hundred Eighty-Five Dollars and Fifty Cents ($258,985.50) per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. The General Treasurer shall receive all necessary expenses and One Hundred Dollars ($100.00) per day for daily expenses.

Sec. 4. The General Vice Presidents shall each receive a salary of One Hundred Ninety-Seven Thousand Six Hundred Eighty-One Dollars and Fifty Cents ($197,681.50) per year. Effective January 1, 2017, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall each receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses.

Sec. 5. The General Organizers shall each receive a salary of Five Hundred Seventy Dollars and Fifty Cents ($570.50) per day. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses.

Sec. 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of Five Hundred Seventy Dollars and Fifty Cents ($570.50) per day. Effective January 1, 2017, and each January 1st thereafter, said member shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. Said member shall receive transportation, reasonable lodging, and One Hundred Dollars ($100.00) per day for daily expenses. Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

GT NO. 4
Article XIII, General Executive Council, ADD NEW Sec. 14

Amend Article XIII by adding a new section to be known as Section 14:

Sec. 14. Upon review and consideration, if the General Executive Council deems it advisable, action can be taken to combine or consolidate any of the segregated International bank and finance accounts/funds for investment purposes. The General Treasurer shall continue to track amounts received and spent based upon the source and purpose of the income.

GT NO. 5
Article XVI, Sources of Revenue, Section 1

Amend Article XVI, Section 1 which reads as follows:
Sec. 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential, and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. Initial Organizing Contract Fund Assessment
10. International Ironworkers Organizing Fund Assessment
11. Such other sources as may from time to time be appropriate

By substituting the following:

Sec. 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential, and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. Initial Organizing Contract Fund Assessment
10. International Ironworkers Organizing Fund Assessment
11. Such other sources as may from time to time be appropriate

GT NO. 7
Article XVI, Sources of Revenue, Section 2b

Amend Article XVI, Section 2b, which reads as follows, by deleting it in its entirety and renumbering the remaining sections accordingly:

Sec. 2b. Per Capita Tax of Thirteen Dollars ($13.00) for members of Regional Local Unions shall be increased by Two Dollars and Fifty Cents ($2.50) each year on January 1, 2012, January 1, 2013, January 1, 2014 and January 1, 2015. Effective January 1, 2016, Regional members Per Capita Tax shall be increased to that of Outside members Per Capita Tax. Any other increases taken either by
Convention or General Executive Council action shall also be paid by Regional members.

GT NO. 8
Article XVI, Sources of Revenue, Section 2d

Amend Article XVI, Section 2d, which reads as follows:

Sec. 2d. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of one-quarter of one percent (1/4 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Ironworkers Organizing Fund.

By changing to Section 2c and substituting the following:

Sec. 2c. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International which shall be distributed in accordance with the following: one-eighth of one percent (1/8 of 1%) to the General Fund and two-eighths of one percent (2/8 of 1%) to the International Ironworkers Organizing Fund.

GT NO. 9
Article XVI, Sources of Revenue, ADD NEW SECTION Sec. 2d

Amend Article XVI by adding a new section to be known as Section 2d:

Sec 2d. Each Shop and Navy Yard Rigger Local Union shall pay an International Supplemental Per Capita Tax of Five Dollars and Fifty Cents ($5.50) per member per month which shall be distributed in accordance with the following: Fifty Cents ($0.50) to the General Fund and Five Dollars ($5.00) to the Shop Organizing Fund as designated in Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Sec. 14a.

GT NO. 10
Article XIX, General Rules, Section 1

Amend Article XIX, Section 1 which reads as follows:

Sec. 1. The standard initiation fee for outside Local Unions of the International Association shall be Five Hundred Dollars ($500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be One Hundred Dollars ($100.00). The standard reinstatement fee for outside Local Unions shall be Eight Hundred Dollars ($800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representative(s) may, at its discretion, reduce the initiation or reinstatement fee for members of any Local Union or for any and all Local Unions for any period. Fifty percent (50%) of all initiation and reinstatement fees must be immediately remitted along with the application to the office of the General Treasurer.

By substituting the following:

Sec. 1. The standard initiation fee for outside Local Unions of the International Association shall be Five Hundred Dollars ($500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be One Hundred Dollars ($100.00). The standard reinstatement fee for outside Local Unions shall be Eight Hundred Dollars ($800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representative(s) may, at its discretion, reduce the initiation or reinstatement fee for members of any Local Union or for any and all Local Unions for any period. The Local Union will be billed for fifty percent (50%) of all initiation and reinstatement fees by the General Treasurer.

GT NO. 11
Article XXI, Constitution Governing All Local Unions Local Unions, Section 23a

Amend Article XXI, Section 23a which reads as follows:

Sec. 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank state-
ments covering all funds of the audit, to International Headquarters not later than ninety (90) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

By substituting the following:

Sec. 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International Headquarters not later than one hundred and twenty (120) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

GT NO. 12
Article XXI, Local Unions, Section 24a

Amend Article XXI, Section 24a which reads as follows:

Sec. 24a. Local Unions in the United States who invest in financial institutions other than those carrying Federal Deposit Insurance may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts guaranteed by the Federal Government must engage a custodial bank and an Investment Manager registered under the Securities and Exchange Act of 1934 to invest the assets of the Local Union pursuant to a written signed set of investment guidelines. Such investment guidelines shall set forth the investment mix, as well as those security types that are not to be utilized in investing the assets of the Local Union. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

By substituting the following:

Sec. 24a. Local Unions in the United States who invest in financial institutions other than those carrying Federal Deposit Insurance may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts guaranteed by the Federal Government must engage a custodial bank and an Investment Manager registered under the Securities and Exchange Act of 1934 to invest the assets of the Local Union pursuant to a written signed set of investment guidelines. Such investment guidelines shall set forth the investment mix, as well as those security types that are not to be utilized in investing the assets of the Local Union. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use and no alternative investments such as hedge funds, venture capital, private placement debt, etc. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

GT NO. 13
Article XXI, Local Unions, Section 24b

Amend Article XXI, Section 24b which reads as follows:

Sec. 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the Government of Canada may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts of a major bank chartered by the Government of Canada, must engage a bank or similar financial institution supervised by the Government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. A copy of the current investment guidelines shall be forwarded to the International Association together with the name and address of the custodial bank and the firm providing investment management services. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.
By substituting the following:

Sec. 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the Government of Canada may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts of a major bank chartered by the Government of Canada, must engage a bank or similar financial institution supervised by the Government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use and no alternative investments such as hedge funds, venture capital, private placement debt, etc. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

GT NO. 14
Article XXI, Local Unions, Section 28b

Amend Article XXI, Section 28b which reads as follows:

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify, in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall not be submitted to their employers until same has been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-eighths of one percent (5/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

By substituting the following:

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify, in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall not be submitted to their employers until same has been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-eighths of one percent (5/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.
Amend Article XXI, Section 28c which reads as follows:

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not be submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-sixteenths of one percent (5/16 of 1%) of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

By submitting the following:

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not be submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-sixteenths of one percent (5/16 of 1%) of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.
Executive Board. The report must contain, among other things, all necessary information requested concerning members initiated, reinstated, transferred in, transferred out, suspended, deceased, or revoked. Any Financial Secretary who accepts dues from a member who is six (6) months or more in arrears shall be fined One Hundred Dollars ($100.00) after trial to be conducted by the Local Union. The fine shall revert to the International Association.

By substituting the following:

Sec. 1. Financial Secretaries shall render a report to the General Secretary concerning all of the financial activities of the Local Union. This report shall be rendered by each Local Union Financial Secretary in accordance with the instructions prescribed by the General Executive Board. The report must contain, among other things, all necessary information requested concerning members initiated, reinstated, transferred in, transferred out, suspended, deceased, or revoked.

GT NO. 17
Article XXVI, Constitution Governing All Local Unions

Amend Article XXVI by adding a new section to read as follows:

Sec. ___ The funds of this Local Union shall not be appropriated, contributed, or donated, except for the purpose of maintaining and helping others maintain union principles, wages and/or hours as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions, appropriations, or donations must be proposed at a regular meeting and be sustained by a majority vote, stating purpose, amount, etc., and if such amount is over One Thousand Dollars ($1,000.00) such amount shall again be voted upon at the following regular meeting as unfinished business; a vote of two-thirds (2/3) of the members present is necessary to carry, unless otherwise stated in the Local Union By-Laws.

