To capture the expanding demand for reinforcing ironworkers, locals must recruit new rodbuster members and train them to be safe, skilled and productive. Workers with years of dedicated rodbuster experience must be organized and added to the ironworker membership rolls. Foreman and superintendent training should be offered regularly to promote the development of more supervisory level leaders in the reinforcing industry. Across North America, the market for reinforcing ironworkers continues to grow; the Iron Workers must be ready to meet the demand.
Planning and preparing for infrastructure investment

For decades, the Iron Workers have advocated our federal governments insisting investment in infrastructure is the best job stimulus for both the U.S. and Canada. Canada has heeded the call and has a slight advantage with its Investing in Canada plan, but recent actions by the Biden administration in the U.S. signal upcoming passage of an infrastructure bill achieved by either bipartisan negotiations or a Democratic-led budget reconciliation, a special parliamentary procedure.

However, as infrastructure funding is realized, I ask all ironworkers to examine the strength of your local union’s ability to deliver ironworkers to the rod patch, iron pile and fab shop. Should the mandate for domestically sourced components be included as a requirement for infrastructure development, the ironworkers across North America must be prepared to meet the demand.

For years we have lobbied for a domestic supply chain in conjunction with the construction and maintenance of existing and new infrastructure projects. Now is the time to continue to push for domestic infrastructure investing. If labor standards such as PLAs or Davis-Bacon are attached to procurement and spending measures, we must then assess the level of present work demand in our states, provinces and municipalities. If growing needs exhaust current membership supply, we must organize workers and contractors to fill the expanding market. The Iron Workers’ training centers must be evaluated and equipped to meet the welding requirements in both our countries.

An honest and thorough look may reveal many areas that will need targeted growth, recruitment, organizing and additional training for rebar and post-tension installations. Shops will require American Welding Society and Canadian Welding Bureau upgrades.

As general president and co-chair of the National Training Fund, I know we can meet the challenge, but we can’t wait until the dispatch call is upon us.

As further news and details of infrastructures’ plans emerge and solidify in upcoming weeks, it is essential data for workforce projections be ready as projects materialize. The Iron Workers have done the political groundwork, always on the ready to advocate for more opportunities for ironworkers. Let’s be equipped and prepared to deliver the projects safely and expertly to Canadians and Americans, who overwhelmingly support infrastructure repair and development and the resulting long-term economic growth, clean, safe and efficient investments and job growth to build a stronger, more inclusive middle class. Infrastructure—a vast, interconnected network of systems, products and services we all depend on—is critical to our daily lives and our nations’ security.

Let’s lead the way for Iron Workers’ members and all workers engaged in the construction and fabrication industry. Let’s fight the fight the union way!

Eric Dean
General President, 1051885

Infrastructure investment is happening in the U.S. and Canada on the Gordie Howe International Bridge, a cable-stayed bridge across the Detroit River connecting Detroit and Windsor, Ontario.
## PROJECTS IN THE GREATER MONTREAL AREA

### CONTRACTOR ABF
- High-rise tour Maestria Montreal
- Shopping center C-12 Brossard Dix-30
- Shopping center C-12 Brossard Dix-30 parking
- Shopping center cC12 Brossard Dix-30
- Condo Hymus Montreal City
- Hospital Square Children Montreal City
- Warehouse Amazon Coteaux du Lac
- Condo Terra Nova Montreal City
- Condo Quartier Général Montreal City

### CONTRACTOR ACIER AGF
- Subway or Train Station Bellechasse Montréal City
- High-Rise Bank of Montreal City
- Subway Station or Train Station Montmorency Laval City
- Condo Rocobella Montréal City
- Condo Solsticie Montréal City
- Condo Centra Montréal City
- Condo Marquise Laval City
- Condo Rose Fellow Montréal City
- 3 high school
- Condo Cité Acrobatie Montréal
- Condo Square Philip Montréal
- REM Train, 15 miles of precast concrete
- REM Train Station Deux-Montagnes

### CONTRACTOR FERNEUF
- Condo 1500 René-Lévesque Montréal City
- Condo 455 René-Lévesque Montréal City
- Water Treatment Plant Lavigne Montréal City
- Shopping Mall Cité Urbaine Montréal City
- Elementary School in Laval City
- Condo Le Orlie Montréal

### UPCOMING
- Royalmouth
- Canadiens Montréal Condo Tour
- Tunnel Louis H Lafontaine Montréal
- Project Devimco Longueuil 1.3 billions
- Project Devimco Cadillac Fairview Anjou 2.5 billions
- Project Montoni Montréal (warehouse Molson) 750 billions
## Projets dans la grande région de Montréal

### ABF
- Tours Maestria Montréal
- Solar C-12 Brossard Dix-30
- Solar RL3 Brossard Dix-30
- Solar Parking Brossard Dix-30
- Solar RC1 Brossard Dix-30
- Condo Hymus Montreal
- Square Children Montreal
- Entrepot Amazon Coteaux du Lac
- Condo Terra Nova Montreal
- Condo Quartier Général Montreal

### FERNEUF
- 1500 René-Lévesque Montreal
- 455 René-Lévesque Montreal
- Condo Le Voltige Montreal
- Bassin Lavigne Montréal (Station de Pompage)
- Cité Urbaine Montréal
- L’École Laval
- Condo Le Orlie Montréal

### ACIER AGF
- STM Bellechasse Montréal
- Tour de la Banque National Montréal
- Espace Montmorency Laval
- Condo Le Rocabella Montréal
- Condo Le Solstice Montréal
- Condo Le Centra Montréal
- Condo La Marquise Laval
- Condo Le Rose Fellow Montréal
- Un lots d’écoles (3 fois)
- Condo Cité L’Acrobate Montréal
- Condo Le Square Philip Montréal
- REM (plusieurs stations)
- REM Deux-Montagnes

### À venir
- Royalmouth
- Condo Tour des Canadiens Montréal
- Le Tunnel Louis H Lafontaine Montréal
- Projet Devimco Longueuil 1,3 Milliards
- Projet Devimco Cadillac Fairview Anjou 2.5 Milliards
- Projet Montoni Montréal (L’Ancienne Brasserie Molson) 750 Millions
VENTURE GLOBAL LNG TANKS

GENERAL CONTRACTOR:
Kiewit

REBAR CONTRACTOR:
Whaley Steel

BUSINESS AGENT:
Ernesto Soto, Local Union 846 (Aiken, S.C.)

WHALEY STEEL SUPERVISORS:
Scott Tabbert, Local 847 (Phoenix) and Steve Blamer, Local 25 (Detroit)

+ 15,000 tons of rebar placed
+ Up to 120 members from Local 846 and Local 847 on-site

JOB SITE DESCRIPTION:
Venture Global Calcasieu Pass, LLC is developing a liquefied natural gas (LNG) export facility in Cameron Parish, Louisiana, south of the city of Lake Charles. The project site is at an ideal location on the Calcasieu Ship Channel at the mouth of the Gulf of Mexico featuring deep-water access, proximity to plentiful gas supplies and ease of transport for buyers. Once complete, the plant will export 10 MTPA of LNG per year.

CENTENNIAL LOFTS
CONSTRUCTION IN ATLANTA, GEORGIA

HARRIS DAVIS REBAR

Ironworker: Victor Javier Ortiz, foreman, Local 846 (Aiken, S.C.)
BAYSHORE REBAR
IN PHILADELPHIA

JEFFERSON HEALTHY SPECIALTY CARE PAVILION

A 19-story medical building located in Center City, the new 462,000-square-foot Jefferson Healthy Specialty Care Pavilion features more than 300 exam rooms, 10 operating rooms, six endoscopy rooms, three levels of underground parking and more. For the project, Madison is working with LF Driscoll and Hunter Roberts in a joint venture. The project entails a 1,200-ton foundation mat, 250-ton retaining walls and 700-tons fillagree slabs 120-ton metal decks. On the job were Nick Merlino, project manager; Joseph “Wash” Platania, superintendent, Local 405 (retired) (Philadelphia, Pa.); Joseph “Beatles” Gollotto, general foreman, Local 405; Joe Bartorillo, decks and rigging foreman, Local 405; Dexter Bobcomb, columns shear, walls and dowels foreman; Dominick Aquilino, retaining walls foreman; John Destefano, bottom foundation foreman; Nicholas Merlino Jr., mat crew, Local 399 (Camden, N.J.); Eric Abney, Local 405; Chalie Pinkney Jr., Local 405; Anthony Laperra, Local 405; Don Kulick, shop steward, Local 405; Austin Loewnes, Local 405; David Brown, Local 405; Chris Bartorillo, Local 405; Shawn Palmer, Local 405; Bill Masland, Local 399; Anthony Neroni, Local 405; Joe Mcquen, Local 405; Frank Platt, Local 405; Chalie Drake, Local 399; Harry Staley, Local 399; Marc Litrenta, Local 405; and Bruce Quinn, Local 399.

DISNEY COMES TO NEW YORK

Foundation work is underway for Disney’s 1.2-million-square-foot headquarters at 137 Varick Street in Hudson Square. At completion, the project will be a 22-story, 320-foot-tall structure. J&E Industries is installing the foundation. The first section encompassed 750 tons of steel.
Roland Peed and James Ayersman, owners of Genesis Steel Service, Inc., have been in business since March 1988, serving the Maryland, Washington, D.C. and Northern Virginia areas. General Manager Kenneth Wood has almost 40 years of ironworker membership. Captured by Genesis Steel Service is some of their work performed in the U.S. Capital.

**PROJECTS**

**DWIGHT D. EISENHOWER MEMORIAL**
- General contractor: Clark Construction Company
- 6,000 man-hours
- Completed 2019

**ARLINGTON MEMORIAL BRIDGE REHABILITATION**
- General contractor: Kiewit Infrastructure
- 6,000 man-hours
- Completed 2020

**NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY & CULTURE**
- General contractor: Clark Construction
- 85,000 man-hours
- Completed 2016

**NATIONAL LAW ENFORCEMENT MUSEUM**
- General contractor: Clark Construction
- 10,000 man-hours
- Local 5: Supervisor Wayne Wood, Ben Cortes, Francisco Osorio-Ramirez and Amilcar Bonilla
- Completed 2018

**ANDREWS AIR FORCE BASE HANGAR 21 — AIR FORCE 1 HANGAR**
- General contractor: Clark Construction
- 12,000 man-hours
- Completed 2019

**WHITE HOUSE PERMANENT FENCE CONSTRUCTION**
- General contractor: Hercules Fence/Grunley Construction
- In progress

**EAST CAMPUS BUILDING 2 — FORT MEADE**
- General contractor: Clark Construction
- 54,000 man-hours
- Completed 2020

**LINCOLN MEMORIAL REFLECTING POOL**
- Completed 2012
HAMON CUSTODIS COTTRELL-K3
HEADFRAME PROJECT WITH LOCAL 771
(REGINA, SASKATCHEWAN)

MOSAIC K3 MINE SOUTH HEADFRAME, ESTERHAZY, SASKATCHEWAN

- **Contractor:** Hamon Custodis Cottrell Canada, Inc., Richmond Hill, Ontario
- **Headframe purpose:** The headframe will house and operate the massive hoist and skips that will bring potash to the surface from nearly a kilometer underground from the mine.
- **Headframe dimensions:** 22 meters by 22 meters square, 95.5 meters high, ½ meter-thick walls
- **Type of construction:** Continuous slipform construction with reinforced concrete and embedded plates.
- **Rebar total:** 1475 metric tons
- **Rebar size:** 10M to 35M rebar steel
- **Insert plates:** 350
- **Concrete total:** 4,300 cubic meters
- **Concrete trucks:** approximately 600

Ironworker crew total: 48 ironworkers (6 structural, 42 reinforcing steel) from Local 771 (Regina, Saskatchewan), Local 22 (Indianapolis), Local 27 (Salt Lake City), Local 55 (Toledo, Ohio), Local 387 (Atlanta), Local 512 (Minneapolis/St. Paul, Minn.), Local 720 (Edmonton, Alberta), Local 721 (Toronto, Ontario), Local 725 (Calgary, Alberta), Local 728 (Winnipeg, Manitoba), Local 736 (Hamilton, Ontario), Local 764 (St. John’s, Newfoundland), Local 765 (Ottawa, Ontario), Local 769 (Ashland, Ky.) and Local 842 (Saint John, New Brunswick).

