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PRESIDENT'S MESSAGE

On September 2, 2021, we had our first General Membership meeting in front of a full house at the Union Hall. The reception

that we received will make it a meeting I will truly never forget. We look forward to seeing you again on a regular basis and plan on a full schedule of social events in 2022.

Business Representatives have been busy with negotiating vaccination policies with many employers. Just like any other new policy or change in policy, your employers must bargain the effects with the Union. Please remember NOT to sign a new policy or change in policy without Union review. In regard to vaccinations, the Local encourages all members to get the vaccination, but the Union does not stand in favor of mandating vaccinations and is pushing employers to provide a testing option. Please contact your Business Representative for the latest information.

We have had many politicians come through our door the last few months asking for help in the 2022 election cycle. I can assure you that each one is educated on the needs of Local 399 members and it is made clear to them that we support candidates that will assist us to grow the Local, and protect our jurisdiction and advance our members economic interests. Please continue your participation in contributing to our Political funds by payroll deduction or by the yearly credit card form. For more information, please contact your Business Representative.

Another tool we have been pushing to grow the Local is asking developers to sign a Labor Peace Agreement (LPA). A Labor Peace Agreement is basically an agreement between a Developer and Union that would

set the ground rules for organizing a site. The developer would sign off on not fighting the Union in organizing and give access to on-site visitors.

We have also added language to these agreements that would require the developer/employer to contact the Hall for employment candidates and therefore securing more opportunities for 399 members. To date, we have our first signed LPA from the Hard Rock Casino in Rockford and verbal commitments from the Obama Presidential Library and the Lincoln Yards – Sterling Bay development. We will continue to keep you updated on our ongoing efforts in this regard.

It's hard to believe that it's been 20 years since the 9/11 attacks. Please keep in your prayers all those who perished that day especially the four IUOE Local 94 Building Engineers that heroically gave their lives in the line of duty.

The Bakers Strike with Mondelez/Nabisco has been settled. Hats off to the 399 members at Mondelez/Nabisco that honored the Bakers picket line.

The Lyondell plant in Tuscola announced that they will be closing in 2022 – this will affect approximately 45 of our members. We are actively assisting these members in employment elsewhere.

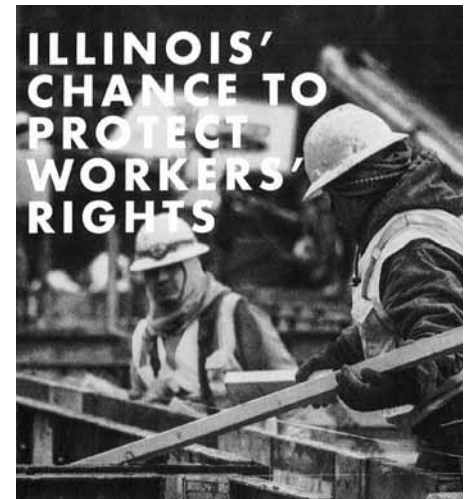
As we head toward the 2022 primary and general elections, I ask you to please educate yourselves on the important issues that will affect YOUR JOBS AND YOUR UNION! One such critical issue is the proposed Workers' Rights Amendment that will appear on the ballot in the Fall of 2022. This initiative would enshrine workers' rights in the Illinois Constitution and remove the threat from politicians and the

anti-union big money special interests. We will be making the passage of this initiative a top priority for the benefit of our Local 399 members and all workers throughout the State of Illinois.

I look forward to seeing you at our next Union meeting. Thank you for your continued support of Local 399!

Fraternally,

Patrick J. Kelly



THE AMENDMENT

The Workers' Rights Amendment would add the following section to the Illinois Constitution:

SECTION 25

IN THE STATE LEGISLATURE OF ILLINOIS

WORKERS' RIGHTS AMENDMENT

- 1 (a) Employees shall have the fundamental
- 2 right to organize and to bargain collectively through
- 3 representatives of their own choosing for the purpose
- 4 of negotiating wages, hours, and working conditions,
- 5 and to protect their economic welfare and safety at
- 6 work. No law shall be passed that interferes with,
- 7 negates, or diminishes the right of employees to
- 8 organize and bargain collectively over their wages,
- 9 hours, and other terms and conditions of
- 10 employment and work place safety, including any
- 11 law or ordinance that prohibits the execution or
- 12 application of agreements between employers and
- 13 labor organizations that represent employees
- 14 requiring membership in an organization as a
- 15 condition of employment.

Local 399 Officers



Patrick J. Kelly
*President &
Business Manager*



Neil Masterson
Vice President



Roger F. McGinty
Financial Secretary



Vincent T. Winters
Recording/Corresponding Secretary



John F. Hickey
Treasurer

Local 399 Business Representatives



Jim Coates
Ext. 4122



Valerie Jo Colvett
Ext. 2133



Ken Gauf
(309) 417-8846



John Hanley
Ext. 2153



Randy Hiller
(618) 925-7012



Frank Hoskins
(217) 337-4399



Adelmo Marchiori III
(618) 254-6441



Mike Masterson
Ext. 2112



John O'Connor
Ext. 2185



Pat O'Gorman
Ext. 2187



Lloyd Osborne
(260) 413-9111



Kendall Paraharm
Ext. 2188



Tom Phillips
Ext. 4124



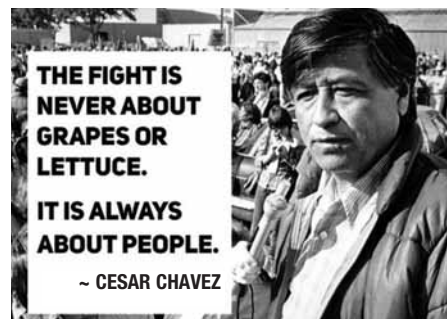
Jesus Ramirez
Ext. 2150



Brendan Walsh
Ext. 2186



Jeff Withered
(317) 716-0319



Office Phone Numbers

Champaign/Urbana
(217) 337-4399

Chicago
(312) 372-9870

Indiana
(260) 413-9111

Peoria
(309) 417-8846

Wood River
(618) 254-6441

Southern Illinois
(618) 925-7012

NEIL MASTERSON – VICE PRESIDENT

NEVER FORGET



Where were you on September 11, 2001? I was sitting at my desk answering phone calls. I received a call asking if I had heard about the plane hitting a building in New York. I turned on the news to see what had happened. While I was watching the second plane hit, and I immediately knew we were under attack. Different memories come back from that day. People streaming west on Jackson Boulevard trying to get out of the Loop. Fighter jets circled downtown Chicago while the rest of the sky was empty. In the following week we heard all the bad news ... 2996 missing or dead, including 4 IUOE members from Local 94 in New York, and over 6000 injured. The invasion of Afghanistan began on October 7, 2001. This was a war that was necessary to stop any future threats against the United States. Everything went well until the United States invaded Iraq spurred on by false claims of weapons of mass destruction. This invasion of Iraq made the United States take our eye off the prize and led to twenty years of war in the Middle East. The invasion of Afghanistan weakened Al-Qaida who have not launched a major attack on the west since 2005. The invasion of Iraq got rid of Saddam Hussein but left Iraq in total chaos. Osama bin Laden has been dead for a decade, and Saddam Hussein was hanged in 2006. Twenty years later, the legacy of 9/11 affects us daily. Millions of Americans go through the day under the constant gaze of security cameras. The airports now have TSA security. The world has in many ways moved on from September 11, 2001. But we must NEVER FORGET!

Locally, I'm please to report that the strike at the Mondelez/Nabisco Bakery on Kedzie Avenue by the BCT has been settled. Local 399 and its members fully supported our union brothers and sisters by honoring the picket line. Thank you to all members who joined us in boycotting Mondelez/Nabisco during the strike. The support these union members received during negotiations helped to make the difference in getting a settlement.

I hope everyone had a good summer. Be safe!

E-Mail: nmasterson@iuoe399.com
Ext. 2113

ROGER F. MCGINTY – FINANCIAL SECRETARY

I'd like to thank everyone who came out to our September 2nd Union Meeting. It was great to see you all (even behind the masks!). Congratulations to Pat Kelly on his first meeting as President & Business Manager. Pat gave a moving speech to the members and, I know that under his leadership, Local 399 is headed for great things in the future!