GT NO. 18
Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Section 14a

Amend Article XXVIII, Section 14a which reads as follows:

Initial Organizing Contract Fund

Sec. 14a. - Initial Organizing Contract Fund - Each Shop and Navy Yard Rigger Local Union shall pay the sum of one-eighth of one percent (1/8 of 1%) of the applicable hourly wage rate for each hour worked per member per month to the Initial Organizing Contract Fund, a separate fund maintained for the purpose of defraying the Local Union’s expenses in obtaining the first initial contract following the organizing of a Shop. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

By substituting the following:

Shop Organizing Fund

Sec. 14a. - Shop Organizing Fund - Each Shop and Navy Yard Rigger Local Union shall pay the sum of Five Dollars ($5.00) per member per month to the Shop Organizing Fund, a separate fund maintained for the purpose of defraying the Local Union’s expenses related to organizing. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

GT NO. 19
All Relevant Sections of the International Constitution

In all Sections of the International Constitution which refer to banking procedures, add wording to include electronic banking.
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Financial Statements

REPORT OF INDEPENDENT AUDITORS

General Executive Council
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Report on the Financial Statements

We have audited the accompanying unaudited financial statements of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, which comprise the unaudited statements of assets, liabilities and net assets · modified cash basis as of June 30, 2016 and July 1, 2011 and the related unaudited statements of revenue, expenses and changes in net assets · modified cash basis and cash flows · modified cash basis for the years ended June 30, 2016, 2015, 2014, 2013 and 2012, and the related notes to the unaudited financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these unaudited financial statements in accordance with the modified cash basis of accounting described in Note 2: this includes determining that the modified cash basis of accounting is an an acceptable basis for the preparation of the unaudited financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of unaudited financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these unaudited financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the unaudited financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the unaudited financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the unaudited financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the unaudited financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the unaudited financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.
Opinion

In our opinion, the unconsolidated financial statements referred to above present fairly, in all material respects, the unconsolidated assets, liabilities and net assets of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers as of June 30, 2016 and July 1, 2011 and the unconsolidated changes in its net assets and its cash flows for the years ended June 30, 2016, 2015, 2014, 2013 and 2012 in accordance with the basis of accounting as described in Note 2.

Basis of Accounting

We draw attention to Note 2 of the unconsolidated financial statements, which describes the basis of accounting. The unconsolidated financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Brad Becker
A Professional Corporation
Bethesda, MD
July 14, 2016
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS
UNCONSOLIDATED STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS - MODIFIED CASH BASIS
JUNE 30, 2016 AND JULY 1, 2011

INTERNATIONAL OFFICE

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$8,963,167</td>
<td>$6,186,632</td>
</tr>
<tr>
<td>Due from related parties</td>
<td>$675,924</td>
<td>$467,171</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$8,915</td>
<td>-</td>
</tr>
<tr>
<td>Investments</td>
<td>$51,851,657</td>
<td>$45,057,439</td>
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<tr>
<td>Furniture and equipment • net of accumulated depreciation of $1,084,255 and $1,090,681</td>
<td>$144,424</td>
<td>$282,462</td>
</tr>
<tr>
<td>Automobiles • net of accumulated depreciation of $294,122 and $139,435</td>
<td>$115,828</td>
<td>$241,983</td>
</tr>
<tr>
<td>Leasehold improvements • net of accumulated depreciation of $5,309,340 and $3,846,171</td>
<td>$131,917</td>
<td>$1,577,548</td>
</tr>
<tr>
<td>Software • net of accumulated amortization of $1,792,308 and $50,073</td>
<td>$3,013,913</td>
<td>$1,697,302</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$64,905,745</strong></td>
<td><strong>$55,420,537</strong></td>
</tr>
</tbody>
</table>

LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renovation loan</td>
<td>-</td>
<td>$588,343</td>
</tr>
<tr>
<td>Payroll withholdings and taxes payable</td>
<td>-</td>
<td>$1,351</td>
</tr>
<tr>
<td>Loan from Death Benefit Fund</td>
<td>$8,400,000</td>
<td>$12,000,000</td>
</tr>
<tr>
<td>Interfund payable</td>
<td>$1,041,010</td>
<td>$499,471</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>9,441,010</strong></td>
<td><strong>13,089,165</strong></td>
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<tr>
<td><strong>NET ASSETS</strong></td>
<td><strong>55,464,735</strong></td>
<td><strong>42,331,372</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$64,905,745</strong></td>
<td><strong>$55,420,537</strong></td>
</tr>
</tbody>
</table>

DEATH BENEFIT FUND

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$514,030</td>
<td>$565,782</td>
</tr>
<tr>
<td>Loan to General Fund</td>
<td>$8,400,000</td>
<td>$12,000,000</td>
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<tr>
<td>Investments</td>
<td>$20,480,679</td>
<td>$18,919,324</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$29,394,709</strong></td>
<td><strong>$31,485,106</strong></td>
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LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interfund payable</td>
<td>$103,002</td>
<td>$77,222</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td><strong>29,291,707</strong></td>
<td><strong>31,407,884</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$29,291,707</strong></td>
<td><strong>$31,407,884</strong></td>
</tr>
</tbody>
</table>

See Notes to Financial Statements
### CONVENTION FUND

**ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,834,029</td>
<td>$4,290,620</td>
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<tr>
<td>Interfund receivable</td>
<td>253,923</td>
<td>248,316</td>
</tr>
<tr>
<td>Investments</td>
<td>12,584,966</td>
<td>10,231,665</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$15,672,918</td>
<td>$14,770,601</td>
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</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>$15,672,918</td>
<td>$14,770,601</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$15,672,918</td>
<td>$14,770,601</td>
</tr>
</tbody>
</table>

### OUTSIDE ORGANIZING FUND

**ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,616,461</td>
<td>$1,515,372</td>
</tr>
<tr>
<td>Interfund receivable</td>
<td>897,881</td>
<td>317,639</td>
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<tr>
<td>Investments</td>
<td>4,907,341</td>
<td>3,003,312</td>
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<tr>
<td>Software - net of accumulated amortization of $16,082 and $0</td>
<td>10,080</td>
<td>-</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$8,431,763</td>
<td>$4,836,323</td>
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</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>$8,431,763</td>
<td>$4,836,323</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$8,431,763</td>
<td>$4,836,323</td>
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</table>

### INITIAL ORGANIZING CONTRACT FUND

**ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$978,325</td>
<td>$55,850</td>
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<td>Interfund receivable</td>
<td>-</td>
<td>10,739</td>
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<td>Investments</td>
<td>-</td>
<td>45,534</td>
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<td>Software - net of accumulated amortization of $59,440 and $50,593</td>
<td>1,071</td>
<td>7,928</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td>$979,396</td>
<td>$120,051</td>
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**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interfund Payable</td>
<td>$7,794</td>
<td>-</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
<td>$971,602</td>
<td>120,051</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$979,396</td>
<td>$120,051</td>
</tr>
</tbody>
</table>

See Notes to Financial Statements
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS
UNCONSOLIDATED STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS - MODIFIED CASH BASIS

INTERNATIONAL OFFICE

<table>
<thead>
<tr>
<th>REVENUE AND SUPPORT</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per capita taxes and fees</td>
<td>$30,671,903</td>
<td>$30,204,448</td>
<td>$29,510,438</td>
<td>$30,453,376</td>
<td>$28,343,511</td>
<td>$149,183,676</td>
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<tr>
<td>Administrative fees</td>
<td>174,809</td>
<td>381,564</td>
<td>332,669</td>
<td>343,136</td>
<td>197,465</td>
<td>1,429,643</td>
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<tr>
<td>Investment income</td>
<td>907,273</td>
<td>1,114,731</td>
<td>1,586,670</td>
<td>1,442,646</td>
<td>1,057,112</td>
<td>6,108,432</td>
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<tr>
<td>Other</td>
<td>710,742</td>
<td>925,477</td>
<td>511,163</td>
<td>1,056,298</td>
<td>496,456</td>
<td>3,700,136</td>
</tr>
<tr>
<td></td>
<td>32,464,727</td>
<td>32,626,220</td>
<td>31,940,940</td>
<td>33,295,456</td>
<td>30,094,544</td>
<td>160,421,887</td>
</tr>
</tbody>
</table>

EXPENSES

Personnel costs
Salaries and travel costs 12,845,392 12,237,941 12,003,898 11,269,199 10,729,617 59,086,047
Health benefits 3,699,913 4,045,574 2,603,807 3,283,968 2,925,240 16,558,502
Regular pension contributions 3,646,877 3,134,864 2,486,923 3,264,784 2,858,203 15,391,651
Deficit reduction pension contributions - - - 719,901 1,480,067 2,199,968
Other benefits 1,022,227 941,824 918,951 888,914 801,358 4,573,274
General and administrative expenses 21,214,409 20,360,203 18,013,579 19,426,766 18,794,485 97,809,442
Professional fees 8,831,490 8,885,362 7,510,470 7,230,391 7,508,461 39,966,174

EXCESS OF REVENUE AND SUPPORT OVER EXPENSES

1,198,979 2,268,979 5,373,945 5,484,290 2,815,445 17,141,638

OTHER CHANGES

Depreciation and amortization (625,329) (602,455) (780,111) (816,983) (711,244) (3,536,122)
Change in equity of United Unions, Inc. (1,679,169) 447,626 408,451 537,323 (186,384) (472,153)
Annual adjustments (2,304,498) (154,829) (371,660) (279,660) (897,628) (4,008,275)