- **Schedule:** The 95.5-meter-high structure was completed in 21 days, working 24 hours a day, seven days a week during the slipform construction. Slipform column was completed ahead of schedule.
- **Safety:** No recordable safety incidents or lost-time days on the project.
T&S Reinforcing is an up-and-coming family-owned union reinforcing company out of Salt Lake City. They started with five guys in November 2020 and are now running 55 members. T&S Reinforcing is making a positive impact in the area by offering high quality and high production reinforcing steel and post tension in Utah and the surrounding states.
STATE OF CALIFORNIA AND VICINITY DISTRICT COUNCIL

OPENS NEW TRAINING CENTER

In Fontana, California, the State of California and Vicinity proudly opens a new training center. Ironworker Apprentice Director Dick Zampa sent in the photo and said, “I wanted to honor the rodbusters who work tirelessly without any fanfare, day in and day out.”

CMC REBAR AT WORK IN BILLINGS, MONTANA

CMC Rebar is at work on an overpass bridge job in Billings, Montana.

LOCAL 14

AT WORKS ON AMAZON JOB

Local 14 (Spokane, Wash.) ironworkers with Harris Rebar installed 4,400 tons of rebar and rebar mesh in the slab, walls and mezzanines on Amazon job in eastern Washington.
The Gordie Howe International Bridge project is the largest and most ambitious bi-national border infrastructure project along the Canada-United States border. It will provide for the safe, efficient and secure movement of people and goods across the Canada-U.S. border in the Detroit River area to support the Ontario, Michigan, Canada and U.S. economies.

The new six-lane bridge across the Detroit River between Windsor, Ontario and Detroit, Michigan, is a component of a new end-to-end transportation system that includes associated border inspection plazas and connections to the freeway systems in Ontario and Michigan. This project will provide an essential additional crossing option at one of the busiest Canada-U.S. commercial border crossings.

Once complete, the new bridge will provide additional capacity to increase trade between Canada and the United States, system connectivity and improved border processing and capacity.

With a total bridge length of 1.5 miles, the cable-stayed international bridge will feature six lanes of traffic and a clear span of .53 miles with no piers in the water, resulting in the largest cable-stayed bridge in North America.

Black Swamp Steel is a reinforcing installation and structural steel erection company with a home office in Holland, Ohio, founded in 1991. Officially restructured in 2012 with opened offices in Cincinnati and Indianapolis, Black Swamp Steel has worked on many disciplines in the ironworker industry, including public and private work. They recently completed the largest bridge (by area) project in Michigan, I-75 over the Rouge River, spanning 8,627 feet and 125 feet wide with 9.5 million pounds of rebar and over 500,000 shear studs.

Black Swamp Steel’s work on the Gordie Howe Bridge project began in the winter of 2019 and is scheduled to be completed on time and budget in 2023. They currently have about 30 ironworkers on-site and expect to hire 10 to 20 more. The U.S.-side job site is located in the area of Iron Workers Local 25 (Detroit), with reinforcing ironworkers from Local 25, as well as...
boomers from Local 55 (Toledo, Ohio) and Local 846 (Aiken, S.C.). Black Swamp Steel is a reinforcing contractor on the U.S. side and is responsible for reinforcing on these sections of the project:

**U.S. bridge caissons:**
- 12 caissons in the main tower are 120 feet long by 10 feet in diameter and weigh approximately 140,000 pounds each.
- Six caissons in the back span piers 120 feet long and approximately 80,000 pounds each.

**U.S. bridge foundations:**
- Two tower foundations and tie-beam connecting the tower legs together. This scope consists of eight layers of #18 bar and 25 post-tension ducts.

This required a lot of planning and use of technology to determine where the congestion would be. We were able to take as-built surveys and overlay them onto the rebar shop drawings to determine where the bends needed to be in the bars. Due to the weight of the #18 bars, each bar had to be handled individually by crane.”

Workers on the project were deemed essential and continued working through the COVID-19 pandemic six days a week to stay on schedule and forge ahead. Black Swamp has over 42,500 hours on the job with zero lost-time and recordable incidents.

The bridge is a unique project with a challenging design using stainless steel rebar in areas of corrosion instead of the typical epoxy-coated bars. The foundations had many angles and different levels that required workers to utilize 3D drawings and even 3D printers to help with how the layers came together and make sure the dowels were all installed correctly.
Carpenter said, “The project is using a jump-form system in the tower and requires a lot of planning and coordination with other trades to make sure all tasks are being completed as we build up. Custom jigs have been constructed to ensure the spacing of the four-faced walls as we build them on the ground and then pick these sections up and place them in the air. We are tying the wall sections of the tower on the ground and lifting them into place. Each wall section is over 60,000 pounds. Spacing is critical to make sure we do not have issues when setting the wall sections.”

New construction and improvements to existing infrastructure for the Gordie Howe International Bridge project have also provided jobs for reinforcing ironworkers in Canada. Just on the other side of the Detroit River, Iron Workers Local 700 (Windsor, Ontario) members have been working with contractors AGF Steel Inc. and SRI Installation (Salit Steel).

AGF Steel Inc. has paved a way in the reinforcing industry with a Multistrand post-tensioning ducts being installed over the eight layers of #18 bar.
high standard of quality and craftsmanship. With Local 700 members on the job, AGF was responsible for installing the steel for the piers of 18 caissons.

SRI Installation (Salit Steel) has also been in the reinforcing steel industry for many years and has been committed to building strong relationships within the industry. With their commitment to safety, quality and innovation, they have secured reinforcing projects throughout the U.S. and Canada. SRI is responsible for installing the reinforcing steel in the tower legs. The steel is assembled chiefly on the ground using a jig resembling the layout of the jump forms. With 28 sections per tower, each section is approximately 4.7M (15 feet) high, 5.7M long by 5M wide. The sections are split and hoisted in two halves; each half of one section weighs around 25 tons. The vertical bars are 35M, the horizontals are 20M and the hooks are 15M.

The design and sheer magnitude of the Gordie Howe International Bridge project offer an excellent opportunity for the reinforcing ironworkers from Local 25, Local 55, Local 700 and Local 846 to collaborate and showcase their skills.
Sitting on an 18-acre site just east of the famous Las Vegas Strip, the MSG Sphere will be the first in the world, a sphere-shaped 17,500-plus seat music and entertainment venue. The state-of-the-art structure utilizes cutting-edge technology to immerse the audience in the arena experience, including a 160,000-square-foot LED screen, projected acoustics in multiple languages, 4D sensory elements including smell and touch, and high-speed internet connectivity available at every seat.

When complete, MSG Sphere will be the largest spherical structure in the world with eight levels standing 366 feet high, 516 feet wide and 875,000 square feet containing VIP suites, innovative bars and lounges and an open format central atrium. The exterior will be skinned with a fully programmable LED grid to transform the Sphere, displaying any image on the entire structure itself. Additionally, a 1,000-foot pedestrian bridge will connect the Sphere to the nearby Sands Expo Convention Center. The venue will create nearly 4,400 jobs and is estimated to cost $1.7 billion to complete. In addition, MSG Group has plans to build a slightly smaller sister Sphere in Stratford, East London, in the future.

Excavations began in early 2019, with placement of reinforcement starting in the basement around May 2019. Basement level reached substantial completion of concrete elements almost four months later, with upper levels moving swiftly after. The COVID-19 pandemic halted operations at the site for nearly two full months in early 2020, shortly after finishing Level 6, which is the geometric equator of the structure. The site reopened and work resumed under a major structural steel redesign to the upper levels. The project has been continually evolving since its early design to enhance the visitor experience further. This and continuing difficulties stemming from the pandemic have pushed the estimated completion date to 2023.

To bring the structure to life, MSG Group has employed top-tier engineering and design teams and contracted several local companies to perform, all working in cooperation coordinated with several hundred employees on-site daily. A joint venture between AECOM/HUNT and Las Vegas local M.J. Dean Construction, Inc. began the project as general contractor. M.J. Dean Construction, Inc. has played a major role in constructing many landmark properties on and around
the famous Las Vegas Strip. M.J. Dean’s concrete division directly contracted with Harris Rebar Las Vegas to provide reinforcement to complete cast-in-place elements for the structure.

A recent restructuring has moved AECOM out as MSG assumed construction management duties with an in-house team. Constant on-site engineering presence and BIM coordination across trades with the design team allow for quick problem solving to deal with some of the challenging design elements and means/methods of constructing this cutting-edge venue.

The site has utilized up to six cranes of varying capabilities, including most recently a DEMAG CC-8800, the fourth largest crane in the world (580 feet), which traveled from Belgium and took 120 tractor-trailers to transport and 18 days to assemble on-site.

The groundbreaking design includes:

1. 6,728 square feet of 3-foot, 6-inch-deep mat foundations and an 80,000-square-feet basement area; excavation plus-21 feet below ground removing 110,000 cubic yards of dirt.
2. Multi-level columns, walls and shear wall/cores for four primary elevators.
3. Multiple levels of framed slab supported by a radial-arranged network of cast-in-place beams.
4. Multi-level, cast-in-place tiered stadia and raker beams to accommodate seating.
5. Two structural steel/reinforced composite tub girder(s) clear spanning more than 132 feet and weighing 97,500 pounds each.
6. A 10-inch thick, cast-in-place dome roof to be placed more than 276 feet above ground level.

To date, Harris Rebar Las Vegas:

1. Detailed nearly 16,000 tons of rebar through numerous revisions and design alterations, including 140-plus initial submittals and 170 resubmittals representing 16,270-plus hours of detailing, including revisions.
2. Performed 5,600-plus hours of project management time, including tracking 130-plus major change orders to original scope, 260-plus submitted RFIs and 460-plus structural sketches, two major drawing iterations with 86-plus bulletins and 2,600-plus GC RFIs received and cataloged.
3. Shipped and installed more than 13,300-plus tons of rebar, 86% of which was directly fabricated out of the Las Vegas and SW region shops.
4. Employed a crew of several dozen ironworkers, numbering up to 130 on-site at one point, representing 247,000-plus hours of labor and counting.
5. Fabricated and installed 117,800-plus mechanical-end connections such as couplers and terminators.
Grit is a combination of determination and resilience, defining characteristics of the city of Milwaukee. In the 19th century, the founding settlers of Milwaukee envisioned, persevered and successfully built up a thriving port city built on the impossible—wetlands comprised of bogs, marshes, ponds and swamps. Not an easy task, but one achieved with the crowning accomplishment of the erection of the iconic seat of government right in the middle of the swamp. Completed in 1895, Milwaukee’s City Hall (200 E. Wells St.) was, at the time, the world’s largest occupied building. Dominating the skyline for decades, the 393-foot, 50,000-ton architectural marvel stands as a testament to the ingenuity and the fortitude of tradespeople. Unfortunately, grit can’t hold back swamp and gravity forever; Milwaukee’s City Hall is sinking.

The root of the sinking problem is City Hall’s foundation, placed on nearly 2,500 white pine piles. Now over 120 years old, the wooden piles are deteriorating, resulting in differential settling that threatens the building’s structural integrity. Facing the task and expense of rescuing their sinking City Hall might have led some officials to relocate. Luckily grit still runs in the city’s leadership; they found a bold solution, one that partly relied on MKE Iron Erector, Inc. and their team of skilled union ironworkers from Milwaukee’s Local 8 to replace the failing timbers with concrete and iron.

Working with contractor Gilbane and subcontractor Michels, officials engaged architectural firm AECOM. Experienced in historic preservation, AECOM’s team proposed a novel “passive-load transfer” plan to stop the sinking. Never attempted before in North America, the plan involves constructing a load transfer form around each existing wooden pile and applying over 75 tons of tension using DYWIDAG tension bars to stabilize the building.

MKE Iron Erectors, Inc. Foreman Matt Stretz and Karl Hannig position the jack used to stress the DYWIDAG tension bars to apply over 75 tons of tension. Photo courtesy of MKE Iron Erectors, Inc.
America, the process was complex and costly, with an over $57 million price tag. Not an endeavor for the timid to undertake. Cory McLean, senior project manager at Michels, says, “Everything is unique about the project. Everything from access, logistics and work sequences.” He emphasizes the job is not for firms who “neither have the resources, the capabilities, or the sheer nerve to attempt.”