As Financial Secretary, I thought I would take this opportunity to remind members that it's never too early to begin planning for retirement. For those of you who are just beginning your Local 399 careers, you should be thinking about enrolling in any retirement/401k plan that your employer offers and max out on the contribution you can make to that plan. You should also look at any other retirement options available to you. And, for those "seasoned" members who are nearing retirement, I encourage you to begin to think about your retirement plans and begin to get your "ducks in a row". Usually, if retirement is nearing, you will speak to your employer's 401k or HR Department for assistance in beginning the process. If you are a participating member of Local 399's 401k plan, then you can speak to someone in the 401k Department at the Union Hall for guidance and assistance. Whether at the beginning or coming to the end of your career, retirement planning is vital for a secure future in your "golden years".

Finally, please be sure to check out the classes and seminars available to you through our Technology Center. Keeping up with the latest trends and technologies in our industry makes you more valuable to employers in the event you look to change jobs or move up the career ladder.

Together we can!

E-Mail: rmcginty@iuoe399.com
Ext. 2125

VINCENT T. WINTERS – RECORDING/CORRESPONDING SECRETARY

Wow! What a great turnout on September 2nd, it was wonderful seeing everyone who attended! The energy in the room was amazing and it was really inspiring. Not having a Union meeting for 18 months is something I never want to experience again. There is no doubt we have the greatest Local Union in the world!

Things have been very busy throughout our jurisdiction. JLL and their subcontractors are assuming the CPS contract and hiring many more engineers. There have been many issues with the bidding and onboarding, but we have been successfully working through most of those issues. We are still negotiating UIC, Cook County, and the Water Reclamation contracts (as well as many others). Many employers are rolling out vaccination protocols. Please do not sign anything before talking to your Business Representative. Remember that new policies are subject to bargaining. The job outlook has definitely improved since a year ago, but still not back to pre-pandemic levels. I encourage anyone that is actively looking for employment to continue to improve your resume by taking classes or seminars. The better your resume looks the more opportunities that you will have available to you. We are also encouraging our members who are actively looking for work, if you are vaccinated, include that on your resume next to your objective. Whatever your view on vaccination, it is a fact of business today that most employers are requiring current and potential employees be fully vaccinated.

We are constantly organizing and looking for new targets. If you drive by a non-union location or have family, friends or acquaintances that work in a non-union site, please contact Pat O’Gorman (Ext. 2187) or Jesus Ramirez (Ext. 2150).

Thank you to all members for the work you’ve done throughout the past year. You are the true definition of “essential” workers and your efforts are greatly appreciated!

Stay safe in all you do.

E-Mail: vwinters@iuoe399.com
Ext. 2110



SEPTEMBER 2021 UNION MEETING

Thank you to everyone who came out to our first in-person Union Meeting in 18 months! We had a great turnout and we appreciate all the support. We look forward to seeing you all at upcoming meetings. Please check our website for alerts on upcoming meetings as well as details on dates and times.



JOHN F. HICKEY – TREASURER

Greetings Brothers and Sisters,

I hope everyone had a wonderful Summer and you were able to have a bit more “normalcy” with family and friends. We are, however, not out of the woods yet, and we need to keep an eye on the safety of all our 399 brothers and sisters. I would like to thank our members for all the hard work and sacrifice over the last eighteen months. We may never get back to the way things were in the past, but this is not the first time we have seen drastic change in the world (and in our industry). As I write this article, I am reflecting on the 20 years since one of the most devastating incidents to take place on American soil ... of course, I'm thinking of September 11, 2001. I would like to remember all who lost their lives on that somber day especially the four brave union brothers from IUOE Local 94 in New York.

Twenty years ago, our industry changed, and we thought then this was the new normal! Well, here we are again, but (this time) it's an enemy that we cannot see. We need to stay on top of this and take all the necessary precautions to keep you and your fellow brothers and sisters healthy and safe. Please remember we are not alone fighting this virus. The nurses, doctors, first responders (along with many others) are working every day to help control this virus, and hopefully one day conquer we may conquer it for good!

Our Fall classes are almost filled. Please make sure to stay on top of your schooling and seminars as this industry continues to evolve, employers are looking for the most gifted, talented, and educated engineers available. Jim Coates, Tom Phillips and our education staff have grown our Education Department to one of the best in the trades today. They are constantly looking to improve so our members are always the best in the business – JUST LIKE OUR 2021 LOCAL 399 BUILDING TRADES SOFTBALL CHAMPIONS ... AGAIN! (See back page for a photo of our team)

It was nice to see everyone at the September Union Meeting. Hopefully (very soon) we can get back to our union gatherings/celebrations. Please remember to donate generously to our Political Action Committee (PAC) and our Political Education Fund (PEF) as we have not had any functions for 18 months. The political world is still going strong, and we need to make sure that friends of Local 399 are in office. This is done through PAC/PEF contributions and NOT union dues. Any support you can give is greatly appreciated. Please contact me if you need forms or have any questions.

I hope everyone has a great Fall season. And, hard as it is to believe, Christmas and the New Year is just around the corner. Stay Safe!

Fraternally Yours,

E-Mail: jhickey@iuoe399.com
Ext. 2111



IN MEMORY OF RICHARD L. TRUMKA

Local 399 celebrates the life of our Union Brother Richard L. Trumka and his tireless work on behalf of the Labor Movement and working people throughout the country.

Only a fool would try to deprive working men and working women of their right to join the union of their choice.

Dwight D. Eisenhower

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klong@glavinaccess.com

Glavin is the only Licensed Locksmith Agency in the State of Illinois that is represented by Local 399.

RANDY HILLER

Overall, it's been a good summer in Southern Illinois. With the help of Roger McGinty, several Chief Engineer and Stationary Engineer positions have opened up at Southern Illinois Correctional Facilities, as well as an Assistant Chief Engineer position at State Police District #13 Headquarters in DuQuoin. This has resulted in the hiring of several new Stationary Engineers at Correctional Facilities and all new Stationary Engineers have joined IUOE Local 399.

I'm still working on increasing the participation of 399 members here in Southern Illinois in our Political Education Fund (PEF). I have been educating members that PEF funds are used to protect the State Certified Rate which greatly benefit Southern Illinois members.

I had the privilege of assisting Adelmo Marchiori with the City of Centralia employees contract. Because of Adelmo's excellent work, the Centralia employees voted overwhelmingly to approve the current contract. Preparations for the next contract will begin very soon.

The monthly phone calls to downstate Business Agents from President and Business Manager Pat Kelly have been very beneficial. Pat has been able to use the phone calls to keep us up-to-date with everything we need to know; as well as allowing us to discuss with him any issues that need to be addressed.

Finally, the biggest concern of the Southern Illinois members (and I'm sure other parts of the state) is the mandatory Covid-19 vaccinations for State employees. Currently, employees who have not been vaccinated are being tested on a weekly basis.

Annual Duck Hunt: Our next Duck Hunt will be held on January 8, 2022 at the Grassy Lake Hunting Club in Ware, IL. The fee for this event will be \$100 per member and will include an all-day duck hunt and a delicious lunch. Please either email or call me at (618) 925-7012 so I can give Grassy Lake Hunting Club an accurate number of participants for planning purposes. Please join us for a great day of hunting!

E-Mail: rhiller@iuoe399.com
(618) 925-7012

Mark Your Calendar!

Please join us for our
2022 Duck Hunt Event

Saturday, January 8, 2022



As we commemorate the 20th Anniversary of the September 11th World Trade Center attacks, we honor our IUOE Local 94 brethren who gave their lives on that day.

Due to their unselfish decision, these four heroic men gave their lives while assisting in the evacuation of building tenants.

Vito Dello

Charles Magee

John Griffin, Jr.

David Williams

Give Us A Shout!

We ask you to send all letters of commendation and awards you've received and/or earned in the past and any present accomplishments – we also welcome your "Union Pride", "Union Babies" and "Proud Union Home" photos.

Please mail or email any photos to John O'Connor (joconnor@iuoe399.com) at the Local 399 Union Hall and Training Facility, 2260 S. Grove Street, Chicago, IL 60616. **We look forward to hearing from you!**



FRANK HOSKINS

Greetings from Central Illinois.

The struggle of 253 years! Yes, that is how long the struggle for labor unions has been going on. The first recorded labor strike was in 1768 by some New York journeyman tailors, who were protesting a wage reduction.

As I went through some labor history, I found many positive things. Unfortunately, several strikes turned violent from provocation of either labor or employers. Most labor strife involved thousands of union workers at a time. Some of the positive things to come out of strikes were laws created to protect workers and unions.

As an example:

March 23, 1932 – President Herbert Hoover signs the Norris-LaGuardia Act into law. The Act outlaws “yellow-dog contracts” which forced workers to agree not to join a union as a condition of their employment. It also establishes that workers are allowed to form labor unions without employer interference and prohibits federal courts from issuing injunctions against non-violent labor disputes. Republican Senator George W. Norris of Nebraska and Republican Representative Fiorello H. La Guardia of New York sponsored the Act.