TOTAL CHANGES IN NET ASSETS

1,105,519 2,114,150 5,002,285 5,204,630 1,917,817 13,133,363

UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR - as previously reported 56,570,254 54,456,104 49,453,819 44,249,189 42,582,606 42,582,606

Prior period adjustment - - - - (251,234) (251,234)

UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR - as restated 56,570,254 54,456,104 49,453,819 44,249,189 42,331,372 42,331,372

UNRESTRICTED NET ASSETS AT END OF YEAR

$55,464,735 $56,570,254 $54,456,104 $49,453,819 $44,249,189 $55,464,735

See Notes to Financial Statements
## DEATH BENEFIT FUND

### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$ 1,093,226</td>
<td>$ 1,069,889</td>
<td>$ 1,050,033</td>
<td>$ 1,064,586</td>
<td>$ 1,110,634</td>
<td>$ 5,388,368</td>
</tr>
<tr>
<td>Investment income</td>
<td>818,020</td>
<td>1,735,472</td>
<td>1,617,551</td>
<td>2,026,936</td>
<td>1,386,270</td>
<td>7,584,249</td>
</tr>
<tr>
<td>Other</td>
<td>9,975</td>
<td>7,301</td>
<td>758</td>
<td>6,258</td>
<td>2,503</td>
<td>26,795</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,921,221</strong></td>
<td><strong>2,812,662</strong></td>
<td><strong>2,668,342</strong></td>
<td><strong>3,097,780</strong></td>
<td><strong>2,499,407</strong></td>
<td><strong>12,999,412</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member benefits</td>
<td>2,628,830</td>
<td>2,761,026</td>
<td>3,002,622</td>
<td>2,761,310</td>
<td>2,908,523</td>
<td>14,062,311</td>
</tr>
<tr>
<td>Other</td>
<td>182,681</td>
<td>101,198</td>
<td>105,357</td>
<td>105,054</td>
<td>120,380</td>
<td>614,670</td>
</tr>
<tr>
<td>Professional fees · other</td>
<td>46,083</td>
<td>101,118</td>
<td>95,412</td>
<td>95,522</td>
<td>100,473</td>
<td>438,608</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,857,594</strong></td>
<td><strong>2,963,342</strong></td>
<td><strong>3,203,391</strong></td>
<td><strong>2,961,886</strong></td>
<td><strong>3,129,376</strong></td>
<td><strong>15,115,589</strong></td>
</tr>
</tbody>
</table>

### TOTAL CHANGES IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>(936,373)</td>
<td>(150,680)</td>
<td>(535,049)</td>
<td>135,894</td>
<td>(629,969)</td>
<td>(2,116,177)</td>
<td></td>
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## UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR · as previously reported

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>30,228,080</td>
<td>30,378,760</td>
<td>30,913,809</td>
<td>30,777,915</td>
<td>31,673,330</td>
<td>31,673,330</td>
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</table>

### Prior period adjustment

<table>
<thead>
<tr>
<th></th>
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<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(265,446)</td>
<td>(265,446)</td>
</tr>
</tbody>
</table>

### UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR · as restated

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>30,228,080</td>
<td>30,378,760</td>
<td>30,913,809</td>
<td>30,777,915</td>
<td>31,407,884</td>
<td>31,407,884</td>
<td></td>
</tr>
</tbody>
</table>

## UNRESTRICTED NET ASSETS AT END OF YEAR

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 29,291,707</td>
<td>$ 30,228,080</td>
<td>$ 30,378,760</td>
<td>$ 30,913,809</td>
<td>$ 30,777,915</td>
<td>$ 29,291,707</td>
<td></td>
</tr>
</tbody>
</table>

## CONVENTION FUND

### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$ 2,093,982</td>
<td>$ 2,071,837</td>
<td>$ 2,027,286</td>
<td>$ 2,086,152</td>
<td>$ 2,120,597</td>
<td>$ 10,399,854</td>
</tr>
<tr>
<td>Investment income</td>
<td>515,886</td>
<td>429,903</td>
<td>354,466</td>
<td>289,065</td>
<td>657,020</td>
<td>2,246,350</td>
</tr>
<tr>
<td>Other</td>
<td>2,609,878</td>
<td>2,501,740</td>
<td>2,381,752</td>
<td>2,375,217</td>
<td>2,777,617</td>
<td>12,464,204</td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convention expenses</td>
<td>859,237</td>
<td>990</td>
<td>93</td>
<td>67,582</td>
<td>10,816,005</td>
<td>11,743,877</td>
</tr>
</tbody>
</table>

### TOTAL CHANGES IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,750,641</td>
<td>2,500,750</td>
<td>2,381,659</td>
<td>2,307,655</td>
<td>(8,038,388)</td>
<td>902,317</td>
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</table>

### UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>13,922,277</td>
<td>11,421,527</td>
<td>9,039,868</td>
<td>6,732,213</td>
<td>14,770,601</td>
<td>14,770,601</td>
<td></td>
</tr>
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</table>

### UNRESTRICTED NET ASSETS AT END OF YEAR

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 15,672,918</td>
<td>$ 13,922,277</td>
<td>$ 11,421,527</td>
<td>$ 9,039,868</td>
<td>$ 6,732,213</td>
<td>$ 15,672,918</td>
<td></td>
</tr>
</tbody>
</table>

See Notes to Financial Statements
# Unconsolidated Statements of Revenue, Expenses and Changes in Net Assets - Modified Cash Basis

## Outside Organizing Fund

### Revenue and Support

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$9,770,126</td>
<td>$9,065,304</td>
<td>$8,398,612</td>
<td>$8,538,923</td>
<td>$4,004,310</td>
<td>$39,777,275</td>
</tr>
<tr>
<td>Investment income</td>
<td>180,404</td>
<td>182,293</td>
<td>175,537</td>
<td>122,211</td>
<td>94,653</td>
<td>755,098</td>
</tr>
<tr>
<td>Other</td>
<td>419</td>
<td>6,569</td>
<td>791</td>
<td>2,851</td>
<td>1,066</td>
<td>11,696</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>9,950,949</td>
<td>9,254,166</td>
<td>8,574,940</td>
<td>8,663,985</td>
<td>4,100,029</td>
<td>40,544,069</td>
</tr>
</tbody>
</table>

### Expenses

- Personnel costs
  - Salaries and travel costs: $4,736,875, $4,418,295, $3,801,210, $2,413,117, $912,443, $16,281,940
  - Health benefits: $851,343, $628,540, $544,353, $333,605, $140,018, $2,497,859
  - Regular pension contributions: $967,539, $848,764, $715,885, $465,092, $211,405, $3,208,685
- Organizing costs: $6,555,757, $5,895,599, $5,061,448, $3,211,814, $1,263,886, $21,988,484
- General and administrative expenses: $2,191,473, $2,408,608, $2,636,604, $3,198,518, $2,672,112, $13,107,315
- Professional fees: $180,016, $119,644, $122,549, $86,907, $40,750, $549,866
- Contributions: $144,000, $210,000, $7,753, $90,450, $452,203

### Other Changes

- Depreciation and amortization: $(5,232), $(9,558), $(3,546), $(2,042), $(294), $(16,072)

### Total Changes in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted Net Assets at Beginning of Year</strong></td>
<td>$7,839,809</td>
<td>$7,381,012</td>
<td>$6,786,436</td>
<td>$4,836,893</td>
<td>4,836,323</td>
</tr>
<tr>
<td><strong>Unrestricted Net Assets at End of Year</strong></td>
<td>$8,431,763</td>
<td>$7,839,809</td>
<td>$7,381,012</td>
<td>$6,786,436</td>
<td>$4,836,893</td>
</tr>
</tbody>
</table>

## Initial Organizing Contract Fund

### Revenue and Support

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessments</td>
<td>$485,085</td>
<td>$483,543</td>
<td>$468,516</td>
<td>$477,420</td>
<td>$373,527</td>
<td>2,288,091</td>
</tr>
<tr>
<td>Investment income (loss)</td>
<td>6</td>
<td>4</td>
<td>4</td>
<td>(366)</td>
<td>(352)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>485,091</td>
<td>483,543</td>
<td>468,520</td>
<td>477,424</td>
<td>373,161</td>
<td>2,287,739</td>
</tr>
</tbody>
</table>

### Expenses

- General and administrative expenses: $30,822, $129, $3,017, $26,375, $69,901, $130,244
- Organizing costs: $427,465, $260,199, $199,455, $165,050, $245,439, $1,297,608

### Other Changes

- Depreciation and amortization: $(501), $(846), $(1,439), $(2,337), $(3,213), $(8,336)

