



The Forty-Four Flier



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Double Issue

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At the Special meeting 83 voting members of Local 44 out of 400 showed up to vote on a contract proposal presented by the Negotiating Committee. The vote was tallied at 43 against the new contract and 40 in favor. Now, regardless of the outcome, only 20% of the membership showed up to vote. That is startling enough, however if you think about it .75% of the membership determined the outcome. The outcome itself is irrelevant, Democracy runs that way. But I would like each of you to think long and hard about your future...will you have a job in 5 years...will your retirement be there for you when you begin to break down or you hit that magic age...does the generation that follows you have the courage and the sentiment to look out for your well being? Does the 20% of the membership represent you? Do you have any reason to be worried about tomorrow? Do you know what is going on? Do you have a question or a suggestion? Following the vote the President of the Local, John Baugh, asked everyone who would to stay around and talk about what exactly was in debate with the contract. To be honest we had a very positive discussion but I would comment that for the three months leading up to this vote, the contract information was expressed at the union Meeting and suggestions were most definitely asked for in an open forum.. Please don't rely on this short newsletter to answer all your questions. It was quite smartly suggested at the last meeting to have each person in the house, bring someone else with them to the next meeting.

.....Jason

Special Contract Meeting!!!! Come Vote!!!

On Tuesday January 24th, at 7:30 pm Local 44 will be voting on another contract proposal to go into effect February 1st. Please come, ask questions, demand answers, have your voice heard and vote!!!

Just a reminder...

Effective November 1, 2011 Union Dues increased by \$5.00 making them:

- Journeyman Dues:** \$36.75 for the current month
- Apprentice Dues:** \$36.50 for the current month
- Honorary Dues:** \$13.40 for the current month
- Lifetime Member Dues:** Free

The optional Death Benefit Fund was replaced by the \$5.00 increase. However, those that have always paid their Death Benefits will still be eligible for the Death Benefit. Those that are behind paying their deaths will need to catch them up to October 2011 in order to be eligible for the insurance policy. If you would like to know if you owe any old death payments, please feel free to contact Vicki.

We hope everyone had a great Christmas and Happy New Year!
.....Vicki

A successful Christmas Party...

Thanks to all the folks that helped out with the Christmas Party. So many people brought food and snacks. This was one of the best parties yet because so many people pulled together. **FYI we had Gifts or Gift Cards only 12 kids picked the Gift Cards. Left over toys were returned to save money.**

INDIANA RIGHT-TO-WORK!!!!!!

By the time you read this, Indiana may have become the next right-to-work state in the U.S. That's right, the first state to do so since Oklahoma, nearly a decade ago. What does this mean to Local 44? Well, upon first looking at the law, it will have a big impact on the way we conduct our business of dispatching Ironworkers. State right-to-work laws basically make union shops or workplaces become "open shops". This means that employees can work if they are qualified, whether they join the Union or not, even if they don't pay Union dues. These employees must be afforded the same fair and equal representation as a dues paying member. This is why they are commonly referred to as "freeloaders", reaping the rewards without any investment. This is most likely going to bring "A", "B", "C", and "D" dispatch books into existence in Local 44, a first as far as I know. These are some of the basics of what will play out with this law. If and when it is finalized, we'll be able to find out more of the ramifications and how they will affect Local 44 throughout our jurisdiction. When we find out what actually must be done on our part to meet these new rules, we'll send a letter out to inform you of the facts. POLITICS, are hell when they don't go your way, huh?
..... Tommy

The Face book Generation...

Check us out on Face book; we will be posting your "in action" Ironworking Photos that you leave on face book in the Hall. Watch out for the embarrassing ones, they may show up too???



A brief FYI.... By Law Update 2011

This past year there were many motions and Resolutions presented to the membership at the Union meetings. For those of you not sure. A motion can be made by anyone as to how to go about daily business or single events. Motions are put on the floor and seconded by any member, discussed and voted by a voice vote. (The exception being to spend over \$1,000 from the general fund the By Laws require 3 readings and a secret ballot vote).