Planned over four phases, work began in 2015. The process starts by removing the basement floor. After excavation, steel micropiles are driven up to 100 feet into the earth. After the micropiles are installed, union ironworkers fabricate a rebar cage around each of the nearly 2,500 existing wooden supports to be encased in concrete. Once the new concrete support is set, specially certified ironworkers install horizontal weight-bearing DYWIDAG tension bars at the base. Finally, using a jack, ironworkers stress the bars to over 75 tons of pressure. The resulting new foundations take on the weight of the building as the wooden piles deteriorate.

On-site in the City Hall basement, Local 8 ironworkers have to adapt to unique conditions. MKE Iron President Barbara Sheedy, whose company has always employed union ironworkers, states, “Our ironworkers are performing in really cramped quarters. It’s not easy, but they’re doing great keeping safe and staying on track.”

Ironworker Karl Hannig will tell you that the challenge increases as each completed concrete foundation means less space to work in. Hannig says, “Sometimes you only have a foot between the next cage you built, so you got to squeeze in there.”

Working space isn’t the only concern drawing on the ironworker’s courage. Serious safety concerns arise when stressing the DYWIDAG tension bars. “Some of those guys didn’t quite grasp the concept of what post-tensioning was, so there was a little bit of getting them to understand to stay away,” says Matt Stretz, MKE Iron foreman. Stretz points out that the “jack can pop, the bar can break, and the jack can go flying back. You’re stressing those things to 176,000 pounds. If it breaks, parts can go flying.”

The project is scheduled to wrap in 2022 and all the tenacity has paid off—Milwaukee’s City Hall is stabilizing. In the process, MKE Iron Erectors, Inc. has gained a new level of expertise and provided some of their union ironworkers’ new skills. Sheedy says, “It was a risky job for MKE Iron to take on. There were sleepless nights for sure. We took the risk and now we can offer new services that many of our competitors cannot.” A shared sense of pride is felt by the team participating in the effort. Sheedy states, “We’re all honored to be part of this awesome solution. For the rest of our lives, every time we see Milwaukee’s City Hall, we’ll know we did our part to keep it standing.”
Ironworkers for Aztec Steel, Inc., a Local 7 (Boston, Massachusetts) signatory contractor since 1987, are currently working on a skyscraper in downtown Boston (240 Devonshire Street) named Winthrop Center. Upon completion, Winthrop Center will stand at 690.7 feet (52 floors), becoming the fourth-tallest building in the city. Additionally, through collaboration with MIT professors, Winthrop Center will stand as the largest Passive House office building globally, a voluntary standard for energy efficiency with reduced energy needed for heating and cooling. The high level of energy savings will result in a carbon reduction lowering the ecological footprint for the skyscraper while providing a healthier and more comfortable place to work.

Ground broke at Winthrop Center on Oct. 24, 2018, as Southcoast Steel LLC, a Local 7 signatory contractor since 2016, installed 117 cages for the slurry walls, consisting of 55 exterior panels and 62 load-bearing element panels. According to a project manager for GC Suffolk Construction Company, “Each cage was assembled by members of Local 7 on-site without disrupting the other trades or ever delaying any portion of the project.” In total, 1,651 tons of rebar were used to construct the walls resulting in close to 10,000 labor hours for 12 members of Local 7.

After Southcoast Steel completed the slurry walls, Aztec Steel began installing the reinforcement for this poured-in-place project. Workers have recently completed the eleventh floor of the skyscraper, with 27 ironworkers from Local 7 contributing over 60,000 labor hours. The GC’s project manager went on to say, “Aztec Steel’s outside and on-site foreman attend weekly meetings to go over upcoming construction activity and potential constraints and execute the direction flawlessly.”
Each floor at Winthrop Center is 34,000 square feet, calling for 385,361 pounds (192.7 tons) of rebar. Additionally, the project calls for 66,765 pounds (33.4 tons) of rebar for shear wall #1 and 136,334 pounds (68.2 tons) for shear wall #2.

Upon project completion, Local 7 members will have worked an estimated 150,000 hours placing over 16,000 total tonnage of rebar (32,000,000 pounds).

According to Kathleen MacNeil, principal for Millennium Partners Boston, the project developer, “The Winthrop Center Tower has been blessed with competent and hard-working ironworkers. The men and women ironworkers of South-coast and Aztec show up each day, work hard and long hours, and remain professional. The quality of both companies’ work has never resulted in a rebar inspector raising any concerns after an area is placed. This is a testament, not only to the workers themselves but also to Local 7’s organization as a whole. It is a pleasure to have them on-site.”
Local 721 Praises Toronto RiW Contractors

The ironworkers of Local 721 (Toronto, Ontario) have a massive appreciation for their signatory rod companies, who are working tirelessly to support the union's construction sector and have used due diligence to provide personal protective equipment (PPE) and monitor safety protocols for construction sites and workers. As a result, projects have continued to move forward safely and expertly. Local 721 has been inspired by the contractors’ commitment to making a difference in these unprecedented and challenging times.

Local 721 is grateful to work with superintendents to provide the manpower needed to sustain new projects essential to rebuild the economy. Local 721 and their rod signatory companies have built a solid working relationship, proving over and over the ability to work extremely high man-hours with few job sites shut down due to COVID-19.

Working with these outstanding signatory companies—Mansteel Rebar, AGF Rebar Inc., Salit Steel, Gilbert Steel, Harris Rebar, JKLM Rebar, JIL Rebar, Advanced Forming and Rebar Master—has allowed Local 721 to:

- Schedule training for two-week gladiator courses
- Run numerous fully attended apprenticeship classes
- Sign-up numerous members from other locals
- Bring in travel cards
- Reinstall past members (helping with the demand)
- Lead recertification for members (working at heights, EWP, forklift training, etc.)

**Mansteel Limited/Rebar**

The company, founded in 2010, has successfully participated in some of the most critical infrastructure, commercial and residential construction projects across Ontario over the last decade, including construction of new hospitals, office buildings and high-rise condominiums. Additionally, Mansteel has constructed the second phase of Highway 407 East Extension and has continued restoring the Gardiner Expressway.

**Salit Steel**

Salit Steel is a leading supplier of cut and preassembled stainless-steel rebar and mesh. Their vision is to be the most trusted, respected and successful supplier of steel. Their mission is to be passionate about building a dynamic family business committed to being a true partner, continually evolving and showing their care. Salit Steel continues to work on numerous projects, including West Park Health Centre, Crosslinx Stations, Michael Garron Hospital and The Well Project.

**Gilbert Steel**

Gilbert Steel is built on a strong family bond with respect for all, hard work and dedication. It has been providing the construction industry with reinforcing steel for over 60 years and every project undertaken is motivated by dedication toward completion with excellence. Gilbert Steel is currently working on numerous projects, including Crosslinx (Eglinton Line), numerous stations (Yonge, Avenue, Bayview) and Ashbridge’s Bay Wastewater Treatment Plant.

**AGF Rebar Inc.**

AGF Rebar Inc. has demonstrated its ability to experience controlling risks and costs through both small and large-scale projects while delivering first-class reinforcing steel products and services. AGF Rebar’s current projects include the dams and locks in the Kawartha areas, Crosslinx Stations and Ashbridge’s Bay Wastewater Treatment Plant.

**Harris Rebar**

With national strength and local service, Harris Rebar is North America’s leading fabricator, installer, and distributor of concrete reinforcing steel and related products. They work with their customers to find cost-effective alternatives and recommend changes resulting in time and materials savings. Harris Rebar is currently working on numerous projects, including Sick Kids Hospital, New Toronto Court House and Woodbine Casino.
Celebrating union ironworkers, the special edition shotgun pays tribute to the 125-year anniversary of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Each is a magnificent American union-made Remington V3®, 12 gauge, 28-inch vented rib barrel, nickel plated and laser engraved finish receiver with the Iron Workers’ 125th anniversary logo. While supplies last (only 75 available to order) (U.S. members only).

A Certificate of Authenticity with an edition number will also accompany the shotgun.

ISSUE PRICE: $1600.00  Name of purchaser ___________________________  Phone number of purchaser ___________________________

Address of purchaser ____________________________________________________________

_____ My check for $1600.00 is enclosed.  _____ Please charge $1600.00 to my credit card.

VISA ____  MASTERCARD ____  Account No. _______________________________  Exp. ___________________  CVV ______

Name and address of your designated FFL for firearm ship to:

FFL Name ___________________________  FFL Street Address ___________________________

FFL City, State, Zip ___________________________  FFL Business Phone ___________________________
TO THE DELEGATES AND GUESTS TO THE 44TH INTERNATIONAL CONVENTION

On behalf of the members of the California and Vicinity District Council of Iron Workers, which includes the States of California, Arizona, Hawaii and Nevada, I consider it an honor and privilege to be selected as the host Council for our great Union’s 44th International Convention. We wish to extend a cordial welcome to all Delegates and their families and guests to the Silver State of Nevada.

Our Convention will be held at the beautiful Mirage in Las Vegas, Nevada, the Convention Capitol of the World.

Las Vegas offers numerous award-winning restaurants, luxurious spas, fantastic shopping, the finest golf courses and spectacular entertainment. You can also enjoy a short trip to Hoover Dam, the 8th wonder of the world, or the beautiful Red Rock Canyon National Conservation Area. Although the days are warm, the star filled nights are beautiful. Cool and casual clothing is always in good taste.

Please join me in making the 44th Convention one that you and your family will remember fondly for many years.

The California and Vicinity District Council of Iron Workers extend to you warm and fraternal greetings and we look forward to seeing you in Las Vegas.

Cordially and fraternally,

David S. Osborne
President

DSO-bd
ope 29 afl cio

California       Arizona       Hawaii       Nevada
GENERAL OFFICERS

Eric Dean
General President

Ron Piksa
General Secretary

Kenneth “Bill” Dean
General Treasurer

Joseph Hunt
General President Emeritus

Walter Wise
General President Emeritus
General Vice Presidents/General Counsel

Stephen Sweeney  
First General Vice President

Kevin Bryanton  
Second General Vice President

James Mahoney  
Third General Vice President

Steve Pendergrass  
Fourth General Vice President

William Woodward  
Fifth General Vice President

David Beard  
Sixth General Vice President

Michael Baker  
Seventh General Vice President

Kendall Martin  
Eighth General Vice President

Gregory “Jack” Jarrell  
Ninth General Vice President

Frank Marco  
General Counsel
DISTRICT/SPECIAL/FIELD REPRESENTATIVES

James Owens
District Representative/
Training Specialist,
Apprenticeship & Training

Brian Tannehill
District Representative/
Training Specialist,
Apprenticeship & Training

Wayne Creasap
District Representative

Vincent DiDonato
District Representative

Hank Hunsell
District Representative

Luis Quintana
District Representative

Erik Schmidli
District Representative

Donald Thomas
Special Representative

David Allen
Field Representative

Miguel Mijango
Field Representative

Jonathan Paramo
Field Representative
RETIREMENTS

David Kolbe
Political and Legislative Director
Effective Jan. 31, 2017

Jay Hurley
General Vice President
Effective Feb. 28, 2018

Anthony Butkovich
General Organizer
Effective May 13, 2017

Jacques Dubois
General Organizer
Effective March 31, 2018

Edward Dornia
Field Representative
Effective June 30, 2017

John Cefalu
General Organizer
Effective March 31, 2018

Jiggs Higgs
Funds Administrator
Effective June 30, 2017

Ray Dean
Executive Director in Charge of DOAMM
Effective Dec. 31, 2018

Angel Dominguez
General Organizer
Effective Sept. 30, 2017

Steve Parker
Executive Director in Charge of Reinforcing
Effective Dec. 31, 2018
RETIREMENTS

David Gornewicz
Executive Director in Charge of Organizing
Effective May 31, 2019

Grady “Larry” Brown
General Organizer
Effective June 30, 2019

Darrell LaBoucan
General Vice President
Effective June 30, 2019

Marvin Ragsdale
General Vice President
Effective Jan. 31, 2020

Robert Boskovich
General Vice President
Effective Feb. 29, 2020

Mike Martin
General Organizer
Effective April 3, 2020

Bernie Evers
General Vice President
Effective April 3, 2020

Russ Gschwind
General Organizer
Effective May 31, 2021

Donald Zampa
General Vice President
Effective June 30, 2021

THE IRONWORKER

32
DECEASED OFFICERS

William Szabrak
December 1, 2016

Robert “Bob” Spiller
April 7, 2017

Albert C. “Buddy” Mincey
July 8, 2017

Joseph M. Quilty
November 9, 2017

Joseph “Joe” Maloney
December 29, 2017

James Bunch
January 22, 2018

Robert E. Cooney
February 28, 2018

Roy Williams
December 6, 2018

John McMahon
March 13, 2019

Richard L. “Dick” Zampa
June 18, 2019

Vincent Ryan
December 25, 2019

Donald Lightell
January 2, 2020

Carroll Cate
March 24, 2020

William Sullivan
June 24, 2020

Joseph Hunt III
September 28, 2020

Robert Pfister
October 23, 2020

Alan L. Simmons
December 4, 2020

James Phair
December 31, 2020

Michael Fitzpatrick
March 21, 2021

Joe Standley
June 20, 2021
Celebra/ti.ligang 50 Years /of.liga Excellence

2021 marks the 50th anniversary of the National Maintenance Agreements (NMA) and the National Maintenance Agreements Policy Committee, Inc. (NMAPC). We are excited to celebrate this milestone with signatory contractors, building trades partners, owner-clients and the entire union construction and maintenance industry!