### Total Changes in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted Net Assets</strong></td>
<td>26,303</td>
<td>222,369</td>
<td>264,609</td>
<td>283,662</td>
<td>54,608</td>
</tr>
<tr>
<td><strong>Unrestricted Net Assets at Beginning of Year</strong></td>
<td>945,299</td>
<td>722,930</td>
<td>458,321</td>
<td>174,659</td>
<td>120,051</td>
</tr>
<tr>
<td><strong>Unrestricted Net Assets at End of Year</strong></td>
<td>$971,602</td>
<td>$945,299</td>
<td>$722,930</td>
<td>$458,321</td>
<td>$174,659</td>
</tr>
</tbody>
</table>

See Notes to Financial Statements
ALL FUNDS

<table>
<thead>
<tr>
<th>CASH FLOWS FROM OPERATING ACTIVITIES</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Changes in net assets</td>
<td>$327,006</td>
<td>$5,145,386</td>
<td>$7,708,080</td>
<td>$9,881,384</td>
<td>$(6,695,362)</td>
<td>$16,366,494</td>
</tr>
<tr>
<td>Adjustments to reconcile changes in net assets to net cash provided (used) by operating activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>631,062</td>
<td>608,259</td>
<td>785,096</td>
<td>821,362</td>
<td>714,751</td>
<td>3,560,530</td>
</tr>
<tr>
<td>(Gain) loss on disposal of fixed assets</td>
<td></td>
<td>36,933</td>
<td>(16,250)</td>
<td></td>
<td></td>
<td>20,683</td>
</tr>
<tr>
<td>(Gain) loss on sale of investments</td>
<td>(74,836)</td>
<td>(330,941)</td>
<td>(1,312,422)</td>
<td>(1,420,574)</td>
<td>(133,202)</td>
<td>(3,271,975)</td>
</tr>
<tr>
<td>Change in equity of United Unions, Inc.</td>
<td>1,679,169</td>
<td>(447,626)</td>
<td>(408,451)</td>
<td>(537,323)</td>
<td>186,384</td>
<td>472,153</td>
</tr>
<tr>
<td>Change in due from related parties</td>
<td>212,912</td>
<td>108,492</td>
<td>(505,559)</td>
<td>(208,933)</td>
<td>184,335</td>
<td>(208,753)</td>
</tr>
<tr>
<td>Change in prepaid expense</td>
<td>(8,915)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(8,915)</td>
</tr>
<tr>
<td>Change in payroll withholdings and taxes payable</td>
<td>(14,819)</td>
<td>3,202</td>
<td>11,754</td>
<td>(1,471)</td>
<td></td>
<td>(16)</td>
</tr>
<tr>
<td></td>
<td>2,751,579</td>
<td>5,123,705</td>
<td>6,262,248</td>
<td>8,534,445</td>
<td>(5,743,110)</td>
<td>16,928,867</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH FLOWS FROM INVESTING ACTIVITIES</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Proceeds from sale of investments</td>
<td>44,182,205</td>
<td>18,024,092</td>
<td>20,372,318</td>
<td>23,088,657</td>
<td>38,071,559</td>
<td>143,738,831</td>
</tr>
<tr>
<td>Purchase of fixed assets</td>
<td>(617,596)</td>
<td>(236,309)</td>
<td>(809,762)</td>
<td>(764,808)</td>
<td>(852,753)</td>
<td>(3,281,228)</td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>(45,492,540)</td>
<td>(21,962,123)</td>
<td>(27,656,598)</td>
<td>(25,227,534)</td>
<td>(33,167,576)</td>
<td>(153,506,371)</td>
</tr>
<tr>
<td></td>
<td>(1,927,931)</td>
<td>(4,174,340)</td>
<td>(8,094,042)</td>
<td>(2,903,685)</td>
<td>4,051,230</td>
<td>(13,048,768)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH FLOWS FROM FINANCING ACTIVITIES</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Curtailment of renovation loan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(588,343)</td>
<td>(588,343)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHANGE IN CASH AND CASH EQUIVALENTS</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>823,648</td>
<td>949,365</td>
<td>(1,831,794)</td>
<td>5,630,760</td>
<td>(2,280,223)</td>
<td>3,291,756</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15,082,364</td>
<td>14,132,999</td>
<td>15,964,793</td>
<td>10,334,033</td>
<td>12,614,256</td>
<td>12,614,256</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH AND CASH EQUIVALENTS AT END OF YEAR</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$15,906,012</td>
<td>$15,082,364</td>
<td>$14,132,999</td>
<td>$15,964,793</td>
<td>$10,334,033</td>
<td>$15,906,012</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUPPLEMENTAL INFORMATION</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash paid for interest</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$14,256</td>
<td>$14,256</td>
</tr>
</tbody>
</table>

See Notes to Financial Statements
NOTE 1: ORGANIZATION

The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (the Association) is a labor organization engaged in organizing and representing workers in various segments of the Iron Working Industry in the United States and Canada. Primary revenue is derived from monthly per capita tax and assessments on each member.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared using the modified cash basis of accounting. Generally, revenue is recognized when received rather than when earned and expenses are recorded when paid rather than when incurred. However, the investment in United Unions, Inc. (UUI) is accounted for using the equity method, fixed assets are capitalized and depreciated, transactions with related parties and as a result of payroll processing are accrued. With the exception of UUI, as noted above, investments are carried at cost.

The presentation of investments at fair value, which is required under accounting principles generally accepted in the United States of America, is not included in these financial statements.

The consolidated financial statements do not include the financial information of the International Political Action League (IPAL), International Political Education Fund (IPEF), Ironworkers Political Action Committee (IPAC), 99 Percent, John H. Lyons, Sr. Scholarship Foundation (the Scholarship Foundation), and the Disaster Relief Fund which are affiliates of the Association and which were established and are controlled by the General Executive Board of the Association.

Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Fund Accounting

The accounts are maintained in accordance with the principles of fund accounting. Under these principles, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose and separate accounts are maintained for each fund.

• The International Office is a combination of the General Fund and General Treasurer's Fund.

• The General Fund was established to receive all per capita tax from local union affiliates earmarked for the General Fund and transfer funds to the General Treasurer's Fund, with the approval of the General Executive Board.

• The General Treasurer's Fund was established to disburse funds necessary in meeting the expenses of the Association.

• The Death Benefit Fund was established to pay death benefit claims of beneficiaries of those deceased members who had been in continuous membership for twelve months or more prior to death and were in good standing at the time of death. The amount payable is predetermined based on years of service and cause of death.

• The Convention Fund was established to fund all expenses related to the convention that is held once every five years. These expenses include salaries and expenses of all delegates to the convention.

• The Outside Organizing Fund was established for the purpose of meeting the financial requirements of organizing the unorganized.

• The Initial Organizing Contract Fund was established to defray Local affiliates expenses in obtaining the initial contract following the organizing of a shop.

Cash equivalents

Cash equivalents include time deposits and all highly liquid debt instruments purchased with maturities of three months or less at the time of purchase.
NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - continued

Investments

Investments are carried at cost except that the Association’s investment in 49.254% of the outstanding common stock of UUI, which owns the building occupied by the Association and other unions, is accounted for using the equity method.

Fixed Assets, Depreciation and Amortization

Fixed assets are capitalized at cost. Maintenance and repairs, which do not improve or extend the lives of the respective assets, are expensed. Depreciation and amortization are computed using the straight-line method over the estimated useful lives of the related assets. Estimated useful lives are five to seven years for furniture and equipment other than computers, five years for automobiles, computers, and software and ten years for leasehold improvements.

Per Capita Taxes and Assessments

Per capita taxes and assessments are allocated to the General, Death Benefit, Convention, Outside Organizing, and Initial Organizing Contract Funds, in accordance with the applicable rates as defined in the Constitution of the Association.

Net Assets

Net assets are considered restricted if they arise from contributions with donor stipulations on their use. The funds presented in these financial statements have no restricted net assets.

Canadian Currency

All Canadian cash balances and transactions have been converted to U.S. dollars using exchange rates in effect as of year-end for assets and exchange rates in effect during the year for revenue and expense.

Administrative Fees

The Association’s International Office is reimbursed from various related entities for administrative costs, including office space, equipment and applicable salaries and benefits of Association personnel. The total amount reimbursed to the International Office of the Association for the years ended June 30, 2016, 2015, 2014, 2013 and 2012 was $16,187,861, $14,631,606, $12,901,834, $12,274,810 and $10,471,637, respectively. The expenses reported in these financial statements are reflected net of all reimbursements received from affiliates.

Subsequent Events

In preparing these financial statements, management of the Association has evaluated events and transactions that occurred after June 30, 2016 for potential disclosure in the financial statements. These events and transactions were evaluated through July 14, 2016, the date that the financial statements were available to be issued.

NOTE 3: RETIREMENT PLANS

Through December 31, 2012, the Association sponsored a contributory defined benefit pension plan (the Staff Plan) covering all eligible employees. Employees were required to make contributions of .25% of salary in excess of $3,600. Contribution rates were based upon actuarial computations. As a result of plan funding requirements, deficit reduction employer contributions, net of reimbursements from affiliates, of $719,901 and $1,480,067 were required for the years ended June 30, 2013 and 2012, respectively. Total regular employer contributions under the plan, net of reimbursements from affiliates, were $1,826,482 and $3,069,608 for the years ended June 30, 2013 and 2012, respectively.