Resolutions on the other hand, are made for the purpose of Amending our By Laws (our rules of Business) Our By Laws are our code of Laws. This year we had quite a few of both that were presented and voted on. Those that passed were put into the public record and are available for examination at the Union Hall. There were 4 Amendments that passed to add or change in the By Laws;

- The monthly Dues for Local 44 were raised \$5.00 per month and the death benefit fund was eliminated and a permanent insurance policy was put into effect.
- Alcohol consumption on the premises no longer requires a special vote of the membership. No Alcohol during meetings, business hours or when school is in session.
- ***(Pending International Approval)*** At the last meeting it was adopted to have a By Law provision for any Ironworker or Ironworker foreman who violates an Article of the CBA after being warned of the violation may have charges preferred against them.
- ***(Pending International approval and Contract Ratification with the same language)*** The LMCIDP Fund will end and the 6% Assessment that funds the "Subsidy" Program will be eliminated. Instead an Organizing/ Target Fund will replace it at \$.52 cents for each hour worked.

Good and Welfare ...

Billy Sturgeon: is reported to be under the weather and it wouldn't hurt to give him a call and say hey!

Donnie Cox Sr: is battling Cancer and could use the support of some old friends, a prayer or two couldn't hurt either.

Roger Bird: cut his finger tips on a table saw. Anything to stay busy....woodworking...hospital visits... the point is, retirees need to keep moving!

Congratulations ...

Congratulations to Eli Robinson and his wife Becky on the birth of a baby boy on January 3rd!!

Financial Report for 2012

Financial solvability for the local union remains in jeopardy. I want to take the opportunity to explain exactly what measures we have taken over the past year to "save" or cut on expenses. The major change from the beginning is dramatically increased the role of your Financial Trustees. (Tina Pruitt, Chris Cherry and Dan Record) These three Ironworkers have all the financial data of the Local Union at each meeting. They verify expenses balance revenue and examine what we are spending on. In the first quarter of 2012 we shall re-evaluate the budget from last year and see where we can improve. It should be noted that with the issues occurring at Local 372, all monthly reports, financial statements and expenses are turned over to the District Council for review. Let's not forget, that we are a business and even though we don't have the typical business, we have to be as creative as possible with discretionary spending. Internally we have cut back on unessential travel and expenses. You may think sometime we are in the office too much and not on the jobs but our focus has, and continues to be, to connect with outside and new contractors. This involves research and working from the office to present a plan and see that move forward. We have reached out to Fabricators General Contractors Elected Officials and Owners to promote this business. Much of the past was to set back and let things fall into place. That reality is no longer with us. If you want or need Tommy or I to come out to your job, just make the phone call. Believe it or not we have more pressing things to do than to show up, shake hands and BS (as much as we would like to). I can honestly say that I didn't realize how little time I would have for that.

From the Financial point of view, this local requires 40 to 45 thousand man hours per month to break even. Our best month for 2011 was November at 37,000+. We continue to curb spending as much as possible; however by the end of the first quarter 2012 we will be forced to re-evaluate all expenses. If the new provisions in the CBA are passed, 4.5% working Assessments will go toward the running of the Local Union until June 1, 2012. This increase of .5% will not significantly help the state of the General Fund to put us in the black, but it assists in providing a small increase in revenue during the typically slow months and spring. A sizable increase in man hours is the only solution. The means to that solution is debatable. One thing we can do as officers is pursue every avenue to ensure that a Union Ironworking Contractor has a sharp and productive workforce, as well as, get our product to as many people as possible. ...**Jason**

Good Bye Dear Friends:

In late December we lost two dear friends:

Lonnie Winter member # 695004

Daniel Kloeker member# 1085740

Both members were firmly committed to being a Union Ironworker and gave much of their time to this Organization. They will be missed.



Apprenticeship and training...