Shortly after that, in 1938, several labor laws, particularly the Wage and Hour division, helped set the tone for future progress. Over the years things have changed as much as they haven't. Money and political influence contribute to labor law changes as much today as they did in past.

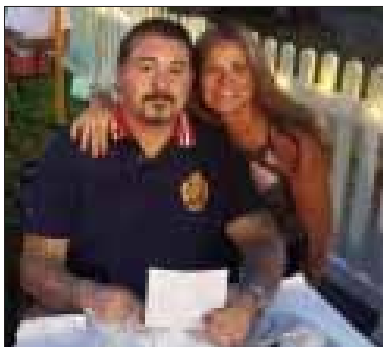
We must always remember those in the Labor Movement who came before us and who paved the way for the wages and benefits we enjoy today. As the saying goes ... *“Those who forget their history are doomed to repeat it.”* We can never allow our right to organize be pushed back and thus “repeat” the days when workers were at the mercy of their employers. Stay STRONG, stay UNITED!

UNION PEOPLE
America Needs 'Em!

As always, a huge thank you for our spokespeople who work hard for us each day.

Faternally,

E-Mail: fhoskins@iuoe399.com
(217) 337-4399



**LOCAL 399 MEMBER
RECOGNIZED AS ACCESSO
“CELEBRITY OF THE MONTH”**

Congratulations to Local 399 Chief Engineer **James (Jimmy) Petry**. Jimmy was recently honored by Accesso for his outstanding work. Jimmy has been at Highland Oaks II in Downers Grove since 2006 and a Local 399 member since 2001

The important role of union organizations must be admitted: their object is the representation of the various categories of workers, their lawful collaboration in the economic advance of society, and the development of the sense of their responsibility for the realization of the common good.

Pope Paul VI

IMPORTANT ALERT: Passage of the Protecting the Right to Organize (PRO) Act to give workers freedom to organize a union will help restore balance between the pay of CEOs and working people.

STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

President and Business Manager Patrick J. Kelly has instructed Business Representatives Vince Winters and Frank Hoskins to aid the membership in job referral. If you're looking for work whether it be due to layoff, termination or just simply looking to relocate, please call Vince Winters at (312) 372-9870 Ext. 2110 for the Chicago and Indiana areas, and Frank Hoskins at (217) 337-4399 for Central and Downstate Illinois.

KEN GAUF

Hello everyone, I hope you and your family are doing well!

I wanted to acknowledge those members who have stepped up to become union spokespersons at their job sites. It's not an easy task and, many times, it's a thankless job. They do a great job of keeping the Business Representatives informed on the day-to-day operations and are the first person a member turns to for their insight and knowledge about potential issues.

Members should keep the spokespersons aware of conflicts and always request they be present when a pop-up meeting with management seems to happen. I cannot stress the importance of having a spokesperson in the room with you during an investigation or discipline meeting. Remember your Weingarten Rights (a copy can be found in your yearly Union calendar) and utilize the tools you have available to you. It is like playing baseball and trying to catch a fly ball without a glove – you might be able to catch the ball, but it will hurt.

Being a spokesperson has its challenges, and at times you may find yourself on the negative side of a coworker's frustrations. Always direct them to your Business Representative.

Thank you for all you do, and keep up your hard work and dedication to your union brothers and sisters.

In solidarity,

E-Mail: kgauf@iuoe399.com
(309) 417-8846

Think About It ...

If unions were on the verge of being destroyed by decisions made in Washington, DC, and they packed the National Labor Relations Board with anti-labor corporate shills, and our children (the next generation) would not have the same opportunity to work for the incredibly great union wages, benefits and workplace protections that are enjoyed today,

**WOULD YOU VOTE to SAVE YOUR CAREER or THE CAREER OF YOUR CHILD
that you hope will follow in your footsteps?**

~ Anonymous



**PROUD
UNION
HOME**

Generations of Proud Local 399 Members!

Local 399 is so proud to have generations of members and their children come up through the ranks to enjoy successful 399 careers that allow them to raise families and enjoy a middle-class life. The Strejc Family is an excellent example. Pictured left: **Timothy Strejc, Sr.**, a (soon to retire) Chief Engineer at Bank of America, his grandson **Timmy** and his son **Timothy Strejc, Jr.** a Chief Engineer at Macy's shown enjoying a family camping trip that as they commented was "Paid for by our union jobs and hard work!".

JOHN HANLEY

Dear Brothers and Sisters,

I'm hoping everyone reading this article is healthy as well as their loved ones.

I almost hate typing this word ... "COVID"... because I, along with millions of other people, I am sick and tired of hearing about it. During the COVID lockdowns we had some time to really work legislation and make it work for us and create some good jobs throughout the State. And I'm truly excited about the work that is being done jointly with legislation and organizing efforts. We are implementing "Labor Peace Language" (LPA) in as much legislation where we see a path to create good 399 jobs.

I also want to share with you some insight on what to expect in the 2022 Elections. I know I stress (in almost all of my articles) how important the upcoming election is to Local 399, but, more important, it is what it means to you as a member and to the Labor Movement in Illinois!

The upcoming Primary/General Elections in 2022 are so critical because of what political offices are up for election. This Election is the year of the "remap" that impacts every state-wide office.

These are all the offices that are up for election in 2022:

- US Congress
- Illinois Supreme Court Justices
- Appellate Court Judges
- Circuit and Sub Circuit Judges
- Governor (JB Pritzker)
- Attorney General (Kwame Raoul)
- State Comptroller (Susanna Mendoza)
- State Treasurer (Michael Frerichs)
- Secretary of State (Jesse White is retiring) Open.
- Illinois Senate 59 seats
- Illinois House 118 Seats
- Cook County Commissioners
- MWRD Metropolitan Water Reclamation District

Illinois residents will also face a Constitutional Amendment/Workers Rights Amendment on the ballot. This amendment is VITAL to every worker in Illinois. The Ballot Initiative will prevent Illinois from EVER becoming a "Right To Work" State. It will make it easier to organize and will give every Illinois worker a voice on the job without the threat of being fired for seeking to be represented by a Labor Organization.

Local 399 prides itself on investing in education and job security for its members. There isn't a day that goes by that these topics aren't our main focus. To continue these initiatives we have to have friends in political office that view these issues the same way we see them.

As you can see from the list above, there is a lot at stake in this Election, and we are going to need to be ready to volunteer and help get the vote out (GOTV Campaign) for our endorsed candidates. We have had great support from our membership in the past, but this Election is truly vital to Organized Labor, this election sets the template for politics for the next decade. That being said, we will need all hands on deck. Local 399 is going to ask for volunteers all throughout the upcoming Election season (from our younger members to our senior members) to pass out literature and elect the most labor-friendly candidates and the

(Continued next page)

JOHN HANLEY *Continued*

MOST PRO Labor Ballot initiative ever in the history of Illinois.

I hope to see all of you on the campaign trail helping make history so our future generations can reap the benefits.

Please watch your email for requests for election volunteers. If you have any questions or would like to know about our 2022 GOTV campaign, please feel free to contact me.

Faternally,

E-Mail: jhanley@iuoe399.com
Ext. 2153

399 MEMBER RECOGNIZED AS EMPLOYEE OF THE QUARTER



Congratulations to **Mike Pepper** an Engineer at 24 East Washington. Mike was recognized as Employee of the Quarter (Q2 2021) for his great work ethic and ability to juggle multiple projects at once. Mike has been with his building since 2020 and has been a Local 399 member since 2008.

Thanks, Mike, for your diligence and commitment to your building and your craft!

VETERANS DAY • NOVEMBER 11, 2021

Honoring all those who are serving or who have served in defense of our Country.

Thank You!



Great Benefit Opportunity For Local 399 Members!



OPEN ENROLLMENT BEGINS OCT 1ST!

Enroll in these benefits:

**NO MEDICAL
EXAM,
NO QUESTIONS
ASKED.**

- Supplemental Life Insurance
Up to \$250,000!
- Supplemental AD&D Insurance
Up to \$250,000!
- Critical Illness Insurance
- Accident Insurance

ENROLLMENT PERIOD is
OCT 1st, 2021 through OCT 31st, 2021

Visit:
go.voya.com/MCL2021

For more information or if you have any questions,
please contact the MCL Insurance Team at 888-212-7822.

Exciting News to All Eligible Members and Families Who Elect Coverage During This 2021 Enrollment!

Enroll in Critical Illness Insurance, no medical questions ever!