Effective January 1, 2013, the Staff Plan merged with the International Association Full-Time Salaried Officers and Employees of Outside Local Unions and District Councils Pension Plan (LU & DC Plan). As a result, the Association is now participating in a multi-employer defined benefit pension plan.

The Association contributes, on behalf of Association employees, to the International Association of Full-time and Salaried Officers & Employees of Outside Local Unions & District Council’s Pension Plan (LU&DC Plan) under the terms of the LU&DC Plan document, amended through January 1, 2014. The risks of participating in a multi-employer plan are different from a single-employer plan in the following aspects:

A Assets contributed to a multi-employer plan by one employer may be used to provide benefits to employees of other participating employers.

B If a participating employer stops contributing to a multi-employer plan, the unfunded obligations of the Plan may be borne by the remaining participating employers.
NOTE 3: RETIREMENT PLANS  · continued

C If the Association chooses to stop participating in the plan, the Association may be required to pay the Plan an amount based on the underfunded status of the Plan, referred to as withdrawal liability.

The Association’s participation in the LU&DC Plan is outlined in the table below. The “EIN/Pension Plan Number” column provides the Employer Federal Identification Number (EIN) and the three-digit plan number. The most recent Pension Protection Act (PPA) zone status available is for the year ended December 31, 2015. The zone status is based on information reported on the Form 5500 for that year. Among other factors, plans in the red zone are generally less than 65% funded, plans in the yellow zone are less than 80% funded and plans in the green zone are at least 80% funded. The ‘RP Implemented’ column indicates whether a rehabilitation plan (RP) is either pending or has been implemented. The last column lists the expiration date of the participation agreement to which plan contributions are subject.

<table>
<thead>
<tr>
<th>Pension Fund</th>
<th>EIN/Pension Plan Number</th>
<th>Pension Protection Act Zone Status</th>
<th>RP Implemented</th>
<th>Surcharge Imposed</th>
<th>Expiration Date of Participation Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>LU&amp;DC Plan</td>
<td>52-6128663 / 002</td>
<td>Green</td>
<td>No</td>
<td>No</td>
<td>No expiration</td>
</tr>
</tbody>
</table>

The Association’s contributions to the LU&DC Plan, net of reimbursements from affiliates, were $4,614,416, $3,983,628, $3,202,808, $1,903,394 and $0 for the years ended June 30, 2016, 2015, 2014, 2013 and 2012, respectively. The Association provides more than 5% of the total contributions that are made by contributing employers to this plan.

The Association sponsors a defined contribution 401(k) plan for its employees. The plan is funded entirely by employee contributions.

The Association sponsors an unfunded non-qualified supplemental retirement arrangement for certain officers. A total of $149,052, $135,008, $135,008, $135,025 and $135,008 was paid in supplemental retirement benefits during the years ended June 30, 2016, 2015, 2014, 2013 and 2012.

NOTE 4: UNITED UNIONS, INC.

The Association leases office space from UUI. On September 19, 2008, the Association entered into a ten year lease agreement with UUI, with 3% annual increases beginning in September 2011. On October 26, 2015, the Association’s lease with UUI was amended to extend the lease term by 10 years to August 2028, with 1% annual increases. Total payments to UUI, before reimbursement from affiliates, for the years ended June 30, 2016, 2015, 2014, 2013 and 2012 were $2,963,957, $2,876,402, $2,791,749, $2,696,260, and $2,609,954, respectively.

On January 2, 2007, UUI entered into a loan agreement with SunTrust to renovate the building’s garage. The loan had an interest rate of 6.20%, and was jointly guaranteed by the Association and the other shareholders of UUI through its maturity date of January 2, 2014. At June 30, 2016 and July 1, 2011, the outstanding principal balance of this loan was $0 and $1,834,550, respectively.

On September 18, 2008, UUI entered into a financing loan with SunTrust for $24,000,000 in order to redeem the stock held by one of the other shareholders of UUI. As a result of this transaction, the Association’s ownership increased from 35% to 49.254%. The loan included an interest rate hedge (swap agreement) that effectively set the interest rate at 5.635%. Monthly payments were approximately $138,000 with a balloon payment of approximately $20,161,000 due September 1, 2018. The Association guaranteed this loan, up to 49.254% of the total obligation. At June 30, 2016 and July 1, 2011, the outstanding principal balance of this loan was $0 and $23,135,603, respectively.

On January 29, 2009, UUI secured a $15,000,000 line of credit from SunTrust to renovate the building’s elevators and lobby. The draw term was over a two year period. On October 1, 2011 the line of credit converted to a six year loan that bore interest at 4.78% with fixed monthly principal payments of $125,000 plus interest and a balloon of $6,125,000 due on September 1, 2017. The Association guaranteed this loan, up to 49.254% of the total obligation. At June 30, 2016 and July 1, 2011 the outstanding principal balance of this loan was $0 and $9,300,000, respectively.

On October 26, 2015, UUI entered into a loan from Northwestern Mutual Life Insurance Company (Northwestern) for $34,000,000. As part of the agreement, the remaining balances on the former line and line of credit with SunTrust were paid in full on October 21, 2015. The Association is not a guarantor under the Northwestern loan. As of June 30, 2016, the outstanding principal balance of this loan was $33,123,300.
NOTE 5: LEASES

The Association entered into a ten-year lease terminating August 30, 2018, with UUI for its office space in Washington, D.C. The lease required annual rent increases of 3% beginning in September 2011. The Association also entered into a ten-year lease which terminates July 31, 2018 for office space in St. Louis, Missouri. On October 26, 2015, the Association's lease with UUI was amended to extend the lease term by 10 years, to August 2028, with 1% annual rent increases. As of June 30, 2016, future minimum payments required by these leases for the years ended June 30 are as follows:

<table>
<thead>
<tr>
<th></th>
<th>St. Louis</th>
<th>UUI</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$49,500</td>
<td>$3,180,779</td>
<td>$3,230,279</td>
</tr>
<tr>
<td>2018</td>
<td>49,500</td>
<td>3,276,425</td>
<td>3,325,925</td>
</tr>
<tr>
<td>2019</td>
<td>4,125</td>
<td>3,319,784</td>
<td>3,323,909</td>
</tr>
<tr>
<td>2020</td>
<td>-</td>
<td>3,352,983</td>
<td>3,352,983</td>
</tr>
<tr>
<td>2021</td>
<td>-</td>
<td>3,386,463</td>
<td>3,386,463</td>
</tr>
<tr>
<td>Thereafter</td>
<td>-</td>
<td>25,279,298</td>
<td>25,279,298</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$41,789,857</td>
</tr>
</tbody>
</table>

Total rent expense recognized, net of reimbursements from affiliates, was $1,884,541, $1,810,987, $1,801,870, $1,734,008 and $1,642,529 for the years ended June 30, 2016, 2015, 2014, 2013 and 2012, respectively.

NOTE 6: TAX STATUS

Under provisions of Section 501(c)(5) of the Internal Revenue Code, the Association is exempt from taxes on income other than unrelated business income. There was no unrelated business income during the years ended June 30, 2016, 2015, 2014, 2013 and 2012.

Management has evaluated the tax positions taken by the Association and its affiliates and concluded that as of June 30, 2016 there are no uncertain positions taken or expected to be taken that would require disclosure in the financial statements. The Association is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

NOTE 7: INVESTMENTS

The following reflects cost and fair value by investment category, as of June 30, 2016 and July 1, 2011, for all Funds:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Fair Value</td>
</tr>
<tr>
<td>Short-term securities</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Certificates of deposit</td>
<td>8,308,995</td>
<td>8,234,711</td>
</tr>
<tr>
<td>United States Government securities</td>
<td>23,991,459</td>
<td>24,288,513</td>
</tr>
<tr>
<td>Corporate bonds and notes</td>
<td>14,358,414</td>
<td>13,813,736</td>
</tr>
<tr>
<td>Municipal bonds</td>
<td>358,869</td>
<td>365,526</td>
</tr>
<tr>
<td>Index funds</td>
<td>18,993,899</td>
<td>20,308,353</td>
</tr>
<tr>
<td>AFL-CIO Housing Investment Trust</td>
<td>1,223,520</td>
<td>1,321,089</td>
</tr>
<tr>
<td>United Unions Inc.</td>
<td>3,157,696</td>
<td>3,157,696</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>6,173,537</td>
<td>6,285,310</td>
</tr>
<tr>
<td>Corporate stocks</td>
<td>6,842,945</td>
<td>7,520,321</td>
</tr>
<tr>
<td>Paladin venture capital investment</td>
<td>1,320,208</td>
<td>291,218</td>
</tr>
<tr>
<td>Union Labor Life Insurance Company (ULLICO)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Guaranteed investment contracts</td>
<td>5,195,101</td>
<td>3,806,995</td>
</tr>
<tr>
<td>Common stock</td>
<td>$89,824,643</td>
<td>$89,393,268</td>
</tr>
</tbody>
</table>

Total $25,279,298

$1,223,520
NOTE 7: INVESTMENTS - continued

Investments are reported at cost on the consolidated statements of assets, liabilities and net assets - modified cash basis except for the Association’s investment in UUI which is accounted for using the equity method.