The NMAPC is a labor-management organization that impartially negotiates and administers the National Maintenance Agreements, a series of collective bargaining agreements widely used by union contractors in the U.S. industrial construction and maintenance sector. These contractors employ members of 14 international building trades unions.

Since its inception in 1971, the NMAPC Program has provided standardized terms and conditions for work performed throughout the United States. Contractors and their building trades partners have relied on it to ensure that even the largest and most complex projects are completed for their clients in a safe, timely, efficient and cost-effective manner. One of the primary goals of the program is to provide predictability and stability on behalf of all participating parties.

To date, the NMAPC Program has been used to complete projects totaling hundreds of billions of dollars and has generated well over 2.7 billion work hours (and counting) for the building trades and contractors.

In this special section, you'll learn how the NMA came to be the most influential project labor agreement in the industrial construction and maintenance sector — and how it continues to shape the industry today.

To learn more about the anniversary — and the legacy of both the NMA and the NMAPC — go to www.nmapc.org/50. You can download special 50th anniversary logos, a comprehensive history of the NMAPC and more! Bookmark the site and check back often — we'll be updating it throughout the year with new features as the half-century celebration continues!

The Union Sportsmen's Alliance wants to help you gear up and get outside this archery season!

PRIZE PACKAGE INCLUDES:
- Barnett Crossbow Whitetail Hunter STR
- 5-Pack Crossbow Arrows
- Plano Bow Case
- Thorogood Gift Card
- 110 Elk Antler Buck Knife with Case
- 10 X 26 Steiner Predator Binoculars
- Deer Calls
- HuntStand Pro Subscription
- Orca Cooler 40 Qt.
- Orange Knit Hat w/USA Logo
- AmeriStep Ground Blind
- Dead Down Spray
- 5 pack Hothands Hand Warmers
- USA Sticker Decal Set

$1,800+ VALUE
NO COST TO ENTER!
DEADLINE: AUGUST 30, 2021

ENTER TO WIN
UNIONSweepstake.com
Celebrate the 50th anniversary of the National Maintenance Agreements (NMA) and the National Maintenance Agreements Policy Committee, Inc. (NMAPC). We are excited to celebrate this milestone with signatory contractors, building trades partners, owner-clients and the entire union construction and maintenance industry!

The NMAPC is a labor-management organization that impartially negotiates and administers the National Maintenance Agreements, a series of collective bargaining agreements widely used by union contractors in the U.S. industrial construction and maintenance sector. These contractors employ members of 14 international building trades unions.

Since its inception in 1971, the NMAPC Program has provided standardized terms and conditions for work performed throughout the United States. Contractors and their building trades partners have relied on it to ensure that even the largest and most complex projects are completed for their clients in a safe, timely, efficient and cost-effective manner. One of the primary goals of the program is to provide predictability and stability on behalf of all participating parties.

To date, the NMAPC Program has been used to complete projects totaling hundreds of billions of dollars and has generated well over 2.7 billion work hours (and counting) for the building trades and contractors.

In this special section, you’ll learn how the NMA came to be the most influential project labor agreement in the industrial construction and maintenance sector — and how it continues to shape the industry today.

To learn more about the anniversary — and the legacy of both the NMA and the NMAPC — go to www.nmapc.org/50. You can download special 50th anniversary logos, a comprehensive history of the NMAPC and more! Bookmark the site and check back often — we’ll be updating it throughout the year with new features as the half-century celebration continues!
The half-century history of the National Maintenance Agreements (NMA) is too complex to summarize in one page — but we can explain how the NMA came about and why it was created in the first place.

In the early 1970s, the Iron Workers and their partner union contractors were facing stiff competition from Steelworkers for the maintenance work in steel facilities across the U.S. They needed to become more competitive. The Iron Workers teamed up with the National Erectors Association (NEA), the predecessor to today’s The Association of Union Constructors (TAUC). At the time, NEA mainly represented contractors who employed Iron Workers.

Together, they came up with a simple but powerful idea: create a new project labor agreement, or PLA, focused on industrial maintenance. It would offer their clients — the steel producers — a predictable, streamlined process with preset rules for everything from overtime pay and holiday leave to potential job disruptions. Most important, it would eliminate the need for long, acrimonious negotiating sessions with the local unions. If done right, a new PLA would give Iron Workers and their contractors a strategic advantage — and provide steel producers an incentive to choose them over the Steelworkers.

By the spring of 1971, the very first National Maintenance Agreement had been created. The Iron Workers were the first to sign, followed by the Boilermakers later that year. Although created by the NEA, the NMA could be adopted by any building trades union and any contractor who used union labor. After all, Iron Workers weren’t the only ones performing industrial maintenance and repair at facilities across the country. Other unions were quick to realize the significance of the NMA. By the mid-1970s, 10 more would join, and by the mid-1980s, all 14 international building trades unions had signed the NMA.

What made the NMA so special? Well, it differed from other maintenance agreements in several significant ways. First and foremost, the NMA was controlled jointly by management and labor, whereas others were unilaterally controlled by unions. This innovative partnership was soon formalized with the creation of the NMAPC, an impartial body set up to administer the NMA, resolve conflicts and settle questions related to its use. Its motto was “Building a Partnership of Safety, Productivity, Quality and Strength.” Joseph La Rocca, the executive director of the NEA, became the first Impartial Secretary of the NMAPC as well, and continued in both positions until his retirement in 1986.

The creators of the NMA also followed through on their pledge to make the new Agreement less cumbersome and restrictive for owners. Gone were the long-term contractual requirements that other agreements mandated. The NMA was designed to be a portable, open-ended tool for using skilled union labor on crucial maintenance and industrial construction projects. Flexibility is also important; each participating union is allowed to modify certain parts of the NMA to better fit their specific craft requirements, though they are still 99% similar in content.

**LEARN MORE: FREE ONLINE RESOURCES**

Want to read more about the history of the NMA? In 2011, as part of its 40th anniversary, the NMAPC published an in-depth history of the Agreements from their creation in the early 1970s to the present day. It explains in great detail how and why the Agreements were developed and chronicles the effect they have had on the construction industry. Although it doesn’t cover more recent events, it’s still a valuable resource for those wishing to learn more about the NMA and the NMAPC. Download it for free at [www.nmapc.org/history](http://www.nmapc.org/history).

In 2018, we published a new promotional booklet that contains updated information on the NMA as well as a shorter and slightly revised version of the original 2011 history. You can download it at [www.nmapc.org/booklet](http://www.nmapc.org/booklet).
How It All Started:
NMAPC:
union labor. After all, Iron Workers weren’t
the NMA could be adopted by any building
that year. Although created by the NEA,
sign, followed by the Boilermakers later
created. The Iron Workers were the first to
them over the Steelworkers.

PLA would give Iron Workers and their con-
with the local unions. If done right, a new
streamlined process with preset rules for
maintenance. It would offer their clients
agreement, or PLA, focused on industrial
powerful idea: create a new project labor
employed Iron Workers.

Of Union Constructors (TAUC). At the time,
the predecessor to today’s The Association
the National Erectors Association (NEA),
foremost, the NMA was controlled jointly
between unions and employers.

What made the NMA so special? Well, it
and why it was created in the first place.
T
he half-century history of the National

Want to read more about the history of the NMA? In 2011, as part of its 40th
anniversary, the NMAPC published an in-depth history of the Agreements from
2011 history. You can download it at www.nmapc.org/booklet.

In 2018, we published a new promotional booklet that contains updated infor-
mation on the NMA as well as a shorter and slightly revised version of the original
publication.

The creators of the NMA also followed
the U.S. They needed to become more com-
petitive. The Iron Workers teamed up with
the NEA, became the first executive director of the NEA, became the first
and Strength. “Joseph La Rocca, the exec-

1971
The Ironworkers and the Boilermakers become the first
two building trades unions to sign the newly created
NMA. Ten more unions would follow suit over the next
several years, and by the mid-1980s, all 14 international
building trades unions would be official participants in
the NMA.

1988
With the U.S. steel industry on the brink of collapse,
the NMAPC implements the revolutionary Steel Mill
Modification, reducing labor costs and providing other
benefits for steel companies that commit to using the
NMA for their modernization and upgrade projects. It
marks a turning point both for the steel industry as well
as the NMAPC Program. (See full story on Page 11.)

1981
The NMAPC is legally incorporated as a stand-alone
entity. Previously it had been operating under the
umbrella of TAUC’s predecessor organization, the
National Erectors Association; this move gives the
NMAPC total independence and impartiality. It is also
the first group within the construction industry to be
formed under the Labor-Management Cooperation Act
of 1978, a federal law designed to improve cooperation
between unions and employers.

2000
NMAPC establishes the Zero Injury Safety Awards®
(ZISA®) program to recognize tripartite teams that
achieve zero injuries on their projects in a calendar year.
(See full story on Page 12.)

2004
The NMAPC creates a comprehensive online business
platform for users – the first industry PLA to do so. No
more faxes and snail mail: contractors and labor unions
can file SERs and complete other important tasks online.
What used to take days or weeks can now be accom-
plished in mere minutes, dramatically easing the admin-
istrative burden for all parties and ushering the NMA into
the digital era.

2006
The NMA turns 25 and undergoes its first major set of
revisions, resulting in a more flexible and competitive
Agreement. Among the changes: new language forbidding
work stoppages; the creation of a new set of procedures
to adjudicate jurisdictional (or “work assignment” in NMA-
speak) disputes; and a new formal addendum process that,
for the first time, allowed the committee to create modific-
tions to the agreement for specific projects or sites based
on the particular needs of a contractor or owner.

2008
The largest project ever performed under the NMA begins
– a full-scale modernization of the massive BP Whiting
Refinery in Whiting, Indiana. Also in 2008, more than 77
million NMA work hours are reported by contractors – the
most ever for a single year – and the NMAPC crosses a
threshold few had thought possible: more than two billion
work hours performed under the Program.

2016
Embracing the power and promise of modern technology,
NMAPC launches the NMA I.Q. E-learning Resource
Center at www.nmaiq.org. NMA I.Q. is the web-based
home for “all things NMA.” It offers free, easy-to-follow
online tutorials and short videos on virtually every aspect
of the NMA, from a “How does it work?” general overview
to detailed instructions and explanations on more tech-
nical aspects of the Agreements.

2020
The Zero Injury Safety Awards® program celebrates
its 20th anniversary, having recognized more than 310
million injury-free work hours.

2021
Stephen Lindauer — only the third Impartial Secretary/
CEO of the NMAPC in its history — retires and is
succeeded by Daniel Hogan. NMAPC also celebrates its
50th anniversary.
The 1980s were a particularly rough decade for the U.S. steel industry. Once-dominant American companies were facing fierce competition from overseas markets, and to make matters worse, much of their equipment was outdated, run-down and unable to keep up with the production levels of the Japanese and other countries. Ironically, by 1984, steel companies that had once provided millions of hours of work under the NMA now ranked last among work-hour producers.

In order to stay competitive, a massive upgrade and modernization program for the U.S. steel industry was needed. The NMAPC sprang into action in the mid-1980s by embarking on a major project that came to be known simply as the Steel Mill Modification. The goal was simple: help U.S. steel companies modernize their facilities and regain their competitiveness in the world steel markets.