I would like to take the time to dispel some rumors that are going around regarding the contract and the apprenticeship. If you didn't realize it, 90% of you are working on jobs that are not prevailing wage jobs. The ratio changes that are part of the contract proposal is designed to affect our ability to compete on prevailing wage jobs. This is an area where we are consistently beaten, yet should have a level playing field. We have only one or two local contractors that consistently go after prevailing wage jobs. These ratio changes will hopefully make it more appealing to other local contractors to bid on anything with public money in them. The Joint Apprenticeship Committee has made significant changes to the coming way Apprentices are dispatched. For new Apprentices;

- For the first two years Apprentices may be moved from Contractor to Contractor to get experience in multiple aspects of the trade.
- A contractor cannot directly hire an Apprentice; all Apprentices will be dispatched from the Hall.
- An Apprentice cannot be called back by name for the first two years of Apprenticeship.
- Journeyman and Stewards will be asked to Mentor 1st year Apprentices, deliver feedback and recommendations on whether they have the potential to be Ironworkers.
- Apprentices will be taken in small numbers of 10 or so, trained on the basics, put to work, evaluated, kept or released and we will not take another group in until the market dictates the need. (This will change how we have taken people in the past. We will not take 40 and have new people wait around and go through training and leave because we don't have work.)

I encourage all of you to give me feedback on apprentices on your jobsite, be it positive or negative. If we wait until they have completed all that we have asked of them before speaking out it is too late. These are the individuals that will be taking this local into the future.

I mailed out a three month schedule a couple weeks ago and it is as follows:

Signalman 1 of 2 February 4th, 7:00 am-2:00 pm
Signalman 2 of 2 February 18th, 7:00 am-2:00 pm
Osha 30 1 of 4 February 11, 7:00 am-3:00 pm
Osha 30 2 of 4 February 25, 7:00 am-3:00 pm
Weld shop open February 18, 8:00 am-3:00 pm
CPR/First Aid March 8th & 9th, 6:00 pm -9:00 pm
Osha 3 of 4 March 17th, 7:00 am-3:00 pm
Osha 4 of 4 March 24th, 7:00 am-2:00 pm
Weld Shop open March 24th, 8:00 am-2:00 pm

.....stay classy Cincinnati

....John

Organizing....

At this time, I want to bring the membership up to speed on the goals we have set for 2012. The initial priority is for us to establish just who we are losing jobs to. (What Contractors, what area of work, their business model and size.) This will help us to see who is our strongest competition in each area, and begin to plan for what we can do to change that. When we can track the money and find how they are beating us out of work, then we can proceed to intervene with efforts to organize them. We are also looking into the local and regional fabricators. By following the trail of the non-union erector, it will lead us to Fabricators. It is important to track what fabricators are working with these contractors, interrupt their relationships and get information about our union contractors. I feel like if we can build those relationships and they see the quality of work we can perform they will give more work to us. The next thing is to get companies on board to attack a lot of the smaller jobs that have been going out to bid without a union contractor even bidding on it. It is impossible to get any jobs if no one from our side bids on them. We plan also to work on building better relationships with the general contractors who ultimately are responsible for the subcontractors on jobs. Most of all, when we lose a job to a non-union company, we plan to monitor all prevailing wages and if they are cheating in any way I can file a complaint. Hopefully, this will return the playing field to even or better yet slightly skew in our favor. Look, our goal is simple; **grow our market share.** Organizing the non-union contractor, get our contractors competitive in the market, and nail the ones who break the law and exploit their workers in the process.

Thanks for all the help I have already received from members so far and please continue to call me with any information you have.

....Dave

Welders Certifications ...

This past month the following people either passed a welders certification test or maintained their certification.... Congratulations!

1" Stick: Jerry Whitton, Kris Kinnett, Tony Collins, Gary Evans, Henry Baker, Kenny Lee, Robbie Burns, Joe Diener, Randy Myers, Allen Scarber, Mike Ryan, Bob Grehl, Jarrod Tiemeier, Wesley Stanly, JD Renck, Clint Huber, Jimmy Hyden, Joe Adson.

1" Wire: Jeff Mullins, Kristina Dickens, Bob Grehl, Chuck Cook, Clifton Barker, John Livingston, Jarrod Tiemeier, Joe Adson



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Help your Organizer....