Fair value for each investment class was determined as follows:

- Corporate stocks, mutual funds, index funds, and certain United States government securities are valued at the closing price reported on the active market on which the individual securities are traded.

- Certain United States government securities, corporate bonds and notes, and municipal bonds are valued using the market approach and are priced using models such as benchmark yields, yield curves, exchange pricing model, and similar traded securities.

- AFL-CIO Housing Investment Trust is not publicly traded and is valued at estimated fair value based on the net asset value per share of the underlying investments.

- Paladin venture capital investment is valued based on net asset value with its underlying investments valued based on valuations for comparable companies or assets in the relevant asset classes and the discounted cash flow method.

- United Unions Inc. is valued based on the equity method of accounting.

- Short-term securities and certificates of deposit are valued at cost, which approximates fair value.

- ULLICO guaranteed investment contracts are valued at contract value, which approximates fair value.

- ULLICO common stock is valued by a Qualified Professional Asset Manager (QPAM). The valuation is based on ULLICO’s quarterly book value and applying a 10% non-controlling, non-marketable discount as of year-end. There are restrictions on its salability or disposition. Ownership of ULLICO stock is restricted to international and national trade unions, their members, their members’ benefit funds, ULLICO’s pension plan and directors and officers of ULLICO.

Combined investment income for all Funds for the years ended June 30, 2016, 2015, 2014, 2013 and 2012 is as follows:

<table>
<thead>
<tr>
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<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>$1,833,331</td>
<td>$2,523,993</td>
<td>$1,983,291</td>
<td>$2,005,823</td>
<td>$1,844,233</td>
</tr>
<tr>
<td>Dividends</td>
<td>513,432</td>
<td>607,465</td>
<td>438,515</td>
<td>454,465</td>
<td>1,217,254</td>
</tr>
<tr>
<td>Realized gains</td>
<td>74,836</td>
<td>320,944</td>
<td>1,312,222</td>
<td>1,420,574</td>
<td>133,202</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,421,599</strong></td>
<td><strong>$3,462,399</strong></td>
<td><strong>$3,734,228</strong></td>
<td><strong>$3,880,862</strong></td>
<td><strong>$3,194,689</strong></td>
</tr>
</tbody>
</table>

NOTE 8: POSTRETIREMENT HEALTH CARE BENEFITS

The Association provides certain health care benefits for retired employees. Substantially all of the Association’s employees, become eligible if they reach normal retirement age while employed by the Association. Health care benefits for retirees, as well as active employees, are provided through a contract with an insurance company. Expenditures for providing these benefits to retirees, net of reimbursements from affiliates, were $1,830,927, $1,964,814, $1,570,253, $1,648,653 and $1,523,618 for the years ended June 30, 2016, 2015, 2014, 2013 and 2012, respectively.

NOTE 9: CONCENTRATIONS

Financial instruments that subject the Association to concentrations of credit risk include cash and cash equivalents and investments, which are held by financial institutions. While the Association attempts to limit its financial exposure, its deposit balances and investments held by financial institutions may, at times, exceed the limits insured by agencies of the U.S. government. The Association has not experienced, and management does not anticipate experiencing, any credit losses on such deposits.
NOTE 10: RENOVATION LOAN

In April 2005, the Association refinanced an existing renovation loan of $5,000,000. The loan had an interest rate of 5.01%, with monthly payments of principal and interest of $60,236 and was secured by marketable securities. At July 1, 2011, the balance was $588,343. The loan matured and was paid in full in April 2012.

NOTE 11: CONTINGENCIES

The Association has been named as a party in several legal actions arising in the normal course of union activities. It is the opinion of management that the resolution of these actions will have no material effect on the financial position or activities of the Association.

NOTE 12: PRIOR PERIOD ADJUSTMENTS

The net assets at July 1, 2011 have been adjusted to correct errors made in previously issued financial statements. Capital distributions received from investments prior to July 1, 2011 totaling $530,892 were not properly recorded as a reduction of the cost of the investments resulting in an overstatement of both the cost of investments at July 1, 2011 and investment income for prior periods. Other immaterial adjustments were made herein to net assets as of July 1, 2011 to properly record fixed asset balances. The net asset balances of the International Office and the Death Benefit Fund at July 1, 2011 have been decreased by a total of $516,680 to reflect correction of these errors.
RESOLUTION NO. 1
Submitted by Local Union No. 433, Los Angeles, CA

HOLIDAYS

WHEREAS: Veterans Day, in the United States, and Remembrance Day in Canada, are not universally recognized as Holidays within all jurisdictions of our great Union, and

WHEREAS: Our members recognize the great debt we owe to our veterans, and

WHEREAS: This International demonstrates its support of our veterans by supporting the Helmets to Hardhats program, and

WHEREAS: Our profound appreciation and support of our veterans is not well demonstrated in areas where the Veteran Holidays are not observed, and

WHEREAS: This International Union values our homelands and should, without equivocation, bestow the highest honors upon those that defend our great Nations, and

WHEREAS: Honoring our veterans should be a structure of International pride and not an option of Local convenience, so

BE IT THEREFORE RESOLVED: That the observation of Veterans Day and Remembrance Day be declared and made equal to the observation of Labor Day as stated in this Union’s International Constitution. The universal recognition of Labor Day as a holiday to be implemented, where necessary or required, within all CBA documents, executed successive to this date.

Seal and Proper Signatures
Referred to Resolutions Committee

RESOLUTION NO. 2
Submitted by Local Union No. 433, Los Angeles, CA

PRESIDENTIAL CANDIDATES

WHEREAS: Presidential elections play such an important role in the strength of the Ironworker organization,

WHEREAS: Selecting a candidate that the majority feels would positively affect the livelihood of the membership and their families should be a democratic process,

WHEREAS: Division of our organization could affect the outcome of a Presidential election,

WHEREAS: Members of our organization contribute into our Political Action League (IPAL),

WHEREAS: Every dues paying member should partake in selecting a Presidential candidate that the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall endorse,

THEREFORE, LET IT BE RESOLVED: That all locals of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall vote at regular meetings for the candidate of their choice and submit vote results to International for their consideration in the candidate to be endorsed for President.

Seal and Proper Signatures
Referred to Grievance Committee
RESOLUTION NO. 3
Submitted by Local Union No. 89, Cedar Rapids, IA

CRAFT JURISDICTION

WHEREAS: to gain more market share in the railroad industry and put more people to work, language for the railroad industry is non-existent and does not spell out the work we do nor the work we would like to do,

THEREFORE, BE IT RESOLVED: Article IV, Craft Jurisdiction and Appendix B, General Working Rules, Section 1 of the International Constitution shall be amended by placing in alphabetical order these additions:

Loading and unloading of train cars
Track welding
Train car repair
Train derailments

Seal and Proper Signatures
Referred to Resolutions Committee

RESOLUTION NO. 4
Submitted by Local Union No. 527, Pittsburgh, PA

CONVENTION DELEGATES

BE IT RESOLVED: that the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers be amended in the following respects:

1. Article VI, Section 4, shall be amended to include the following addition in bold print:

Sec. 4. The nomination and election of delegates and alternates to the International Convention shall be held at a regular meeting or election between the first day of March and the first day of June of the year the Convention is being held. Any deviation must be approved by the General Executive Board. Delegates to the International Convention may be elected by popular vote at large, by a slot system, or by a combination of both. By virtue of their office, the Business Manager, Financial Secretary-Treasurer and the President of the Local Union shall be entitled to be automatic Delegates to any International Convention.

Seal and Proper Signatures
Referred to Resolutions Committee

RESOLUTION NO. 5
Submitted by Local Union No. 79, Norfolk, VA

INITIATION AND REINSTATEMENT FEES

WHEREAS: the reinstatement fee for apprentices as stated in the International Constitution is One Hundred Dollars ($100.00), and

WHEREAS: One Hundred Dollars ($100.00) is much less than the equivalent of six months’ dues for most outside ironworker apprentices, and

WHEREAS: the reinstatement fee for journeyman ironworkers is Eight Hundred Dollars ($800.00), and

WHEREAS: the disproportionate reinstatement fees create a double standard in how Local Union Financial Secretaries-Treasurers handle the reinstatement of apprentices and/or acceptance of late dues payments, therefore

BE IT RESOLVED: that Article XXIII, entitled “Apprentices”, Section 4, of the International Constitution be amended to read as follows:

Sec. 4. All applicants for membership as an initiation in the International Association as apprentices shall pay a fee of One Hundred Dollars ($100.00). All applicants for membership as a reinstatement in the International
ASSOCIATION as apprentices shall pay a fee of Two Hundred and Fifty Dollars ($250.00). All applicants for membership and/or reinstatement as apprentices shall pay the full apprentice fee and dues for the month in which they are initiated and/or reinstated. All apprentice members shall pay the same Per Capita Tax, International assessments, travel service dues and Local Union assessments as Journeymen members. All apprentice members are eligible for benefits provided by the Constitution of the International Association for Journeymen except as otherwise provided for.