"U.S. steel companies were being challenged on the quality of their products," recalled Steve Lindauer, NMAPC Impartial Secretary and CEO from 2006 to 2021. "They were individually embarking on major capital investments in their plants and equipment to try and gain the market share they had lost. The NMAPC took a look at what was going on and said, 'Why don't we as an organization come up with a program that would not only help the steel industry achieve its goals and thrive in the future but also provide work opportunities for our building trades crafts and contractors?"

The result was the Steel Mill Modification, which worked this way: in return for agreeing to use the NMA on all their modernization and upgrade programs, participating U.S. steel companies would receive a number of added benefits, not the least of which was a 10% across-the-board reduction in labor wages and the ability to implement flexible scheduling of work hours. The result was that NMA contractors and the building trades were guaranteed an enormous amount of new work, while steel producers, in addition to receiving the benefits of the "regular" NMA, also got a much-needed cost break and work schedule flexibility in order to help them retroel for the future. Four large producers — U.S. Steel, LTV Steel, Bethlehem Steel and Sharon Steel — were the first to agree to the Modification, which remained in place from 1988 until 1991.

"It was unprecedented," Lindauer said. "For the first time, the union construction industry essentially entered into an arrangement with an entire sector of private industry that resulted in the employment of union contractors and unions. Work skyrocketed, and hours increased significantly during the period the Modification was in effect. And another upside is that as a result of that partnership more than 30 years ago, the NMA still maintains a relationship with many of those steel companies, even though the names and players have changed. Many of them still perform their day-to-day maintenance work and modernization programs under the NMA.

"I believe the NMAPC turned a corner with the Modification," Lindauer added. "It really got people's attention, and it was a great way for our contractors and the building trades to showcase who they were and what they had to offer. The NMA was already quite successful, but after the Modification — after we had stepped up to help rescue the steel industry — it put us on a different level. We became more of a known commodity."
Aiming for the “Impossible”: NMAPC and the Zero Injury Ideal

Workplace safety has always been a top priority for the NMAPC. Since its creation in 1971, the Committee’s motto has been “Building a Partnership of Safety, Productivity, Quality and Strength.” The fact that safety is listed first is no mistake. If you crack open a copy of the National Maintenance Agreement, on the very first page appears a list of common priorities for contractors, unions and owner-clients. “Safety in all phases of work” is at the very top of that list — again, not a coincidence. In 2014, NMAPC created the Tripartite Codes of Conduct, three separate sets of principles for each link in the tripartite chain. The first item in each code addresses the same topic: the importance of creating and maintaining zero-injury job sites.

You get the picture. Still, as much as the NMAPC has emphasized safety awareness, it would be incorrect to assume that the larger construction industry always puts safety first. In fact, today’s intense focus on worker safety in general and zero injuries in particular is relatively new. Young people who entered the industry in the early 2000s or later have always been immersed in a safety-first culture, but veteran workers remember what it was like before that time.

So how did the industry complete such a dramatic transformation so quickly, and what role did NMAPC play? How did safety go from being a midlevel priority (at best) on more job sites than we’d like to admit to an absolutely nonnegotiable element of every project, large or small?

Turning the Ship Around

The evolution toward a zero-injury safety culture began in the 1980s. It was a slow and difficult process. It’s hard to explain just how, well, crazy the concept of injury-free job sites seemed to so many construction professionals. Injuries — even fatalities — were considered a natural and unavoidable part of the job, especially on large, complex projects involving multiple trades and thousands of workers. The idea that you could go for weeks and months without a single recordable injury sounded preposterous, nothing but a pipe dream. Oftentimes if a worker became injured, it was viewed as their own fault.

In the late 1970s, Emmitt Nelson, a respected construction safety professional, served on a committee with the Business Roundtable that wanted to recognize safety excellence within the construction industry. They sent out applications to 400 major companies but received only seven responses from contractors and owners — a telling sign of how safety was viewed at the time. However, there was some “amazing information” in the handful of responses, Nelson recalled in 2016; two companies had worked a total of 6.5 million hours without a lost-time injury.

“The question was, how did they do that?” Nelson said. “I became involved with the research itself, done by the Construction Industry Institute...what we found is that safety feels good to the employee. They feel like they are part of the team and that the contractor leadership is really caring for them. When they buy in, it’s like a lightning bolt and the observer can see the communications are more smoothly conducted, people are more receptive to one another, people are being treated with dignity and respect and their views are being honored. All of that means you have a more productive workplace and at the same time, injury rates go down.”

Throughout the 1980s and 1990s, Nelson continued to refine his research and created the basis for what would become the zero-injury philosophy. In a nutshell, it states that while no contractor can work forever without an injury, the most successful ones have learned that “the fact that injuries occur does not mean that they must occur.” In other words, the expectation, from management down to the craftworker, is that there will be no injuries. When one does occur, contractors commit to doing whatever it takes to prevent another.

Things began to change when owner companies — many of which used the NMA on a regular basis — began to realize the true cost of contractor safety nonperformance, which often ran into the tens of millions of dollars annually. Owners who in the past had taken a hands-off approach to the safety standards of their contractors began to get more involved. Leaders in the industrial construction and maintenance fields began studying the methods of those companies that managed, seemingly against all odds, to consistently complete large projects without a single employee injury.

ZISA® and the Road to Zero

Nelson’s research on zero injury dovetailed perfectly with the NMAPC’s longtime focus on worker safety. In 1999, the Committee decided to start recognizing industrial projects that were completed with zero injuries as a way to emphasize the quality of union construction and “boost the signal” of the zero-injury philosophy. Nelson, in conjunction with the
NMAPC Safety and Health Subcommittee, drew up the guidelines for safety recognition. In 2000, the Zero Injury Safety Awards® (ZISA®) were born.

From the outset, ZISA® emphasized the tripartite nature of safety. Instead of giving out awards to individual contractors, each Zero Injury Safety Award is presented to a team, consisting of the contractor, local building trades union and owner-client. It's a way of acknowledging that safety is everyone's responsibility, and when a project is completed without injury, everyone should be celebrated.

The reaction from the industry was overwhelmingly positive, and ZISA® quickly began to grow, as did awareness of what the zero-injury mindset was all about. The backing of a respected organization like NMAPC helped put zero injury "over the top." It was seen not just as an interesting theory or a fringe idea, but a solid, mainstream way of preventing serious accidents on the jobsite. And once the data started rolling in — millions of hours worked with no recordable injuries — it was simply impossible to ignore. Thanks to Emmitt Nelson's hard work, the union construction and maintenance industry had undergone a "complete one-eighty" and shifted its attitude toward safety in less than two decades.

Today, ZISA® is the most prestigious safety recognition program in the industry, having honored more than 310 million injury-free work hours over the last 20 years (see this year’s winners beginning on Page 16).

When an organization reaches its 50th anniversary, there is a tendency to not just look back on past accomplishments but to begin planning for the next 50 years. What new challenges will come our way? How will we respond?

It's true that a lot has changed since the NMAPC was created in 1971. The world is vastly different, and our signatory contractors, together with their labor partners and owner-clients, face a formidable set of challenges, from the persistent threat of COVID-19 to new technologies that will transform our industry.

But in another (and arguably more important) sense, nothing has changed since 1971. As it enters a new era, the NMAPC Program is still built on the same foundation as before: a philosophy rooted in tripartite cooperation between owner-clients, contractors and the international building trades unions. It is the foundational principle that guides everything we do, which explains why we’re so confident and optimistic. Circumstances change, jobs come and go, but the benefits of wisdom and reason remain constant. As the old saying goes, you “dance with the one who brought you,” and the NMAPC has no intention of switching partners.

The tripartite philosophy is based on the belief that mutual respect and open dialogue are the keys to a safe and successful jobsite — and a thriving industry. We must break down old barriers of fear and mistrust if we have any chance of succeeding. All three parties must talk to one another honestly and frankly — but they must listen as well.

This philosophy is embedded in the very DNA of the NMAPC Program. The Agreements mandate three-way cooperation — it’s not a suggestion. For instance, every NMA project must begin with a pre-job conference where the owner-client, contractor and union craftworkers meet in the same room to plan their activities, assign tasks and ensure proper safety procedures are in place before the first bolt is turned.

Through tripartite dialogue, the NMAPC has enshrined a set of priorities that reflect the common concerns of owner-clients, contractors and unions. These priorities inform every action we take:

- Safety in all phases of work
- No disruptions of the owner’s work
- On-schedule performance
- Cost-effective and quality craftsmanship
- Productivity and flexibility
- A trained, available workforce
- Attainable work opportunities
- Resolution process for jobsite issues
- Consistent terms and conditions

By recognizing, addressing and delivering on these priorities, the NMAPC embodies a sense of true partnership. Everyone involved in the Program is committed to executing at the highest possible level. We’re ready for another 50 years of excellence — and we hope you’ll join us on the journey.
The Zero Injury Safety Award is presented to a team, consisting of the contractor, local building trades union and owner-client. In 2000, the Zero Injury Safety Awards® (ZISA®) were born. A project is completed without injury, is everyone’s responsibility, and when accidents on the jobsite. And once the data started rolling in — millions of hours worked with no recordable injuries — it goes, you “dance with the one who brought Emmitt Nelson’s hard work, the union and shifted its attitude toward safety in construction and maintenance industry, having honored more than 310 contractors and the international building and maintenance industry, having honored more than 310 contractors and unions. These priorities form the backbone of the NMAPC Program, which is still built on the same foundation — it’s not a suggestion. For instance, Agreements mandate three-way cooperation between owner-clients, contractors and unions. These priorities inform every action we take:

- Safety in all phases of work
- Productivity and flexibility
- Attainable work opportunities
- Resolution process for jobsite issues
- On-schedule performance
- No disruptions of the owner’s work
- A trained, available workforce
- Cost-effective and quality craftsmanship
- No disruptions of the owner’s work
- Productivity and flexibility
- Attainable work opportunities
- Resolution process for jobsite issues
- On-schedule performance
- No disruptions of the owner’s work
- A trained, available workforce
- Cost-effective and quality craftsmanship

This philosophy is embedded in the very DNA of the NMAPC Program. The NMAPC has enshrined a set of priorities that reflect the NMAPC Program is still built on the same foundation:

- Participation of all three parties in the NMAPC — the owner-client, contractor, and building trades union — has undergone a “complete one-eighty” since the beginning. Instead of giving away awards to individual contractors, each project is completed without injury, is everyone’s responsibility, and when accidents on the jobsite. And once the data started rolling in — millions of hours worked with no recordable injuries — it goes, you “dance with the one who brought Emmitt Nelson’s hard work, the union and shifted its attitude toward safety in construction and maintenance industry, having honored more than 310 contractors and the international building and maintenance industry, having honored more than 310 contractors and unions. These priorities form the backbone of the NMAPC Program, which is still built on the same foundation — it’s not a suggestion. For instance, Agreements mandate three-way cooperation between owner-clients, contractors and unions. These priorities inform every action we take:

- Safety in all phases of work
- Productivity and flexibility
- Attainable work opportunities
- Resolution process for jobsite issues
- On-schedule performance
- No disruptions of the owner’s work
- A trained, available workforce
- Cost-effective and quality craftsmanship

From our founding in 1896 into the 21st Century, this revised, complete account of the Iron Workers International and its members is a must for every ironworker. It is over 420 pages in full color, with over 1,000 photos, illustrations and historical memorabilia from the last 120 years of our great union. A must for every ironworker’s family library, they make great gifts for apprentices, retirees and anyone with an interest in our proud history and how we came to be what we are today.

Visit ironworkerstore.com to order. Price: $35.00 (shipping included)
The Iron Workers’ top priority in the U.S. Congress is passing an infrastructure bill to create good union jobs and President Biden’s American Jobs Plan is the path to do that. The American Jobs Plan offers wide-ranging investments in the American economy that will create work for every Iron Workers local in the United States. But what’s in it?

The news—whether on TV or social media—never gets into real detail about issues like this. Worse, opponents of the American Jobs Plan have been muddying the water, pushing message-tested talking points about it not being real infrastructure. Don’t be fooled. Our union works closely with the administration and Congress on the legislation, and the American Jobs Plan is the largest investment in traditional steel-and-concrete infrastructure in American history.

None of us has a billion dollars in our checking account. When the news starts throwing around figures in the high billions—or even trillions—it’s easy to lose perspective. To keep us on solid ground, we’ve compared the investments in the American Jobs Plan to the last major stimulus, Barack Obama’s American Recovery and Reinvestment Act.