If you see someone doing your work call Dave immediately. If you can dig out that fancy phone make videos , take pictures, get names and numbers off trucks and send it to any of us here thru your phone. Please understand that not everything happens overnight. We build evidence, get names, get information, maybe try and set up a sit down and finally if we have enough junk on them nail them or sign em' up! For some of the latest handy work go to:

<http://www.youtube.com/watch?v=ZWIQFn6MLN8&feature=youtu.be> (better yet check out our website and follow the link)

McDaniel Steel at the Covington Library... this work is *easier* when you don't tie off. It's the ground 50 foot below that is *hard!*

Possible work out of town ...

If you are looking for work out of town you may try the following:

Columbus LU 172: Call Rick & get on their list: 614-497-0550

Louisville LU 70: Call their Hall, the need stick welders in Richmond KY to pass a weld test. 502-637-8796

Jackson Mississippi LU 469: Has an upcoming Nuke outage in February. They have limited spots available to get Red Badges for call Larry Savell at 601-922-1414

Memphis Tenn LU 167: Can use 232 wire welders on a job in Missouri: Call their hall at 901-367-1676

Pittsburgh LU 3: call in late February for a Steel Mill being built. Call Tom Melcher 1-800-927-3798

From the Recording Secretary

A special meeting was held to vote over a contract in December. The regular January meeting was held on the 10th due to the New Year Holiday. We had 2 members go from honorary to lifetime member status; Ray Shinkle and, Randy "Cuz" Dauwe. We also had two members requested a withdrawal, Jack Ramsey and Ryan Baugh. (both were approved) At the January meeting two Bylaw resolutions were read off and passed; one to change the LMCDIP contributions and remove it from our By Laws. The other was to allow for charges to be brought on an Ironworker for working outside of the CBA after being warned. Both are pending International Approval. At the Executive Committee level, the Standards of Excellence was discussed pending the actions of three members as well as discussions on the Contract.**Rick**

Keep this in mind....

If you haven't registered to vote after all we have tried to do here to get you to, or you dislike Obama for whatever reason... every candidate running in the Republican primary for the Presidential nominee is in support of

National Right to Work Legislation.

Good bye Unions!!

Get informed and defend your, wallet, family and future!!!

The Job outlook for 2012 ...

We are still **not** to the point where I can relay to you that things are picking up and they are not going to rise overnight, nor do I feel they are going to pick up gradually to a practical point by year's end. There is work slated, due to EPA regulations and requirements, for the local power plants. Much of this work has been delayed as a result of large Power Companies hoping to not spend this money because the Republican surge in 2010 in Washington and their position looks to kill environmental regulations for coal fired power companies. But, let's be real, there is no guarantee that if this construction does pass that it will be done Union. It is our task to do whatever we can to see to it that that can occur. The economy of this country is built on speculation. Until November of this year, banks, corporations and businesses will be tight until they know what the outcome of the General election in 2012 will be. If corporate taxes are shaved to nothing on income, don't expect them to spend unnecessary money on improvements and expansion because they won't. They will hold on to their capital and not reinvest in their business.

.....**Jason**

Your Executive Board and Trustees ...

Over the past year we have had some changes at the officer level. Daniel Record was appointed a Trustee to fill the vacancy left behind with the departure of Erik Frondorf. Tina Pruitt and Chris Cherry work with Daniel to pick thru each and every expense, credit card charges and bank transfers. They meet on the third Tuesday of the month for about 3 hours to do it right. That is the same night as the Executive Board meeting. Dave "Spider" Goerler was appointed to replace Jim Hyden on the E-Board and the vacancy left open from the untimely demise of Dan Kloeker has yet to be filled. The E Board has dealt with some tough issues and has made many decisions I don't think most of them intended on having to make. But the Committee has a job to do, and that is to represent the local union membership as a whole, make decisions and recommendations based on the majority and what is best for local 44. I would like to thank both Committees for their dedication they spend at least 3 hours here each month discussing what we can do to better our local. ...**Jason**