Seal and Proper Signatures
Referred to Organization Committee

RESOLUTION NO. 6
Submitted by Local Union No. 811, Wausau, WI

INITIATION AND REINSTATEMENT FEES

WHEREAS: the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers is committed to the continued growth in our membership, and

WHEREAS: our International will continue to make organizing the unorganized one of our priorities, and

WHEREAS: we strive to make every effort to encourage and ensure becoming a member of the Iron Workers is in the best interest of all workers, and

WHEREAS: we have lost organizing opportunities due to the preconceived misconception that “Unions want to take worker’s money more than actually represent and better worker’s lives”: immediately following an organizer or officer of a Local asking for an initiation fee, THEREFORE, BE IT RESOLVED: that any reference to initiation fees in the International Constitution be set at zero dollars ($0) and shall not be raised except by action of the General Executive Board, or by action taken by this International Association at convention. Refer to Article XVI, Sec. 2c., Article XIX, Sec. 1, Article XXIII, Sec. 4., Article XXIII-A, Sec.4., Article XXVIII, Sec. 3., and Article XIX, Sec. 2.

Seal and Proper Signatures
Referred to Organization Committee

RESOLUTION NO. 7
Submitted by Local Union No. 811, Wausau, WI

INITIATION AND REINSTATEMENT FEES

WHEREAS: the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers is committed to the continued growth in our membership, and

WHEREAS: our International will continue to make organizing the unorganized one of our priorities, and

WHEREAS: we strive to make every effort to encourage and ensure becoming a member of the Iron Workers is in the best interest of all workers, and

WHEREAS: we have lost organizing opportunities due to the preconceived misconception that “Unions want to take worker’s money more than actually represent and better worker’s lives”: immediately following an organizer or officer of a Local asking for an initiation fee, THEREFORE, BE IT RESOLVED: that any reference to initiation fees in the International Constitution be set at zero dollars ($0) and shall not be raised except by action of the General Executive Board, or by action taken by this International Association at convention. Refer to Article XVI, Sec. 2c., Article XIX, Sec. 1, Article XXIII, Sec. 4., Article XXIII-A, Sec.4., Article XXVIII, Sec. 3., and Article XIX, Sec. 2.

Seal and Proper Signatures
Referred to Organization Committee

RESOLUTION NO. 8
Submitted by Local Union No. 584, Tulsa, OK

NAME CHANGE

WHEREAS: it is in the best interest of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to be inclusive of all aspects of the trade of ironworking, and
WHEREAS: the current title of the organization leaves out certain occupational specialties that fall within the claimed jurisdiction of the Iron Workers, and

WHEREAS: the membership feels that less is more and simplicity is key to branding and perpetuating our Organization going forward,

THEREFORE, BE IT RESOLVED: that Article I, Name, of the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers be changed to read as follows:

Article I, Name

This organization shall be known as the International Association of Iron Workers.

Seal and Proper Signatures
Referred to Organization Committee

RESOLUTION NO. 9
Submitted by Local Union No. 97, Vancouver, BC

NAME CHANGE

WHEREAS: the name of our organization is both unwieldy and does not reflect all that Ironworkers do,

WHEREAS: in places Pile Drivers are referred to as Bridge Men. It being in their organization's name, yet Iron Workers are not referred to as Bridge Men although it is in our organization's name,

WHEREAS: the term riggers has been in our organization's name previously,

WHEREAS: every other trade claims rigging,

WHEREAS: we constantly have to explain to major clients and some contractors that we are the riggers for the construction industry,

WHEREAS: welding is understood to be crucial to some other trades, clients and public seem unaware of how much and what an integral part of our trade is devoted to welding.

THEREFORE, BE IT RESOLVED: that the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to henceforth shall be known as Iron Workers Association as the main title with Structural, Ornamental and Reinforcing Iron Workers, Riggers and Welders as its subtitle.

Seal and Proper Signatures
Referred to Organization Committee

RESOLUTION NO. 10
Submitted by Local Union No. 395, Hammond, IN

POLITICAL ACTION

WHEREAS: anti-union forces are financing efforts to overturn and undermine labor friendly laws and enact anti-union statutes like Right-to-Work laws throughout the country and in the State of Indiana, and

WHEREAS: more money and resources should be spent for political efforts on the state level and this should be paid for by reducing the amount presently being contributed to IMPACT,

THEREFORE, BE IT RESOLVED: that Article XVI, Section 2e is added to the constitution to provide as follows:

Each outside and regional local union shall pay five cents ($0.05) per hour worked for each member in working assessments to the International Association of Iron Workers for the purpose of supporting state political causes throughout the country as well as in the State of Indiana

That Article XXI, Sec. 28b is modified by inserting the words “minus five cents ($0.05) per hour worked for each member in working assessments” following the phrase “three-quarters of one percent (3/4 of 1%).

Seal and Proper Signatures
Referred to Constitution Committee
RESOLUTION NO. 11
Submitted by Local Union No. 361, Brooklyn, NY

JUDGES OF ELECTION

WHEREAS: the current provisions of the International Constitution call for the Judges of Election to review the International Constitution and Local By-Laws as to their roles and responsibilities as judges. This being said, it is clearly suggested that the Judges of Election have an important part in the democratic process of election and should have ample time to review and research any information they might need prior to elections,

THEREFORE, BE IT RESOLVED: that Appendix C General Information and Rules, Nominations of Officers, Section E shall read: Judges of Election shall be nominated and elected at the meeting one month prior to the nomination of candidates for office as well as delegates to the International Convention.

Seal and Proper Signatures
Referred to Constitution Committee

NOTE: existing Section 16g shall follow above as is.

RESOLUTION NO. 12
Submitted by Local Union No. 361, Brooklyn, NY

UNCONTESTED ELECTIONS

WHEREAS: the current provisions of the International Constitution provide for governing rules of two or more candidates running for Local Union Office and/or Delegates to the International Convention. There are no rules of procedure regarding when there is only one candidate running for a position,

THEREFORE, BE IT RESOLVED: that Article XXVI, Constitution Governing All Local Unions – Nomination, Election and Installation of Officers, Section 16g: When there is only one candidate running for a Local Union office or Delegates to the International Convention and there is no other candidate being nominated, the President of the Local Union shall direct the Recording Secretary to cast a unanimous ballot for said candidate of Local Union office or Delegates to International Convention.

Seal and Proper Signatures
Referred to Resolutions Committee

RESOLUTION NO. 13
Submitted by Local Union No. 361, Brooklyn, NY

LOCAL UNION FUNDS

WHEREAS: due to the increasing costs and participation of Local Unions in various enterprises that help promote and maintain Union principles,

WHEREAS: in consideration of today’s financial obligations and costs of doing business,

THEREFORE, BE IT RESOLVED: ARTICLE XXIX, Special Provisions Governing Regional Local Unions Only, General Fund, Sec. 8 of the International Constitution shall be amended as follows:

Sec. 8. The funds of this Local Union shall not be appropriated, contributed or donated except for the purposes of maintaining and helping others maintain union principles, wages and/or hours, as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions, appropriations or donations must be proposed at a regular meeting and be sustained by a majority vote stating purpose, amount, etc., and if such amount is over five thousand dollars ($5,000.00), such amount shall again be voted upon at the following regular meeting as unfinished business. A vote of two thirds (2/3) of the members present is necessary to carry.

Seal and Proper Signatures
Referred to Resolutions Committee
RESOLUTION NO. 14
Submitted by Local Union No. 86, Seattle, WA

GENERAL EXECUTIVE COUNCIL – PER CAPITA TAX

WHEREAS: market forces have made it difficult to organize or maintain market share in certain industries such as the metal building and fence installation industries, and

WHEREAS: the current dues and per capita tax structure makes it more difficult to organize non-union workers in these distressed industries and is an impediment to growing the membership in these fields,

THEREFORE, BE IT RESOLVED: A new Section 15 is added to Article XIII, General Executive Council, to read as follows:

Sec. 15. The General Executive Council shall have the ability to lower the per capita tax or special per capita tax, if necessary, to organize an industry, territory or employer.