The Recovery Act was the largest infrastructure stimulus when it was passed in 2009 to fight the Great Recession. The charts show how much the Recovery Act put into four major types of infrastructure—roads and bridges, transit, water infrastructure and airports—and stacks each up against what the American Jobs Plan calls for now. All amounts are in billions of dollars.
Roads and Bridges
Highway investments create jobs everywhere in the U.S. The American Jobs Plan would invest over four times as much in roads and bridges as the Recovery Act.

Airports
Every airport expansion creates a ton of construction jobs. The American Jobs Plan would invest over 22 times as much in airports as the Recovery Act.

Transit
Public transit expansions such as subways and streetcars. The American Jobs Plan would invest over 12 times as much in transit as the Recovery Act.

Water Infrastructure
Water treatment plants and sewage systems create major capital projects in every city. The American Jobs Plan would invest over eight times as much in water as the Recovery Act.

It goes on and on. We won't bury you in charts, but the American Jobs Plan beats the Recovery Act on every other kind of infrastructure many times over. Rail, waterways, clean energy—all of it is in for a major boost in the American Jobs Plan, and all by many times more than any previous bill.

The American Jobs Plan’s opponents can’t knock the infrastructure investments directly, so they complain about other things in the plan. But every part of the plan creates solid union jobs, not just infrastructure. For example, the Recovery Act back in 2009 didn’t do much for manufacturing. The American Jobs Plan calls for $52 billion directly to manufacturing, $50 billion more to strengthen the U.S. supply chains, and another $50 billion for semiconductor manufacturing, a key strategic industry all modern manufacturing relies on.

The same is true for schools, health care and every other industry boosted by the American Jobs Plan. They all will create jobs for ironworkers in building out new facilities. Importantly, the American Jobs Plan has the strongest set of labor standards on any infrastructure plan to ensure the jobs created are union ones.

The American Jobs Plan must get through Congress, and as this magazine goes to press, both parties are negotiating a set of bills based on the plan. The Iron Workers’ political department is constantly at work in these negotiations and every ironworker can get involved. Scan the QR code for the latest news on the American Jobs Plan and how you can help pass infrastructure for ironworkers.
If you have ever driven around Washington, D.C., you will notice two things: pretty much every building under construction is concrete and there is never a shortage of new construction projects. You will see tower crane after tower crane hovering above cast-in-place rebar and post-tensioning jobs. Unfortunately, nearly all these projects are being done open shop by unrepresented workers and nonsignatory contractors.

Over the last 20 years, the union reinforcing market share in the Washington, D.C. and Baltimore area has deteriorated to less than 5%. Minor changes in the collective bargaining agreement have not been enough to get back the market or even slow the loss. The pain was felt in both public and private sector construction projects. With a lack of signatory reinforcing contractors and jobs for Iron Workers’ members, locals saw a steady loss of rod-buster members.

Now, with three locals merged into one, Local 5 decided they could not simply turn a blind eye to the lack of market share in the reinforcing industry any longer. Relying on PLA projects was simply not enough when over a thousand unrepresented rod-busters worked in the area. They knew the only way to get back in the game and grow reinforcing market share was to make changes. Significant changes would require hard decisions and aggressive action leading Local 5 Business Manager Aaron Bast and Mid-Atlantic States District Council President Kendall Martin to work with the department of reinforcing ironworkers and the organizing department to come up with and execute a plan—a reinforcing industry market recovery plan.

After much discussion, it was decided to address specific issues currently preventing union employers from winning bids, getting members to work and signing new employers. The plan is based on four...
main changes providing the foundation for recovery of the union reinforcing market in D.C. and the surrounding area. The four cornerstones of changes implemented are:

- **Researching the market and competition** — The Mid-Atlantic States District Council and the Iron Workers organizing department turned 10 organizers loose to conduct a comprehensive survey of rebar placing employers, workers, prices, wages and benefits. The organizers talked to over 1,200 unrepresented reinforcing ironworkers working for 20 different nonunion contractors in the D.C. and Baltimore region.

- **Developing a new collective bargaining agreement** — Based on the research and information gathered by the organizers, it was evident that an entirely new agreement would need to be created. The agreement would focus on market recovery of the private and commercial sectors, which had been lost and are controlled by the nonunion. The most important provision was including a wage and fringe package competitive with the market, but other necessary changes included increased worker portability, key employee language and more.

- **Employing specialty representatives** — Being a mixed local, the existing BAs and organizers were mainly focusing on structural and ornamental work, while rebar and recovering the reinforcing market were simply not a priority and were neglected. Therefore, both a business agent and an organizer dedicated to the reinforcing industry were hired to provide better and more knowledgeable service to members and contractors.

- **Recruiting and training reinforcing ironworkers** — Without the availability of skilled and dedicated rodbusters, signatory employers can’t get work and be competitive. A specialized reinforcing training program would need to be created and implemented.

While the local was putting pieces of the market recovery plan into place, Local 5 was also building a new state-of-the-art training center. However, over the years, Local 5 lacked the necessary hands-on training to develop journeyperson-caliber rodbusters, so it was a priority to include comprehensive rebar training in the new building and the program curriculum. As a result, a three-year specialty reinforcing apprenticeship program was created to ensure an adequate number of qualified rebar workers for employers. Training is split with about 75% hands-on and 25% classroom technical training.
To ensure proper hands-on training and skills development for rebar placing, the new training center has 5,000 square feet of shop space filled with reinforcing mock-ups. The mock-ups include a 20-foot-by-20-foot-by-4-foot-deep pit with foundation mat and walls, a mock-up area for columns and walls that can be set over dowels using an overhead crane, a laydown area with tagged bundles of rebar, mock-up placing drawings, portable tie racks, a bar bender and post-tensioning training.

Over the last year, Local 5 has signed seven rebar contractors to the new agreement and is talking with at least one more. The employers are beginning to bid work and have recently put seven rodbusters to work. With work on the books waiting to start, Local 5 is developing trained rodbusters ready to fill the calls when they come. Market recovery is not easy; it requires bold leadership, an educated membership and tough decisions. If your local union has not lost market share, keep your eyes open and be proactive. If your local has or has room for growth, think about why and try doing something different.
Proper use of shake-out hooks to avoid material-handling incidents

Material handling, specifically shake-out or sorting hooks, remains one of the deadly dozen hazards our members face in the workplace. Special thanks to Tony Mayrhofer, Local 8 (Milwaukee) business manager, for providing information from the national training fund for this article.

Shaking out is a term applied to the process of sorting structural steel members and other materials delivered to the workplace. A shake-out crew of qualified riggers undertakes the sorting and, in many cases, may be the same ironworkers unloading trucks or working in the raising gang. Depending on the job, steel members may be shaken out more than once. A load may be shaken out in a storage yard, inventoried, dressed out, loaded on a truck, sent to the job site, and shaken out again for erection. When shaking out and staging structural members for erection, members are commonly sorted closely together in a safe manner for qualified riggers to expedite hook-on time by qualified riggers.

Shake-out crews use spreader hooks and at least one set of sorting hooks, generally called shake-out hooks, to sort the structural steel members in an upright position. When using sorting hooks, ironworkers should make sure the hooks are hooked into the web, turned opposite one another, and placed under the flange. It is important to attach sorting hooks opposite to each other. To help remember the correct and safe way to position sorting hooks, ironworkers often use the phrase, “hook right, be right.” This prevents the piece from rolling over as it would if each worker attached the beam on the same side, thereby toppling over other pieces and potentially causing injury.

If a structural member has angle lugs with attachment holes either welded or bolted to each end, the ironworker should ensure each sorting hook is barreled into its hole. Sorting hooks are the only hooks that can be barreled into a hole; if there are no holes, seat the sorting hook under the top flange.

Key points to remember:

- The sorting and laying-out process includes moving these materials at a height close to the ground with the load and load connections visually observable by the crane operator throughout the entire load-handling activity.
- The hooks must be attached in a manner that will maintain a level, balanced and stable condition throughout the entire process.
- If the load exhibits obvious bending, the lift must be immediately stopped for analysis and evaluation to ensure safety.
- During the load-handling activity, the slings with hooks at the load connections must always remain under tension to prevent any of the hooks from disengaging.
- Sorting hooks are for straight inline loading only. Sideload applications are not allowed.
- Calculate the sling angle and know the loading in all connection points to ensure all rigging gear is sized appropriately.
- Sling angles must be between 30–45 degrees.
- Never exceed the working load limit as stated on the sling identification tag. Remember, sorting hooks are used in two-, three- or four-leg wire rope sling assemblies. All slings require proper identification, including capacity of the sling assembly.

Additional safety tips to remember:

- Assign one ironworker per hook to handle the hooks, only one ironworker to signal the crane.
- The hook handlers should maintain eye contact and communication with each other.
Although “hook right, be right” is the general rule, it is not always possible. If one hook needs to be hooked left, the other hook also needs to hook left.

- Avoid touching the hook itself; instead, handle the chocker or sling.
- Do not let go of the rigging until the hook is in the proper position; otherwise, the hook may swing back and strike the other hook handler.

- Keep hands and fingers clear of pinch points.
- Do not “point load” a hook. Ensure the hook is completely barreled into the hole or entirely around the web. Never concentrate loading on the last 2 inches of the hook tip.
- If shackles are used to connect the hook to the spreaders, do not allow the shackle pin to come in contact with the member.
- The load should never be raised until all hooks are properly positioned oppositely.
- As the load is raised, ensure the load does not get snagged or caught on another member.

General Vice President Don Zampa retired effective June 30, 2021.

Don Zampa began his career with the Iron Workers Union as an apprentice in Local 378 (Oakland, Calif.) in October 1978 and became a journeyman ironworker in 1981. He served as leadership in Local 378 beginning in 1985 as an executive board member, president, organizer and business manager. Zampa was appointed general organizer on April 17, 2006. Following the retirement of Joe Standley on June 30, 2015, Zampa ascended to the office of president of the California and Vicinity District Council. Effective September 1, 2015, General Organizer Don Zampa was promoted to general vice president.

Zampa comes from a family with a long line of dedicated and hardworking ironworkers and has carried on the tradition. He has earned the respect of organized labor for his integrity, credibility and his many years of service and commitment to working people. His leadership through the years will not be forgotten by the Iron Workers, or the membership he served so well.

General Organizer Jack Jarrell promoted to ninth general vice president effective July 1, 2021.

Jack Jarrell joined Local 397 (Tampa, Fla.) in 1994, gained journeyman status in 1997 and was the outstanding apprentice of North America in 1998. Jarrell has held various positions and seats within the local union, as well as with the Florida AFL CIO, state building trades, workforce and development boards. In August 2010, he was appointed to Local 397 financial secretary-treasurer/business manager. Jack Jarrell was appointed general organizer effective June 3, 2019.
Puerto Rico local receives certificate of registered apprenticeship

In 2019, Local 845 (Caguas, Puerto Rico) was chartered by the Iron Workers, largely due to the untapped labor pool of unrepresented ironworkers on the island and the labor shortage stateside. Puerto Rico, officially the Commonwealth of Puerto Rico, is a Caribbean island and unincorporated territory of the United States, located approximately 1,000 miles southeast of Miami, Florida. Puerto Ricans have been U.S. citizens since 1917 and can move freely between the island and the mainland. This aided in expanding signatory ironwork and provided the local labor force an opportunity for a better future.

The mission of the Iron Workers’ apprenticeship and training department is to ensure union ironworkers have the skills, knowledge and training necessary to be safe on all job sites, competitive in the workplace and satisfied in their careers. The mission applies no matter where you are in the world.

On May 7, 2021, I had the opportunity to attend a presentation along with Iron Workers’ staff members. The U.S. Department of Labor’s Deputy Regional Director Charles McNeil III presented Local 845 with their certificate of registered apprenticeship. The approved standards were for a two-year reinforcing apprenticeship; it will be the first of its kind for Puerto Rico. Local 845 will be able to train a whole new workforce and round out the skills of the existing ones on the island. Local 845 recently moved into a building and renovated it to make it functional to offer their members opportunities to train in welding, rebar, OSHA 10/30, rigging and more. The national training fund and staff congratulate Local 845 on its accomplishments, and we look forward to assisting their growth. For more information on Local 845, please visit ironworkers.org.
The reinforcing ironworking industry has been affected more than any other by what is called the underground economy. In the U.S., we see beefed-up enforcement at the national Department of Labor, where the new Secretary Martin “Marty” Walsh has been sworn in. He is the first union official there since the 1970s. With a past as a union laborer and head of the Greater Boston Building and Construction Trades Council, this now-former mayor of Boston won’t forget from where he came. He’ll need it to apply some vision on a bureaucracy that became too comfortable (regardless of party) with lowering wages and standards when the exact opposite is needed and has been since the beginning of President Reagan’s first term. Part of this will involve ensuring the integrity of the trades in terms of the classifications on prevailing wage jobs. (Biden’s April 27, 2021, $15 per hour federal contracting executive order is a start.)