Critical Illness Insurance provides a benefit payment upon the diagnosis of an illness or condition such as Heart Attack, Stroke, Cancer, and much more.

- All Members may elect a Critical Illness benefit of \$10,000 or \$20,000
- Members may also elect a Spouse Critical Illness benefit of \$5,000 or \$10,000
- Members may also elect a Children's Critical Illness benefit of \$5,000 or \$10,000

Enroll in Accident Insurance, no medical questions ever!

Accident Insurance pays you a benefit for specific injuries and events resulting from a covered accident. The benefit amount depends on the type of injury and care received.

- All Members may elect coverage for themselves, Spouse, and/or Children!

\$50 Wellness Benefit \$100 if Member enrolls in both Critical Illness and Accident!

The Wellness Benefit encourages you to get regular health screenings. The benefit payment you receive for your health screening can be used to help pay for the cost of the test or however you like.

Wellness Benefit amount
Members: \$50 Spouses: \$50
Child: \$25 each up to maximum of \$100 per year for all children

Supplemental Life and AD&D Offer this year!

Midwest Coalition of Labor Trust (MCL) is pleased to offer to all eligible Members the opportunity to purchase up to \$250,000 in Supplemental Life Insurance and up to \$250,000 in Accidental Death and Dismemberment Insurance without answering Medical Questions!

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. GATI, Critical Illness Accident Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies.

MIKE MASTERSON

As the Summer fades into Autumn, we can look back at what hopefully was an enjoyable Summer and look forward to the Fall season (which means football!). While many of us cheer for the Bears, I know there are fans of other football teams including the Colts and Rams as well as college football teams. (Go NU Cats! and The Fighting Irish!)

References to team sports are often used in the business world as successful teamwork on the playing field, together with hard work and good talent, often leads to success and victory. This holds true in the union business world as well. Our Local (our "team"), consists of over 9,000 members. And, when we work together, we can be successful in bringing better wages, benefits and working conditions to the job sites where our teammates work.

In the private sector, many of our employers compete against other non-union employers in the same line of business. We can help our employers by using our talents and knowledge to increase the efficiency of the operations. We can also help by working with our MEMO program to organize the non-union employer to take away the wage and benefit disparity. It is a fact that our union members receive a better wage, a better pension and a better health care program than non-union employees. Negotiating better wages and benefits into our contracts is directly related to our talent level and the costs of the employer's competition.

In the public sector, our wages and benefits are directly tied to the income of the public sector employer. When we listen and agree with the political commentators that cry against taxes, it adversely affects our teammates. While we all wish that we could keep all the money we earn in our pockets (and not pay taxes every year), these taxes pay for the public sector. The States, Counties, Cities, Villages, Towns and school districts that collect these taxes need the money to operate. And our teammates operate these States, Counties, Cities, Villages, Towns and schools. If taxes are not collected, how do we negotiate better wages and benefits into our contracts for our public sector members? While I agree that there may be some waste in government spending, when the taxes are cut, it affects our members, not the wasteful spending, and certainly not those at the top.

Enjoy your football season and enjoy your tailgating!

E-Mail: mmasterson@iuoe399.com
Ext. 2112

Union laws in this country are seriously flawed, but a new bill would change that. It's time to tell your legislators to

SUPPORT THE PRO ACT



GET YOUR NEXT NEWSLETTER VIA EMAIL!

Local 399 members who currently receive their newsletter via regular mail are encouraged to go "paperless" and register to receive your next newsletter via email distribution.

It's a faster way to receive all the latest Local 399 news and information delivered right to your inbox.

To receive your e-newsletter, please email Barbara Vest at bvest@iuoe399.com – please reference "e-newsletter" in the subject line.

**All new Local 399 members will automatically receive their newsletter via email.*



KENDALL PARAHARM

I hope that all has been well with you and your loved ones and that you all have been able to get some well-deserved enjoyment out of the Summer months with your friends and family. You've worked tirelessly over the last year to keep the industries we support afloat, so hopefully you took some time off to decompress.

Despite the obstacles we've encountered, your diligent work within your facilities has never ceased, so the only thing we could possibly ask you for at this point is to keep up the good work. Your work has allowed us to help preserve critical facilities throughout our area, subsequently keeping us on track for a return to "normal". Your work has also aided in the return of many jobs that were temporarily furloughed due to economic hardship brought on by the pandemic and, for that, we are immeasurably grateful.

As we move forward and switch gears towards the Fall and Winter months, it appears that employers across all industries are supporting a shift towards encouraging employees to be vaccinated for COVID-19. We understand that everyone is entitled to follow their respective beliefs and convictions and that COVID-19 vaccines have been a pretty significant point of contention for many lately. We encourage you all to continue observing the COVID guidelines and recommendations as prescribed by public health organizations. We've put forth significant effort towards providing access to the vaccines to any members who wished to receive it and will continue to aid members in whatever way possible. If you have a protected exemption that precludes you from receiving the vaccine, we support you exercising that right just as we support those who do wish to be vaccinated. This isn't an issue that any of us take flippantly, so I ask that as this develops, please continue to seek out credible information so we can all make informed decisions. If you have any questions, please reach out to your Business Agent.

Best Wishes.

E-Mail: kparaharm@iuoe399.com

Ext. 2188

LOCAL 399 ENGINEERS AID IN SAVING THEIR BUILDING DURING FIRE THREAT



Pictured above: Brian Stauton, Scott Hurley, Pat Malloy and Brian Keaty.

On Thursday, April 29, 2021, 151 North Franklin had a serious incident with their recycling compactor, which smoked and flamed briefly in the dock. This resulted in a lot of smoke in the dock and surrounding areas, including some areas in the Lobby. Our midnight Engineer, **Scott Hurley**, was called and responded immediately. He informed security to call 911 and then assisted CFD in making the area safe.

Scott Hurley and **Pat Malloy** then took steps to try and dissipate smoke and odor that was strong within the building. They did a fantastic job of clearing both out of the building. And, by 7:00 am, there was hardly a trace or smoke that could be identified.

On May 13, 2021, Able Services (Brian Stauton) and The John Buck Company (Brian Keaty) presented Scott and Pat with Certificates of Excellence. Situations like this are very difficult to handle, and Scott and Pat did a great job of protecting the property.

Thank you to Scott and Pat for your outstanding efforts!



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LABOR UNIONS:

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 Duck Vest \$78.00	 Duck Jacket \$80.00	 Hooded Duck Jacket \$85.00

NOTE: Merchandise availability varies both online and at the Union Hall Store.

JOHN O'CONNOR

I hope you had a great Summer!

As you are all probably already aware, we are constantly in discussions with employers regarding the COVID-19 vaccination. If your employer has a vaccination policy, please let us know right away. Because just like any other policy, we need to review it. Our position is that all policies must comply with the ADA and, even though we encourage all our members to get the vaccine, we are opposed to any mandatory vaccination policy.

In a time when jobs are not as readily available as they used to be, please remember that if you get hired at a location to stay there for at least one year. If there's constant turnover and people do not stay in a job for a decent period of time, then employers may begin looking to fill vacancies outside of our job referral desk. If there are any changes at your worksite or with your employment, reach out to us right away so our records are up-to-date and current.

Also, it is our position that we do not turn down work. We want to bring as much work as possible into the bargaining unit to protect our jobs. This also gives employers a reason to hire more Engineers. By taking the position that we only do certain jobs, this weakens our strength at the bargaining table.

We all have missed the golf outings and dinner events over the last two years. Not only are these great opportunities for us to get together and socialize, but these are large fundraisers for Local 399. Please consider donating to our PAC through the check-off form. This works in the same way as your union dues; you can have employers deduct the monies right from your paycheck. We have an updated form. If you are interested in participating, please reach out to your Business Agent for the new form. If you are already participating, THANK YOU FOR YOUR SUPPORT, and please make sure we have the updated form on file.

One final note – if you have an issue with another member in the bargaining unit, make sure that you address the issue in-house. There have been way too many instances where our members are going to Human Resources (HR) regarding another member. We need to try to address these issues in our own shops. Once HR gets involved it can, and usually does, become a much larger issue.

As always, we are looking for experienced skilled maintenance employees. If you know any, please have them contact one of our Organizers about our SALT membership.

Fraternally,

E-Mail: joconnor@iuoe399.com
Ext. 2185

America Works BEST When We Say ...

UNION *Yes!*



A STRONG UNION NEEDS TO HONOR ITS STRUGGLES & HISTORY!