Seal and Proper Signatures
Referred to Constitution Committee

RESOLUTION NO. 15
Submitted by Local Union No. 377, San Francisco, CA

STRIKE PERMISSION

WHEREAS: the International is not always aware of the day to day struggles of the members of each Local Union, and

WHEREAS: Local Unions should have the power to use one of our most powerful tools available to ensure that employers are kept in check, and

WHEREAS: the process for requesting strike sanction requires our members to suffer the injustices of employers for too long with no assurance of required help,

THEREFORE, BE IT RESOLVED: that Article XXI, Section 53 be amended to read as follows:

Article XXI, Sec. 53

No Local Union shall impose any penalty upon any contractor nor cause a stoppage of work of any contractor until and unless the Local Union involved first transmits to the General Executive Board a full statement of the matters involved, and thereafter receives permission and approval from the General Executive Board to impose the proposed penalty or cause a stoppage of work of said contractor.

Seal and Proper Signatures
Referred to Constitution Committee

RESOLUTION NO. 16
Submitted by Local Union No. 8, Milwaukee, WI

IMPACT, NATIONAL ORGANIZING & IPAL FUNDING

WHEREAS: organizing unrepresented workers has been and continues to be essential to the success of the International Association. It has been reported that 18% of all ironworkers nationwide are members of the International Association, leaving an unrepresented workforce of 82%. However, according to a study conducted by the Pew Research Center in March of 2015, 55% of adults 18-29 years old view unions favorably, as compared to 46% of adults 30-49 years old who viewed unions favorably. The Bureau of Labor Statistics reports that “Employment of ironworkers is projected to grow 9 percent from 2014 to 2024, faster than the average for all occupations. The construction of large projects, such as high-rise buildings, is expected to drive employment growth, as will the need to rehabilitate, maintain, and replace an increasing number of older roads and bridges. Job opportunities should be best in metropolitan areas, where most large construction projects take place.” The direction from the General President’s Office is to double the International’s membership within this timeframe. With a large number of unrepresented workers, Unionism on the rise with younger generations, a rapid need for growth in the ironworking industry and established goals from the General President’s Office, we need to capitalize on and invest in this unique opportunity to recruit heavily and promote Unionism as a whole, and
WHEREAS: between 1944 and 1960, a 16 year time period, 18 states become "Right to Work" states. In the past 56 years, 8 more states have passed “Right to Work” laws starting with Wyoming in 1963, Louisiana in 1976, Idaho in 1985, Oklahoma in 2001, Indiana in 2012, Michigan in 2013, Wisconsin in 2015 and West Virginia in 2016. Four of these states have passed “Right to Work” laws within the past 4 years. It is very clear the “Right to Work” agenda is being pushed hard in an unfavorable direction for the honest, hard-working middle class Americans that we represent. It is also apparent that other issues exist that will affect the ironworking industry, such as the Trans-Pacific Partnership (TPP) trade agreement and the Keystone Excel Pipeline. It is essential unions stay relevant in the political arena through lobbying and campaign contributions to maintain our political influence for the betterment of our organization, and

WHEREAS: IMPACT has proven to be hugely successful. Its programs have greatly aided in the development of training for both ironworkers and contractors alike. However, it is agreeable that IMPACT’s training programs are in place and ready to train new members and contractors integrated into the International Association through national organizing efforts. The training of these new members and contractors will be essential to supply manpower for unionized construction projects made possible by our political activity.

THEREFORE, BE IT RESOLVED: that Outside Locals Unions fund IMPACT to be paid at one-half of one percent (1/2 of 1%) of the applicable hourly Journeymen wage rate for each hour worked, the National Organizing Fund to be paid at one-eighth of one percent (1/8 of 1%) of the applicable hourly Journeymen wage rate for each hour worked and IPAL to be paid at one-eighth of one percent (1/8 of 1%) of the applicable hourly Journeymen wage rate for each hour worked. And that Shop and Navy Yard Rigger Local Unions fund IMPACT to be paid at one-quarter of one percent (1/4 of 1%) of the applicable hourly Journeymen wage rate for each hour worked, the National Organizing Fund to be paid at one-sixteenth of one percent (1/16 of 1%) of the applicable hourly Journeymen wage rate for each hour worked and IPAL to be paid at one-sixteenth of one percent (1/16 of 1%) of the applicable hourly Journeymen wage rate for each hour worked. Refer to Article XVI, Sec. 2d., Article XXI, Sec. 28b., Article XXVIII, Section 14a., and Article XXIX, Sec. 11.

RESOLUTION NO. 17
Submitted by Local Union No. 63, Chicago, IL

POLITICAL FUNDING

WHEREAS: anti-union forces are financing efforts to overturn and undermine labor friendly laws, like the prevailing wage laws, enact anti-union statutes, like right-to-work laws throughout the country and in the State of Illinois, and

WHEREAS: more money and resources should be spent for political efforts on the state level and this should be paid for by reducing the amount presently being contributed to IMPACT,

THEREFORE, BE IT RESOLVED:

1) that Article XVI, Section 2e is added to the constitution to provide as follows:

Each outside and regional local union shall pay one-eighth of one percent (1/8 of 1%) per hour worked for each member in working assessments to the International Association for the purpose of supporting state political causes throughout the country as well as in the State of Illinois.

2) That Article XXI, Sec. 28b. is modified by deleting the phrase “three-quarters of one percent (3/4 of 1%)” and inserting “five-eighths of one percent (5/8 of 1%).”

Seal and Proper Signatures
Referred to Constitution Committee
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   100% polyester polos with accent striped collar & sleeve embroidery. Available in black and white.  
   (M-XL)$32 (2XL)$34 (3XL)$36

2. **Fleece Pullover**  
   Black fleece pullover with 1/4 zip collar and left sleeve embroidery.  
   (M-XL)$38 (2XL)$39 (3XL)$41 (4XL)$43

3. **Denim Shirt**  
   100% cotton washed long sleeve denim shirt with button-down collar. Ironworkers "Elvis" logo embroidery above pocket.  
   (M-XL)$34 (2XL)$36 (3XL)$38 (4XL)$41

4. **Long-Sleeve T-Shirt**  
   Black 100% cotton long-sleeve tee with ironworkers seal on chest and "Union Ironworkers" on left sleeve.  
   (M-XL)$16 (2XL)$18 (3XL)$20 (4XL)$22

5. **Quilt Lined Vest**  
   12oz. 100% cotton duck vest with 2 side pockets and 8 oz. quilted lining. Ironworkers "Elvis" logo embroidery on left chest.  
   (M-XL)$16 (2XL)$19 (3XL)$22 (4XL)$24

6. **Ash Gray T-Shirt**  
   100% cotton 5.4 oz. short sleeve with pocket. Has 2-location imprint on front left pocket & full back.  
   (M-XL)$14 (2XL)$17 (3XL)$19 (4XL)$21

7. **Leather Varsity Jacket**  
   Black varsity jacket with top grade leather sleeves. Two leather trim slash pockets, two flat covered pockets, quilt lining and inside pockets. Ironworkers embroidery on left chest.  
   (S-XL)$175 (2XL)$190 (3XL)$200 (4XL)$210
   **OPTIONAL:** full color seal embroidery on back ADD $25

8. **Hooded Sweatshirt**  
   Ash Gray, 12.5 oz. fleece sweatshirt with hood and side pockets. Full zip front with 1-color left chest & full color back imprint.  
   (M-XL)$45 (2XL)$47 (3XL)$49 (4XL)$51

9. **Black Mesh Cap**  
   Cotton cap with velcro closure. Choose from 3 different logos.  
   Please list in description $15

10. **IW Lapel Pin**  
    **NEW ITEM**  
    Black Money Clip  
    $210

11. **Lockback Knife**  
    5” lockback with leather carrying pouch. Logo on pouch & engraving on knife handle. $49

12. **IW Money Clip**  
    **NEW ITEM**  
    Titanium Money clip with IW Seal Lasered on front. $125

13. **IW Money Clip**  
    **NEW ITEM**  
    Polished brass belt buckle with ironworkers logo emblem. 3-3/4”x2-1/4’ $30

14. **Belt Buckle**  
    **NEW ITEM**  
    Stainless steel, adjustable band and case, and is weather resistant to 330 ft. Men’s/Ladies - $150

15. **Travel Mug**  
    **NEW ITEM**  
    Two-toned scratch-resistant sapphire crystal watch. Includes stainless steel, adjustable band and case. $190

16. **Two-Toned Crystal Watch**  
    **NEW ITEM**  
   $l 25

17. **IW Lapel Pin**  
    **NEW ITEM**  
    $95.00 each

18. **Men’s Rings**  
    **NEW ITEM**  
    $125

19. **Two-Toned Crystal Watch**  
    **NEW ITEM**  
    $175 $190 $200

20. **IW Lapel Pin**  
    **NEW ITEM**  
    $13.50

21. **IW Lapel Pin**  
    **NEW ITEM**  
    $11.50

22. **IW Lapel Pin**  
    **NEW ITEM**  
    $10.50

23. **IW Lapel Pin**  
    **NEW ITEM**  
    $5.00 each

24. **IW Lapel Pin**  
    **NEW ITEM**  
    $2.50 each

25. **IW Lapel Pin**  
    **NEW ITEM**  
    $1.50 each

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**Shipping & Handling:**
- Under $50 - $9.50
- $51 to $100 - $11.50
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