Joining U.S. Labor Secretary Walsh is the Wage and Hour Division’s (WHD’s) Acting Deputy Administrator Jessica Looman. She arrives from her position at the Minnesota Building Trades and was previously at LIUNA’s district council, covering North Dakota. She has vowed to increase the number of investigators nationwide. Those numbers were down with retirements in recent years. Interestingly, as Bloomberg’s Construction Labor News reports, the changes come “at the tail end of a record-setting enforcement year for the Trump-era WHD, with back-wage recovery under all statutes totaling $322 million in fiscal 2019—well above the Obama-era high of $282 million.”

Looman reportedly is returning power to local DOL officials to freely use strong enforcement tools when they come across cheating contractors. Bloomberg reports that this more punitive approach will include “enhanced compliance agreements’ in settlements, which generally require more egregious violators to take steps to ensure adherence to wage laws.” In the Obama years, this included attempts to reign in general contractors. As was said at the time about the landmark case involving Lettire Construction, a New York general contractor, “The settlement makes absolutely clear that responsibility for complying with the federal prevailing wage laws rests with [the general contractor], and the agreement requires them to take those actions that any ‘high road’ contractor should be taking to ensure its compliance and that of its subcontractors with federal law on federal taxpayer-funded projects.”

The Lettire case could help set a standard for the use of subcontractors. Among the many steps instituted by the Lettire case, which under the consent findings and order, was that the GC would be “required to investigate prospective subcontractors.” This requirement includes assessing subcontractors’ bids on federal prevailing wage projects to determine whether they are adequate to ensure financial compliance with the law and taking this information into consideration when selecting subcontractors. The company must establish internal controls, including an electronic timekeeping system and certified electronic payrolls, to ensure accuracy and timeliness of certified payroll submissions and will assign dedicated supervisors to oversee compliance on prevailing wage projects. In addition, the order will require the GC and its subcontractors to

The new leadership at the DOL wants to keep the momentum of the recent record in 2019 going but with a renewed focus on the building trades, not just the general labor market.
These employees work off the books, misclassified by trade for prevailing wage and workers’ comp and so on. Such exploitative practices undermine the prospects of a union rodman working with a strong collectively bargained contract.

provide employees notice of their job classifications, wage and fringe benefit rates and the hotline number. The notice also must advise workers of their rights to file a complaint without retaliation, and so on. A replication of Letteri as a model (as was being rolled out half a decade ago) would go a long way toward changing the industry’s dynamic.

The solicitor at the time (and former New York Commissioner of Labor), M. Patricia Smith, is now back as the senior counselor to Secretary Walsh. She commented at the time the action against this general contractor should “serve as a warning to other contractors that the WHD has many enforcement tools available, including surveillance of workers moving on and off project sites, withholding of contract funds, litigation and debarment, to hold all parties from the top of the contract chain to the bottom accountable for compliance with the law.” Expect to see more of the same of this aggressive strategy under this retooled WHD. At the time, there was talk of a coming wave of debarments, which did not develop (or ran out of time to develop) after the last administration change.

Quoted in Bloomberg, Looman declares, “The measure of the WHD’s success won’t be enforcement statistics showing the amount of back wages we have collected. Rather, success will be demonstrated when workers are getting the wages they have earned and employers comply with the law. We are always thinking about (and I encourage you to help us think about) ways we can prevent violations before they happen.” What she is suggesting is that we can get to a point where such blatant cheating is just not a routine option.

Even Construction Executive magazine warned its readership in late 2020 that states are on the prowl for wage theft, citing new laws unleashed by Maryland, Virginia, the District of Columbia and California shifting risk back to the prime (general) contractor. “They must realize the risk of being held liable for a subcontractor’s failure to pay timely and proper wages to their employees and lower-tier subcontractors,” adding, “the laws impose joint liability on general contractors for a subcontractor’s failure to pay timely and proper wages to their employees and lower-tier subcontractors.”

It’s long been said that general contractors (GCs) can shrug and “wipe their hands” of such issues. Not anymore in these states, according to the Construction Executive magazine, which states, “As a result, GCs have the potential to pay twice for labor, in addition to bearing the responsibility for statutory liquidated damages and attorney’s fees that are imposed for violations of these laws, which in some states include triple (three times) damages.” The magazine counsels its readership to understand these laws and be prepared for compliance.

The new leadership at the DOL wants to keep the momentum of the recent record in 2019 going but with a renewed focus on the building trades, not just the general labor market. First, they know that wage determinations should reflect the trades as we know them and imagined by the Davis-Bacon Act from Day One. Moreover, the DOL knows the industry is wracked by fraud when contractors can operate as phantom, fly-by-night subcontractors who exploit their workforce, often linked to their immigration status. These employees work off the books, misclassified by trade for prevailing wage and workers’ comp and so on. Such exploitative practices undermine the prospects of a union rodman working with a strong collectively bargained contract. With accountability and scrutiny of subcontractors, as exerted in part by government procurement with general contractors, we hope to see more of that level playing field in contracting.
The mission of IMPACT is to improve the economic competitiveness of the ironworking industry in the U.S. and Canada. IMPACT strives to identify and expand work opportunities for ironworkers and their contractors.

IMPACT’s business development program continues to get partner contractors and ironworkers into new industrial facilities. Last year was tough due to the pandemic, but ironworkers and their contractors gained work opportunities on 50 projects in 23 industrial facilities where they haven’t been before. They worked in an additional 38 facilities last year. IMPACT has refined its business development practices, where ironworkers represent contractors.

IMPACT launched the Business Incubator Leadership Development (BILD) program to boost partner contractor success and increase work opportunities for ironworkers. This program is designed to assist ironworkers in becoming successful contractors. BILD has helped more than 120 partner contractors achieve new levels of success in several aspects of their business operations, including accounting, legal, finance, insurance and bonding.

BILD provides contractors a structured business process, dedicated coaching team, direct access to construction industry subject matter experts, and a repository of standard documents and templates. Contractor benefits include discounted rates for professional services from subject matter experts and access to more favorable bonding, insurance and lending rates. BILD helps ironworker contractors manage risk, reduce cost and increase profitability, which helps create job opportunities for ironworkers and increases contributions to their pension and benefit funds.

In addition to coaching start-ups and established businesses, BILD helps partner contractors who are ready for retirement and succession planning or in the process of selling their companies.

IMPACT offers professional development education opportunities to support partner contractors and ironworkers who want to start a business. Since 2013, more than 7,000 participants have completed IMPACT training courses and attested to their effectiveness. Participation in IMPACT training courses has doubled since 2014.

Since its inception in July 2015, 465 participants have completed the Business Fundamentals Academy and 91% of the participants have reported improvement in job performance and growth. They have also reported improved confidence in their ability to take on more work, increase efficiency, attract and retain customers, boost profit margins and employ more ironworkers.

IMPACT’s Off-The-Job Accident program brings relief to ironworker members who experience a short-term disability resulting from an accident that occurred away from work. It helps reduce workers’ compensation rates for partner contractors, which translates to a more competitive business. The program has been bringing relief to members for over five years. Since inception in 2009, the program has helped 3,399 individuals and paid $12 million in benefits as of 2020.

The Iron Workers Superintendent Training program is designed to assist journeyman ironworkers in advancing their careers. Participants learn communication skills, how to close out a project, and basic construction finance and law. Over 1,000 ironworkers working with over 500 contractors in the U.S. and Canada have successfully completed the course since its inception in 2012. Over 50 superintendent training courses have been completed. The program aims to help contractors develop and retain skilled superintendents through effective recruitment and training while providing career advancement for ironworkers. IMPACT continues to deliver on its mission, creating job opportunities for ironworkers and their contractors.
**MONTHLY REPORT OF LIFETIME MEMBERS**

Lifetime members are published in the magazine according to the application approval date. Members previously classified as Old Age or Disability Pensioners that were converted to Lifetime membership effective January 1, 2007, will not be reprinted in the magazine.

**APRIL 2021**

<table>
<thead>
<tr>
<th>LOCAL</th>
<th>NAME</th>
<th>LOCAL</th>
<th>NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>KEENE, TRUMAN</td>
<td>29</td>
<td>CAREY, ROBIN E</td>
</tr>
<tr>
<td>3</td>
<td>BOVARD, ROBERT J</td>
<td>44</td>
<td>RUSSO, PHILIP P</td>
</tr>
<tr>
<td>3</td>
<td>VAN HORN, RICKY L</td>
<td>46</td>
<td>VOGEL, ROBERT C</td>
</tr>
<tr>
<td>5</td>
<td>FRANKLIN, RAY B</td>
<td>63</td>
<td>SELLERS, LAWRENCE M</td>
</tr>
<tr>
<td>5</td>
<td>SUTTON, STEPHEN A</td>
<td>70</td>
<td>THOMPSON, ROGER A</td>
</tr>
<tr>
<td>7</td>
<td>BOROWSKI, THEODORE A</td>
<td>75</td>
<td>GALE, CHARLES D</td>
</tr>
<tr>
<td>7</td>
<td>DOOLEY, DAVID C</td>
<td>75</td>
<td>RUDA, ALAN M</td>
</tr>
<tr>
<td>7</td>
<td>MAHONEY, ROBERT F</td>
<td>84</td>
<td>LYNN, JAMES D</td>
</tr>
<tr>
<td>8</td>
<td>TAAVOLA, DEREK B</td>
<td>97</td>
<td>PARENT, BRIAN R</td>
</tr>
<tr>
<td>11</td>
<td>CHRISTENSEN, GARY J</td>
<td>147</td>
<td>CRENSHAW, JAMES</td>
</tr>
<tr>
<td>11</td>
<td>CONKLIN, PHILIP R</td>
<td>172</td>
<td>MORGAN, JAMES A</td>
</tr>
<tr>
<td>11</td>
<td>MAZZOCCHI, MICHEAL</td>
<td>172</td>
<td>WALTER, GARY L</td>
</tr>
<tr>
<td>11</td>
<td>SPARKS, RICHARD L</td>
<td>207</td>
<td>KNEPPER, MICHAEL A</td>
</tr>
<tr>
<td>11</td>
<td>TEMPLIN, MARK</td>
<td>263</td>
<td>FRY, LESLIE A</td>
</tr>
<tr>
<td>11</td>
<td>THOM, STEVEN A</td>
<td>361</td>
<td>CUSICK, DONALD F</td>
</tr>
<tr>
<td>17</td>
<td>WAGNER, ROOSEVELT</td>
<td>380</td>
<td>DOWNS, KENNETH L</td>
</tr>
<tr>
<td>17</td>
<td>WILLIAMS, LEROY</td>
<td>387</td>
<td>HENDERSON, MARCUS A</td>
</tr>
<tr>
<td>22</td>
<td>STEPP, RICHARD A</td>
<td>396</td>
<td>GREENLEE, JOHN E</td>
</tr>
<tr>
<td>24</td>
<td>FIELD, JAMES F</td>
<td>399</td>
<td>DI CIIOCIO, LOZERO M</td>
</tr>
<tr>
<td>25</td>
<td>FINLEY, ROBERT G</td>
<td>401</td>
<td>HARTNETT, ROBERT T</td>
</tr>
<tr>
<td>25</td>
<td>HAWES, KENNETH R</td>
<td>402</td>
<td>HENSLEY, LESTER W</td>
</tr>
<tr>
<td>25</td>
<td>MONTOUR, PETER C</td>
<td>404</td>
<td>STONE, GERRY A</td>
</tr>
<tr>
<td>25</td>
<td>RAEMER, ROBERT R</td>
<td>404</td>
<td>YESILONIS, RICHARD</td>
</tr>
<tr>
<td>25</td>
<td>ROBERTS, MICHAEL D</td>
<td>433</td>
<td>BERCH, BERRY</td>
</tr>
<tr>
<td>25</td>
<td>VAVRICKA, CHRISTOPHER M</td>
<td>433</td>
<td>CANTRELL, MICHAEL F</td>
</tr>
<tr>
<td>25</td>
<td>WHEELER, RICHARD W</td>
<td>433</td>
<td>DEHERRELLA, ISAAC</td>
</tr>
<tr>
<td>29</td>
<td>CAREY, ROBERT D</td>
<td>433</td>
<td>RAMOS, VINCENT A</td>
</tr>
<tr>
<td>433</td>
<td>WIGGINS, NATHANIEL R</td>
<td></td>
<td></td>
</tr>
<tr>
<td>440</td>
<td>DONAHUE, TIMOTHY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>512</td>
<td>BUCHMANN, WADE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>512</td>
<td>SCHWITZGEBEL, JURGEN H</td>
<td>512</td>
<td>ZAMLEN, DUANE L</td>
</tr>
<tr>
<td>584</td>
<td>BATES, MICHAEL A</td>
<td>704</td>
<td>DAVAULT, EMMETT R</td>
</tr>
<tr>
<td>720</td>
<td>EDGAR, HUGH</td>
<td>721</td>
<td>ALLEN, ROSS T</td>
</tr>
<tr>
<td>721</td>
<td>SOBERS, WINSTON</td>
<td>721</td>
<td>TILTON, RICHARD</td>
</tr>
<tr>
<td>721</td>
<td>VICENTE, PETER M</td>
<td>721</td>
<td>VILLALTA, JULIO</td>
</tr>
<tr>
<td>751</td>
<td>REGAN, PETER G</td>
<td>751</td>
<td>ROSENBERG, FRANK</td>
</tr>
<tr>
<td>751</td>
<td>SMITH, RICHARD S</td>
<td>752</td>
<td>MARRIOTT, GLENN E E</td>
</tr>
<tr>
<td>752</td>
<td>OSBORNE, KEITH J</td>
<td>759</td>
<td>WILLIS, BRUCE N</td>
</tr>
<tr>
<td>764</td>
<td>CHRISTOPHER, WILLIAM J</td>
<td>764</td>
<td>DALTON, JAMES</td>
</tr>
<tr>
<td>764</td>
<td>JACKMAN, ROBERT</td>
<td>764</td>
<td>WALSH, BRYAN W</td>
</tr>
<tr>
<td>771</td>
<td>CAROLINE, GARY</td>
<td>771</td>
<td>MERCEREAU, LEONARD D</td>
</tr>
</tbody>
</table>