Keeping our union strong means never forgetting where we came from and on whose shoulders we stand! **Local 399's Education Department offers a class on Labor History.** It's an important look back at the Organized Labor Movement and how those who came before us fought (and in many cases died) for the rights and benefits that we enjoy as union members today.

We encourage all Local 399 members to enroll in this class. It's a great way to learn (and be reminded) of how important it is to continue this fight! Please contact the Education Department or visit our website for available class times.

ADELMO MARCHIORI III

Wildfires out West. Flooding and destruction in the South and the East. Foreign policy issues/dilemmas. Problems and stress at home/work. COVID-19. The Delta Variant. The list goes on and on. At times it just feels like one thing after the other. It can wear one down.

What was that tagline for that one airline – “Want to get away...” Might not be a bad idea. Sometimes, we need to take time for ourselves. Step back. Recharge our batteries. But then, of course – get back in there and continue to do what we do. Stay strong. Always pushing forward. Don't ever give up. Get going!

Several thoughts as I write this article – Famed college basketball coach at North Carolina State, Jimmy Valvano, and his fight against cancer. During his acceptance speech at the ESPY Awards (he was just given the Arthur Ashe Courage Award), he announced the V foundation for Cancer Research, and he delivered these memorable lines ... “We are starting the Jimmy V Foundation for Cancer Research. And its motto is, “Don't give up. Don't ever give up.” His words inspire many and provide all of us motivation when fighting cancer or simply applying it to our everyday living.

That memorable scene from the movie, “Animal House” – John Belushi and others have just been kicked out of college, and they are dejected and feeling hopeless. He gives an inspiring speech (with some inaccurate historical references) but ends with, “When the going gets tough, the tough get going!” And the rest is history. If you haven't seen the movie, check it out.

That daring crossing of the Delaware by George Washington and our troops that Christmas evening way back in 1776. It was out of the ordinary and unexpected. The Continental Army had recently suffered many defeats and lost key strategic points including New York City. Our army overwhelmed the defenses and, even though this wasn't considered a strategic victory, it nonetheless was inspiring enough to raise the spirits of our colonies who had previously thought that we were incapable of victory.

What about the Chicago Cubs winning the World Series in 2016 and ending a 108-year drought? They didn't give up! Their fans didn't give up. My father-in-law has been a loyal, dedicated, die-hard fan all his life – those words describe all Cub fans! (I'm a Cardinal fan, but even I rooted for the Cubbies in the 2016 World Series.)

You can draw inspiration from many things – perhaps those mentioned above – and even your faith. Or ... You may look to the battles of Organized Labor (past, present, and future) and all their hard-fought accomplishments for working men and women. Let's continue. Let's move forward. Don't give up. Don't ever give up. Get going ... in all aspects of our lives.

In Solidarity!

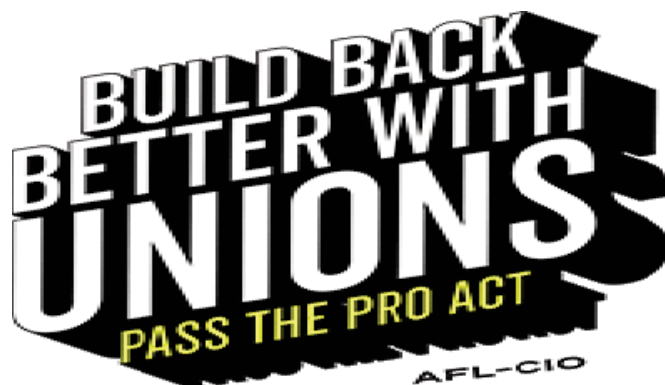
E-Mail: amarchiori@iuoe399.com
(618) 254-6441



MEMORIAL NOTIFICATIONS

If you would like be added to our Memorial Notification email list, please contact Pat O'Gorman at: pogorman@iuoe399.com

Or, log onto our website and go to our memorial page for a link to be added to our list.



LLOYD OSBORNE

I hope this newsletter finds you and your family well.

As we continue to fight our way through some uncertain times regarding the pandemic, we are returning back to jobs, finding new jobs and looking forward to a new normal.

We here at Local 399 under the direction of President & Business Manager, Pat Kelly, have taken organizing to a whole new level in Indiana. Business Representatives and Organizers from both Indiana and Illinois have been putting on a full court press organizing buildings in Indianapolis. Pat Kelly has authorized many hours of investment by Business Representatives and Organizers.

We in Indiana have also been very busy negotiating good and long-term contracts for our Local 399 membership. We have secured a very good first contract at the Indiana Grand Racing Casino in Shelbyville, Indiana, and we are starting to build the relationships and strengthen the union workers.

We have also negotiated a new five-year contract with the Hard Rock Casino in Gary Indiana, with better wages, working conditions, and a very bright future for the members at the Hard Rock Casino. We worked with their human resources team who had an interest in advancing our members by offering great incentives to continue their education and become more diverse at work. A special thanks to Mack, Jermaine and committee members who worked alongside us to accomplish all of our goals in this contract negotiations.

We also accomplished a very successful four year contract at the Hammond Parks Department with higher wages and better benefits working with a Representative from the Mayor's office, Kevin Smith, with the support of Phil Taillon (Chief of Staff) and Jim (The Parks Director). A special thanks to Mayor Thomas McDermott for once again having his team work diligently with us to secure a better contract for the Parks Department employees.

We had the privilege of meeting with US Secretary of Labor, Marty Walsh, to discuss critical labor concerns such as the PRO-ACT, and other legislation that will be good for working America!

I personally have been blessed to be re-elected as president of Northeast Indiana AFL-CIO Labor Chapter overseeing 11 counties and also re-election as President of Hoosier Heartland Area Labor Federation of the AFL-CIO overseeing 27 counties in Indiana. These appointments both show the level of respect that all of the unions within these organizations have for Local 399 Operating Engineers. It has helped us get through many political doors and get assistance from the Building Trades Manufacturing and all other type of unions as we work to accomplish the goals and objectives of Local 399 in Indiana.

I had the privilege of being highlighted by the Journal Gazette in an article about my history with Organized Labor regarding five questions (past, present, and future thoughts) in celebration of Labor Day. You can read the article online at: www.journalgazette.net/opinion/editorials/20210906/lloyd-osborne

In Fort Wayne we have been proud to put on a Labor Day picnic for over 30 years, open to all people, as a way Organized Labor gives back to the community. Due to COVID restrictions, the last two years on Labor Day we have been unable to hold this event. However, we



Pictured (left to right) Indianapolis Mayor Joe Hogsett, Local 399 Business Representatives Jeff Withered and Lloyd Osborne, and US Labor Secretary Marty Walsh.



(Continued next page)

have not let it discourage us! This year we asked our Mayor Tom Henry for a proclamation for a month-long recognition. He gave us that proclamation and dedicated the month of September in Fort Wayne as Labor History Month which gives us the opportunity to advertise, have virtual celebrations, and much, much more! We are extremely grateful for the hard work and the relationships we have built to be able to have a month-long celebration for Organized Labor here in Fort Wayne.

Representation is a big part of what I do every day for our Local 399 family. However, organizing is a critical part of what I do every day. The new outreach we are making in Indianapolis to organize has reignited my flame and has put Local 399 on a course that will change our future. Over the next few years we will be organizing more buildings, offices, hospitals and hotels than I could have ever imagined. I have always tried to be optimistic about what we could do in Indianapolis, but I am thankful that Local 399 started this venture a few years back and now, that the timing is right, our President & Business Manager Pat Kelly is helping our staff see an incredibly bright future for Local 399. I can't wait to look back and see how the incredible work we are doing today will change the lives of people tomorrow.

I would encourage anyone reading this, if possible, to give a little bit of your time to come and organize with us. You will not regret it. We will be changing the course of Local 399 in Indiana forever. We will not only build the strength of our membership, we will build the strength of our political muscle in Indiana. These organizing efforts are something you will be proud to look back on and remember that you had a part in this!

Looking forward to a brighter future together!

May you and your family stay healthy, happy and safe.

E-Mail: losborne@iuoe399.com
(260) 413-9111

BRENDAN WALSH

Brothers and Sisters,

First, I'd like to thank everyone that came out to the September Union meeting. After not having a meeting for 18 months, it was great seeing our membership gathered at the Union Hall under one roof again! Pat Kelly did a fantastic job leading his first meeting as President and Business Manager with an inspiring and moving speech to the membership. We look forward to many great years ahead under President Kelly's leadership.