**INTERNATIONAL IRONWORKERS FESTIVAL**

The International Ironworkers Festival will be held August 13–15, 2021, in beautiful Mackinaw City, Michigan, to celebrate the hard work, sacrifice and pride of union ironworkers. The Ironworkers Festival has something for everyone, including vendor booths with the latest tools, apparel and technology, and new this year for the festival is a cash prize for the fastest column climb during the ironworker skilled events competition. For family fun, the festival will have food, entertainment, rides and games. For more information, please visit the International Ironworker Festival Facebook page or www.mackinawcity.com/events/.

**HOPE TO SEE YOU ALL THERE!**
## Approved Death Claims for April 2021

<table>
<thead>
<tr>
<th>L.U. No.</th>
<th>Member Number</th>
<th>Name</th>
<th>Claim Number</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>732315</td>
<td>CURTIN, MICHAEL W.</td>
<td>1114757</td>
<td>2,300.00</td>
</tr>
<tr>
<td>2</td>
<td>14097584</td>
<td>VALIENTE, JOHN</td>
<td>1114135</td>
<td>1,750.00</td>
</tr>
<tr>
<td>3</td>
<td>430524</td>
<td>BREADWORTH, ARCHIE C.</td>
<td>1114242</td>
<td>2,300.00</td>
</tr>
<tr>
<td>4</td>
<td>944225</td>
<td>LADBOURN, EDWIN S.</td>
<td>1114160</td>
<td>2,200.00</td>
</tr>
<tr>
<td>5</td>
<td>783103</td>
<td>MILLIARD, RICHARD R.</td>
<td>1114243</td>
<td>2,200.00</td>
</tr>
<tr>
<td>6</td>
<td>612372</td>
<td>ZACCONE, LOUIS J.</td>
<td>1114209</td>
<td>2,300.00</td>
</tr>
<tr>
<td>7</td>
<td>123178</td>
<td>MILLER, JASON C.</td>
<td>1114210</td>
<td>2,000.00</td>
</tr>
<tr>
<td>8</td>
<td>670156</td>
<td>FITZPATRICK, MICHAEL A.</td>
<td>1114232</td>
<td>2,000.00</td>
</tr>
<tr>
<td>9</td>
<td>1455498</td>
<td>DAVENPORT, HENRY</td>
<td>1114192</td>
<td>1,750.00</td>
</tr>
<tr>
<td>10</td>
<td>892537</td>
<td>DAVIS, WESLEY V.</td>
<td>1114190</td>
<td>2,000.00</td>
</tr>
<tr>
<td>11</td>
<td>034842</td>
<td>MORRAN, STEPHEN J.</td>
<td>1114161</td>
<td>2,300.00</td>
</tr>
<tr>
<td>12</td>
<td>886184</td>
<td>WETZEL, JAMES A.</td>
<td>1114244</td>
<td>2,200.00</td>
</tr>
<tr>
<td>13</td>
<td>1209599</td>
<td>DITTICH, ANTON</td>
<td>1114162</td>
<td>1,750.00</td>
</tr>
<tr>
<td>14</td>
<td>972514</td>
<td>GARCIA, GARY W.</td>
<td>1114245</td>
<td>2,300.00</td>
</tr>
<tr>
<td>15</td>
<td>084317</td>
<td>CANFORD, THOMAS</td>
<td>1114248</td>
<td>2,200.00</td>
</tr>
<tr>
<td>16</td>
<td>1466598</td>
<td>DUNYON, LAMAR H.</td>
<td>1114237</td>
<td>2,200.00</td>
</tr>
<tr>
<td>17</td>
<td>1135929</td>
<td>NICKLIN, DAVID C.</td>
<td>1114163</td>
<td>2,300.00</td>
</tr>
<tr>
<td>18</td>
<td>071085</td>
<td>CALDWEALL, DREALDUS</td>
<td>1114136</td>
<td>2,300.00</td>
</tr>
<tr>
<td>19</td>
<td>487627</td>
<td>CAPITANO, CHARLES A.</td>
<td>1114137</td>
<td>2,200.00</td>
</tr>
<tr>
<td>20</td>
<td>797084</td>
<td>CLEVINGER, GEORGE H.</td>
<td>1114138</td>
<td>2,000.00</td>
</tr>
<tr>
<td>21</td>
<td>724411</td>
<td>WHITE, RUSSELL</td>
<td>1114139</td>
<td>2,300.00</td>
</tr>
<tr>
<td>22</td>
<td>1112214</td>
<td>GOESKI, BERNARD F.</td>
<td>1114164</td>
<td>2,200.00</td>
</tr>
<tr>
<td>23</td>
<td>059142</td>
<td>HEYNEN, WILLIAM J.</td>
<td>1114194</td>
<td>2,200.00</td>
</tr>
<tr>
<td>24</td>
<td>1514184</td>
<td>JARDINE, DONALD C.</td>
<td>1114165</td>
<td>2,000.00</td>
</tr>
<tr>
<td>25</td>
<td>075446</td>
<td>JOHNSON, GARRY L.</td>
<td>1114185</td>
<td>2,200.00</td>
</tr>
<tr>
<td>26</td>
<td>004889</td>
<td>OROUNKE, VIRGIL W.</td>
<td>1114175</td>
<td>2,200.00</td>
</tr>
<tr>
<td>27</td>
<td>073886</td>
<td>KRIEGER, JASPER D.</td>
<td>1114176</td>
<td>2,300.00</td>
</tr>
<tr>
<td>28</td>
<td>071088</td>
<td>PERRIN, MERLE V.</td>
<td>1114140</td>
<td>2,300.00</td>
</tr>
<tr>
<td>29</td>
<td>070517</td>
<td>MARTIN, FRANK R.</td>
<td>1114177</td>
<td>2,200.00</td>
</tr>
<tr>
<td>30</td>
<td>058329</td>
<td>VEVERA, KEVIN</td>
<td>1114151</td>
<td>2,500.00</td>
</tr>
<tr>
<td>31</td>
<td>094105</td>
<td>FITZPATRICK, THOMAS</td>
<td>1114178</td>
<td>2,200.00</td>
</tr>
<tr>
<td>32</td>
<td>092554</td>
<td>LAWRENCE, DANIEL</td>
<td>1114179</td>
<td>2,000.00</td>
</tr>
<tr>
<td>33</td>
<td>070301</td>
<td>Packer, johnny</td>
<td>1114180</td>
<td>2,300.00</td>
</tr>
<tr>
<td>34</td>
<td>0702344</td>
<td>LEHON, FRED A.</td>
<td>1114181</td>
<td>2,000.00</td>
</tr>
<tr>
<td>35</td>
<td>650199</td>
<td>BELLAMY, RALPH E.</td>
<td>1114140</td>
<td>2,300.00</td>
</tr>
<tr>
<td>36</td>
<td>058610</td>
<td>KIBLER, KEVIN</td>
<td>1114147</td>
<td>2,200.00</td>
</tr>
<tr>
<td>37</td>
<td>093952</td>
<td>TAYLOR, NORMAN R.</td>
<td>1114148</td>
<td>2,200.00</td>
</tr>
<tr>
<td>38</td>
<td>093954</td>
<td>HENDERSON, ROBERT E.</td>
<td>1114149</td>
<td>2,300.00</td>
</tr>
<tr>
<td>39</td>
<td>093955</td>
<td>REED, WALTER</td>
<td>1114150</td>
<td>2,200.00</td>
</tr>
<tr>
<td>40</td>
<td>093956</td>
<td>WILLIAMS, ROBERT E.</td>
<td>1114151</td>
<td>2,300.00</td>
</tr>
<tr>
<td>41</td>
<td>093957</td>
<td>PERRIN, RALPH</td>
<td>1114152</td>
<td>2,000.00</td>
</tr>
<tr>
<td>42</td>
<td>093958</td>
<td>McCLURE,KEVIN</td>
<td>1114153</td>
<td>2,200.00</td>
</tr>
<tr>
<td>43</td>
<td>093959</td>
<td>ROBBINS, ROBERT E.</td>
<td>1114154</td>
<td>2,200.00</td>
</tr>
<tr>
<td>44</td>
<td>093960</td>
<td>HENDERSON, ROBERT E.</td>
<td>1114155</td>
<td>2,200.00</td>
</tr>
<tr>
<td>45</td>
<td>093961</td>
<td>WILLIAMS, ROBERT E.</td>
<td>1114156</td>
<td>2,300.00</td>
</tr>
</tbody>
</table>

---

**Total Death Benefits Paid: $248,000.00**

---

### Disapproved Death Claims for April 2021

5 | 1499526 | PAINTER, CHRISTOPHER W. | 1114174 | IN ARREARS |
500 | 1001309 | HALL, BROOKS E. | 1114198 | SUSPENDED |

---

### Disapproved Death Claims for March 2021

63 | 1539233 | FARMER, BRIAN P. | 1114146 | IN ARREARS |
736 | 1517322 | GRACE, HAROLD | 1114047 | IN ARREARS |
131 | 1297141 | MERRITT, WILLIAM D. | 1114131 | IN ARREAS |

---

### Approved Death Claims for December 2021

92 | 1539233 | FARMER, BRIAN P. | 1114146 | IN ARREARS |
92 | 1539233 | FARMER, BRIAN P. | 1114146 | IN ARREARS |

---

**Total Approved Death Claims: 92**

---

### Benefits Designed for

- Union Plus helps you save money on mortgages and car loans.
- Exclusive perks for members of the IAM.

---

**Learn more at unionplus.org**
Tap into benefits for any stage of life. Union Plus helps you save on everything from wireless service to car rentals to movie tickets, and makes navigating life’s transitions easy - like buying a home or a car, or sending a kid to college. One program that gives back is the Union Plus Credit Card, which offers an array of hardship benefits to union members in times of need.

Learn more at unionplus.org