Over the last year and a half, we have heard how thankful people are for essential workers. Of course, that is until the time comes for negotiations. We always hear that our demands are too high and that paying our members' wages (equal to their value) will bankrupt the company. Any company that relies on underpaying labor to survive does not deserve to be in business! While they fight us tooth and nail for cost-of-living increases, it's amazing how there is always plenty of money left over for the "fat cats" on top to get their year-end bonuses. This is the main reason why it is important to stay educated and up-to-date on the latest technologies in our industry. Keep up the great work as it gives us the bargaining chips we need when we sit down at the negotiating table.

Being educated about politics is also paramount. An amendment proposed regarding workers' rights will be on the November 2022 General Election ballot. It will give workers the fundamental right to organize and collectively bargain at their jobsite. This will be extremely important – not just for our Local – but for workers across the State of Illinois (and across the country). We will continue addressing this topic over the next year. And I ask you to please stay informed on this topic, and keep it on your political radar.

Stay Strong. Stay United. Stay Safe!

E-Mail: bwalsh@iuoe399.com
Ext. 2186

PAT O'GORMAN • JESUS RAMIREZ

Brothers and Sisters,

I hope you have enjoyed your Summer and have had a chance to spend some time with family and friends.

One of the main goals for the Organizing Department this Summer was to expand our organizing efforts geographically and focus on areas with lower union density. While we continue to organize in the Chicago area, we also realize that it's important to increase our market share throughout the entire states of Illinois and Indiana.

We have created relationships with employers that plan to build casinos throughout Illinois (once the gaming licenses are issued). This project will allow us to organize in areas such as Rockford, the South Suburbs of Chicago, Southern and Central Illinois, and Northwest Indiana. Through our contact with these employers, we hope to gain access to speak to their workers and educate them on the benefits of being represented by a union.

Recently, we have filed an organizing petition and won an election for a government contractor in Fort Wayne, IN. Once we have a collective bargaining agreement at this site, we can use that agreement to show other workers what is possible at their jobsite through collective action. I want to congratulate Lloyd Osborne and Jeff Withered on their hard work staying in contact with the workers at that site.

Additionally, we have started a project to organize Indianapolis! We have been working to identify employers and building owners that we currently have relationships with who also do business in Indianapolis. The Organizers, Business Representatives, and Legislative Department from Local 399 have also spent several days cold calling buildings in Indianapolis to meet skilled maintenance workers and explain the benefits we can offer to them. Thank you to everyone who set aside time in their work schedule to focus on organizing. Your efforts are greatly appreciated!

If you know anyone working in a non-union skilled maintenance job anywhere in Illinois or Indiana, we would like you to put us in contact with them. If you have ever worked in a non-union, skilled maintenance job anywhere in Illinois or Indiana, we would like to talk to you about that jobsite. The more information we can gather (and the more contacts we can make), the more successful these initiatives will be.

In addition to these projects, the following jobsites have elected Local 399 as their exclusive bargaining representative: Watseka Waterworks, Oak Park Public Library, 3000 and 3050 Highland Avenue, Aire Ancient Baths, Skokie Hospital, and Northwest Community Hospital.

Keep in mind – every new jobsite we organize is a win for all members of Local 399. Any leads or information that you have on non-union workers can be passed along to the organizing hotline at (312) 372-9870 Ext. 5000.

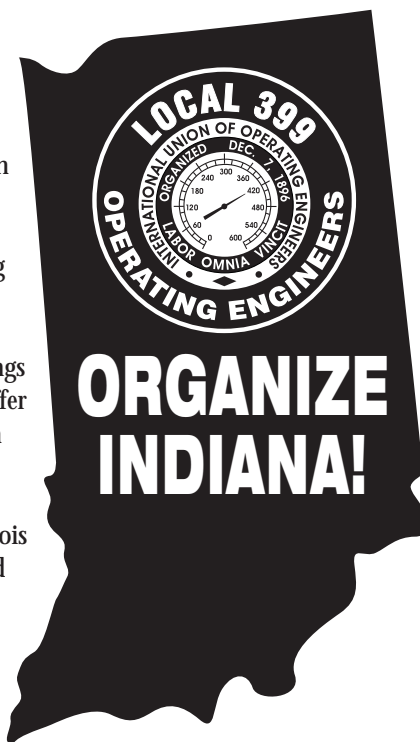
Finally, we have started a SALT job desk for Indianapolis. Anyone who is interested in being included on this list please email Pat O'Gorman at pogorman@iuoe399.com.

UNITED WE STAND!

Fraternally,

E-Mail: pogorman@iuoe399.com
Ext. 2187

E-Mail: jramirez@iuoe399.com
Ext. 2150



JEFF WITHERED – INDIANA

I hope everyone is staying safe and enjoyed the Labor Day weekend.

In the last newsletter, I updated you on the progress of negotiations at the Indiana Grand Casino in Shelbyville, IN. I'm happy to report that their first contract was ratified on May 24, 2021. For a first contract it could not have been much better! They were able to get the Union Health Care starting in 2022. This alone was a huge victory and seldom is accomplished in a first contract (at least in the casino industry). I have said it before, this Negotiating Committee is one of the strongest I have worked with. This process should have never taken three years, but (because of how the labor laws are tilted towards the employer) it makes it almost impossible to achieve a first contract. This must change, and right now is your opportunity to help. Currently, there is legislation that has passed the House and is in the Senate. It's called the Pro-Act (see page 33 for detailed information on the Pro-Act). If you're not familiar with it, I encourage you to educate yourself about its importance, not only for union workers but ALL workers. We need everyone to reach out to their U.S. Senators. And, if they don't support the Pro-Act DEMAND THEY DO! This is not a Republican issue. or a Democrat issue. It's a WORKER issue! This is such important legislation, and we may never get another opportunity like this! If anyone would like more info on the Pro-Act, please reach out to me.

For many years now I have asked the question, "Why don't unions work together better?" Most people answer, "But we do support each other?" I agree in most cases that's true. What I mean is – why don't we team up more to do Organizing drives? I have been involved with this process in the casino industry. It's not perfect and there are times we might not see eye to eye. But when it comes time for negotiations or to fight an issue, we stand as one. In Indianapolis we were approached by Teamsters Local 135 about joining them on an Organizing drive against Nestle in Anderson, IN. The Teamsters could have taken it wall to wall. But after talking about how much stronger we would be with two unions vs. one, it was agreed that they would take production. And we (Local 399) would represent the Engineers. After a year and a half Organizing we lost the drive basically because of what I talked about earlier regarding the need for passage of the Pro-Act. Seeing how there are only around 7% of Americans that belong to unions, it's time for unions to stop fighting over workers and raiding other unions. Sometimes I feel like unions are fighting over the last 100 workers, but there are millions of workers that would join a union right now. So we must pass the Pro-Act and start supporting each other better. I personally will stand and work with ANY union that is willing to work with us. I want all workers to enjoy the benefits and workplace protections that are afforded to Local 399 and other unions.

Over the years, we have tried to organize the buildings in the downtown Indianapolis area. We have talked to many Engineers with an interest in belonging to a union, but they were scared to put themselves out there in fear of being fired. Employers pay these Engineers just enough to keep them there. One thing we keep hearing is that they have no access to training other than on the job. So, I'm excited to tell you that our President and Business Manager Pat Kelly decided to invest in Indiana and especially Indianapolis. Local 399 has teamed up with Ivy Tech all over Indiana to offer classes for building Engineers. The first classes they will be holding will be for HVAC. President Kelly has also dedicated time for the Organizers and some of the Agents to come to Indianapolis and spend the day cold calling the buildings in the downtown area. We have done two of these in the last few months, and it has been a great success. This organizing effort is headed up by Pat O'Gorman, and I can't thank him enough for his help. I would also like to thank the following individuals for coming and helping us "invade" Indianapolis ... Brendan Walsh, Jesus Ramirez, John Hanley, John O'Connor, Ken Gauf, Lloyd Osborne, and Kendall Paraharm. Besides almost losing a few to heat exhaustion (in the 90+ heat and humidity), we had a great time. I am very confident we are about to make things happen in Indianapolis, because those building have been unorganized for way too long. These workers have been taken advantage of long enough. Thanks to everyone who came out to join in on the fun of turning Indianapolis into a "union town", during our blitz on September 27, 2021. Also, if anyone is thinking about moving to the Indy area and would like to be a SALT, please contact Pat O'Gorman or myself.

**Keep Your
Union Strong ...
GET INVOLVED!
ORGANIZE!
America Works
BEST
When We Say...
UNION YES!**

WITH BLESSINGS AND IN SOLIDARITY!

E-Mail: jwithered@iuoe399.com
(317) 716-0319

IUOE Local 399 401(k) Update

Back At It ...

Prepared by: Steve Scott, Managing Partner • Retirement Solution Group (RSG)
steve@retirementsolutiongroup.com and 866-352-7731 Ext. 210

As I write this on Tuesday, September 7, 2021 we find ourselves a day after Labor Day. Obviously, I do not need to preach to this group about the importance of Labor Day! It was a movement that started in the late 19th century and became a federal holiday in 1894. Since then, many remember it as the unofficial end of summer. But it matters more than that. As someone who is not union, but has been blessed to be partnered with IUOE Local 399 and many others of the 16 years I have run RSG, Happy Labor Day for all that it means and represents.

For the first time ever in writing this our fund has grown to more than \$300 mm, \$312 mm as of this morning, which is 100% owned and controlled by 3,213 members. That is amazing growth. Obviously the markets the past few years, besides a few insane months, have helped. We went through a bear market and continue to navigate a challenging environment with the pandemic and it's seemingly endless mutations and evolutions to the "way out." Still though participation is up, deferrals are up, rollovers are up ... That is not just the markets, that is a savings culture decades in the making.

In our last newsletter, we announced the most significant price reductions we have ever made to the Fund. As a reminder and recap, and due to the staggered impact on this, we wanted to revisit the more macro aspects of these changes and ensure all were aware of the positive changes we are happy to report:

- All funds will benefit from a 2 bps or 0.02% reduction in recordkeeping fees. Recordkeeping fee was 11 bps, and the new fee will be 9 bps.
- The John Hancock Multimanager Lifetime Portfolios will remain in their current fee schedule until November when the fee will be reduced from current average cost of 42 bps or 0.42% to 10 bps or 0.10%.
* Note, these are the age based JH target date funds.
- The John Hancock Multimanager LifeStyle Portfolios will remain in their current fee schedule until November when the fee will be reduced from current average

cost of 57 bps or 0.57% to average cost of 29 bps or 0.29%.

* Note, these are the risk based JH asset allocation models.

As always we will monitor these and all funds to see if these adjustments impact performance and overall investment success for our members. Of course, if you need help and assistance with monitoring the impact to your personal account, know that we at RSG can be contacted through the 401(k) Department at IUOE Local 399. And we are happy to assist.

In another significant step back to normal, the Hall has reopened for Union meetings. This is great news for the entire Local 399 family. This is also allowing us to bring back the highly successful Retirement Readiness Seminars, with the next targeted for in-person on October 23, 2021 at 9:30 am at the Union Hall. While it was a nice effort for us to collaboratively battle technology last year and do this virtually, I (for one) am very excited to see the smiling faces of so many longtime relationships preparing for the next chapter of their lives. So for anyone starting that journey of preparing for the retirement transition, please come and feel free to bring a spouse/partner as we reconvene for the first time in far too long.

So while I know challenges remain all over the place these days, there is a lot to be happy with regarding the general path to normal for the Union and specifically our 401(k) Fund. I thank all the members of my team who work very hard to give the IUOE Local 399 members full financial and administrative support on all aspects of the 401(k) and often financial support that goes beyond that mandate. But a special shout out to Lisa and Megan who came to the Hall during all stages of the pandemic while many members of RSG were able to transition to remote more easily. Their passion and care when it comes to supporting the members and the Fund is both very evident and much appreciated.

Securities are offered through LPL Financial, Member FINRA/SIPC. Investment advisory services offered through RSG Advisory a registered investment advisor. RSG Advisory and LPL Financial are separate, non-affiliated entities.

Vince Winters
Director
Ext. 2110
E-Mail: vwinters@iuoe399.com

Trustees
Sallie Fulwiler
Tom Loughlin
Matt McManus

James Kata
Jack O'Rourke

VALERIE COLVETT

Without exaggeration, every page in this newsletter could be filled with COVID related material including meetings, discussions, questions, and research the officers, agents and legal department have dealt with over the past several months. We have always maintained members should have the option to vaccinate or submit to weekly testing and masking. We believe every member should be vaccinated, but we equally support a member's right to choose.

Balancing members' rights with employers' rights to set rules in the workplace and enforce them under the penalty of termination is very difficult. Workplace vaccination mandates for influenza, measles, mumps, rubella, and other infectious diseases have been commonplace for years. We will probably see the day when COVID vaccinations are a condition of employment, too. In the meantime, to help navigate through all the issues relating to COVID-19, here are a few of the most frequently asked questions:

CAN MY EMPLOYER MANDATE VACCINATIONS? Yes. It is not unlawful for employers to set policies, including vaccination policies. The employer must negotiate the effects of that policy with the union. Such negotiations could include paid time off to get vaccinated, who pays for the vaccination or testing, etc. Vaccination policies must allow for exemptions for medical and religious reasons. Employers may ask for proof to validate the exemption request.

IF MY EMPLOYER HAS MANDATED VACCINATIONS, CAN I BE FIRED IF I REFUSE TO GET VACCINATED? As with any other policy, violating the vaccination policy could lead to discipline. The employer must enforce its policy equally and must not discriminate against individuals who cannot get vaccinated for medical reasons or "a sincerely held religious belief." Employers must abide by exemptions under the law and any dispute concerning denial of exemptions may be filed with the Equal Employment Opportunity Commission (EEOC). According to the EEOC, federal laws prohibiting discrimination in the workplace "do not prevent an employer from requiring all employees physically entering the workplace to be vaccinated for COVID-19."

DON'T I HAVE A CONSTITUTIONAL RIGHT TO REFUSE A COVID-19 VACCINATION? No. The United States Supreme Court upheld the constitutionality of mandatory vaccination programs. The Court ruling states mandatory vaccination programs do not violate the due process liberty rights of citizens so long as the program does not 'go so far beyond what is reasonably required for the safety of the public.' This case involved the mandatory smallpox vaccine in 1905; has not been overturned and in fact, has been repeatedly cited with approval by courts across the country in upholding vaccine mandates.

DOESN'T THE ILLINOIS HEALTH CARE RIGHT OF CONSCIENCE ACT GIVE ME THE RIGHT TO SAY NO TO VACCINES? The purpose of the Health Care Right of Conscience Act is to protect health care employees who wanted to refrain from participating in or being required to deliver controversial health care, for moral or religious reasons, such as euthanasia and sterilization.

IF THE LAW REQUIRES MANDATORY VACCINES, CAN THE UNION DO ANYTHING TO STOP IT? Courts and arbitrators have sided with employers' rights to create workplace policies including vaccinations. Members have the right to file grievances over the policy, the reasonableness of the policy and the effects of the policy. The union may file a grievance on your behalf as well. Claims of discrimination for medical or religious beliefs may be filed with the EEOC.

This global pandemic is ever changing with more guidance from the government expected in the upcoming weeks. None of us like how this pandemic has changed our lives, personally and professionally. At the same time, we have an obligation to work safe and live safe. To achieve that goal, we stand by members' having an option to vaccinate or be tested but the hard reality is workplace policies are legal, and it is not likely employers will give up the right to implement workplace policies including vaccines. Precedent cases make it nearly impossible to reverse policies, including vaccinations, but that does not mean we will not defend our members right to choose testing instead of vaccinations. Please stay in touch with your Business Representative for the most up to date information and guidance and check our website (www.iuoe399.org) for updated postings, too.

Whatever you choose to do regarding vaccination, please take all precautions to keep yourself and your family members safe!

E-Mail: vcolvett@iuoe399.com
Ext. 2133

UNION MEMBERSHIP RIGHTS AND OBLIGATIONS UNDER UNION CONTRACTS

This notice applies to people working under a collective bargaining agreement requiring membership, or good standing membership, as a condition of employment. In order to attend union meetings, vote on union contracts, vote on whether to strike, vote on dues increases or assessments, or to nominate or vote on union officers, you must be a member of the Local and pay regular union dues. If you wish to forfeit all those rights, plus the insurance and other benefits available only to union members, you may elect to pay for the cost of collective bargaining, at a reduced fee. If you wish to lose your membership rights and benefits in exchange for a reduction, you must send written notification signed by you with your social security number and home address to the Local's Financial Secretary between January 1st and 31st of each year or in the first thirty days following your obligation to make payment to the Union under collective bargaining agreement. If you make a timely filing, you will be notified of your continuing financial obligation to the Local, how it was calculated, and other procedures related to the fee, including arbitration of challenged calculations, but you must continue to make payment in accordance with those procedures. Your membership rights are immediately lost and forfeited; your continued employment does not require full membership. To become a full member, a fee payer must make written application to the Local's Financial Secretary. Written Notification must be signed by you with your social security number and home address.



Your Central Pension Fund (CPF) Benefits

WHAT BENEFITS ARE PAID BY CPF?

- **Normal Retirement Benefit:** Payable at normal retirement (age 65) with at least 5 years of total vesting service (and at least one hour of service after December 31, 1988)
- **Early Retirement Benefit:** Payable as early as age 55 with at least 10 years of total vesting service. It is the Normal Retirement Benefit but reduced by 3% per year for years prior to age 65.
- **Special Retirement Benefit:** Payable as early as age 62 with 25 years of credited future service (vesting past service does not count toward eligibility). It is equal to the Normal Retirement Benefit without reduction.

Your monthly benefit continues for life and, if a spousal benefit option is chosen upon retirement, for the lifetime of your surviving spouse should you pass away. Should your spouse die before you, your benefit will “pop-up” prospectively to the Single Life Annuity amount.

FACTS ABOUT THE CENTRAL PENSION FUND (CPF)

- CPF is located in Washington D.C.
- Your employer contributions (negotiated by IUOE local unions in their contracts with union employers) are accumulated and managed in your records at the CPF.
- Local 399 does not maintain records of your contributions; CPF maintains your records and does the administration of your pension.
- Their phone number is (202) 362-1000.
 - Their hours are 7:30 am to 4 pm, Eastern Standard Time
- Their website is www.cpfuoe.org. On the CPF website you will find:
 - Basic forms, including the blank pension application with instructions, a form to request an estimate of a future pension date, change of bank or tax withholding, etc.
 - Documents, including “A Guide to Your Benefits”, Plan Amendments, and other documents utilized by CPF and
 - Many Frequently Asked Questions – and the answers!

APPLYING FOR BENEFITS

Allow about 3-4 months for the application process.

- A married member will need copies of birth certificates for both member and spouse and a copy of the marriage certificate. Alternate proofs of birth and marriage are shown in the instructions for your application.
- Your first pension benefit will begin on the date you indicate your retirement to begin and this can be retroactive to a certain period of months, assuming you did not continue working in those months. For example, you apply for a pension to begin two months ago. Your first check, likely to be issued in 3-4 months, will have retroactive benefits to the date you choose – most often the first of the month following your last day worked.

About half-way into the 3-4 month application process, when your pension benefit is calculated by CPF, you will receive an envelope with more documents to be completed and returned.

- A Benefit Election form
 - This is the form that allows you to select a percentage of your pension to your spouse if you are married and indicates your Single Life Annuity amount if you are not married
- A Spousal Consent form, if you are married and waive spousal pension benefits
- A direct deposit form for monthly benefit deposits to your bank account
- A form to elect (or not elect) Federal taxes to be withheld

HOW MUCH WILL MY PENSION BE?

Twice a year, you receive a statement of your accumulated pension benefit. You will see a monthly pension amount on this statement. This reflects your Normal Retirement Benefit (age 65) based upon employer contributions made into your pension at the time of the statement.

- The amount does not project future contributions
- The amount does not account for benefit reduction for an Early Retirement benefit
- The amount is indicative of the amount payable as a Life Annuity at Normal Retirement and if CPF has your spouse's information, will also include the amount payable in the form of a 50% Joint & Survivor Annuity
- The amount has not been reduced/adjusted to allow for a spousal benefit election other than the 50% amount

In other words, your pension will increase with future contributions and decrease if and when you elect a percentage of your pension be paid to your spouse after your death.

Planning for your retirement can take a lot of thought and time. If you have further questions about your Central Pension Fund benefit or process, call CPF at (202) 362-1000 or call the union hall at (312) 372-9870, Ext. 3107. If you have any questions regarding your health insurance upon retirement call Local 399's H&W Department (Option 3). If you have questions regarding your 401K, call the RSG staff at the Union Hall (Option 5).

Be sure to refer to the CPF Summary Plan Description for more detailed information regarding your pension or visit the CPF website at www.cpfuoe.org.

CARRIE GATH

2021's "BUILDING BRIDGES TO HEALTH" – HEALTH FAIR

This newsletter would normally be identifying information and the locations relating to the Fall Health Fair programs. Unfortunately, the 2021 Health Fair will not be scheduled, and we are hopeful to bring this event back in 2022.



Most drugstores and pharmacies (including those within grocery stores) have both the COVID Vaccine as well as the Flu-Shot available. Some offer coupon incentives upon return trips for obtaining it at their location. For example, Jewel Osco offers a 10% off coupon for your next grocery trip, some restrictions apply.

Information about vaccines can be found: www.cdc.gov/vaccines/

KEEPING YOUR ADDRESS INFORMATION CURRENT

It's important we have your most up to date address on file, not only for our mailings but also for our vendor partners so that you can receive the appropriate Explanation of Benefits (EOBs) paid on your behalf when utilizing benefits.



LOCAL 399 HEALTH & WELFARE PARTNERSHIP WITH ABSOLUTE SOLUTIONS

The Health & Welfare Fund continues to partner with Absolute Solutions. Utilizing Absolute Solutions is a voluntary option that has a national network of medical diagnostic imaging providers. Through this Absolute Solutions network, your claims will be paid at 100%. Absolute Solutions will schedule and provide most of your Diagnostic Radiology needs including MRI's, CT Scans and PET Scans.



This is available not only for yourself but also for your eligible dependents who may have radiology needs. Simply call 1(800) 321-5040 to schedule. Please note, if you utilize a provider outside of the Absolute Solution's network, the normal deductible and co-insurance charges will apply.

GET THE MOST OUT OF YOUR DENTAL BENEFITS

Be a smart mouth, schedule regular Preventative Care dental appointments by a Delta Dental PPO provider and most Preventive services are covered at 100%! (Including but not limited to: oral exams and prophylaxis, TWICE in a calendar year!) Infection control has always been a top priority for dental practices and updated guidelines to prevent the spread of COVID-19 have been set by the American Dental Association (ADA), the U.S. Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA) and state health departments and agencies.



Some dentists may be adding a fee to each claim for personal protective equipment (PPE). Delta Dental of Illinois' network policies prohibit network dentists from billing charges like this to their members. Non-network dentists do not have these prohibitions since they are not part of Delta Dental networks. Visit deltadentalil.com to find a network dentist in your area.

VISION BENEFITS

As a reminder, there are no benefit cards for Vision benefits through VSP. We often get calls to the fund office about this. The provider should be given your identification number off of your BlueCross BlueShield card but without the letters UOE. You should not have to provide your social security number. When utilizing a VSP provider, there is a \$10 copay for a yearly eye exam (calendar year). Visit vsp.com to find a network vision provider in your area.



Local 399 Health & Welfare Fund



Carrie Gath
Benefit Fund Administrator
Ext. 3137

Fund Office Personnel

Claudia Erazo
Ext. 3108

Veronica Mister
Ext. 3106

Laura Whiteford
Ext. 3109

Trustees

Patrick J. Kelly

Eric Centazzo

Valerie Colvett

Maureen Ehrenberg

Roger F. McGinty

Laura Bossert

"Health, wealth, love and the time to enjoy them." Author Unknown

JIM COATES

EDUCATIONAL NEWS

IUOE LOCAL 399 CAMPUS:

Local 399 training transitioned back to the live classroom. The pandemic continues to force changes by lawmakers to get this crisis under control. Local 399 and Triton College follow guidelines established by state and local jurisdictions and at the time of this newsletter, our physical classrooms/labs are seeing more activity. We have a robust cleaning program as anyone entering our facilities will confirm, and Local 399 is positioned well to adapt when unexpected setbacks occur. Science and technology are proactive drivers for continued stationary engineering success!

SPRING 2022 UPDATE:

At this point, I anticipate class offerings to follow previous pre-pandemic semesters. Class participants owe it to themselves to ask the questions that result in a solid understanding of the learning objectives. I occasionally see hesitation in the classroom from adult learners to ask questions or share perspectives. Technology driven coursework is not easy, and often the how or why is not clear. If you don't understand something in class, ask questions! The most talented members of Local 399 became that way because of a desire to understand things. I continue to learn from them!

DEGREE AND CERTIFICATE CONGRATULATIONS:

I would like to offer my sincere congratulations to all the new and existing graduates. Please remember to petition for graduation in the appropriate semester so your transcripts can be validated in a timely fashion. There is an abundance of free webinars and literature from manufacturers and vendors. Take advantage, if your time permits.

MOVING FORWARD WITH SAFETY IN MIND:

There are many unknowns at the time of this writing, so I encourage everyone to frequently monitor our Local 399 website for training updates. Please do your best to stay healthy while respecting the safety of others.

Fraternally,

E-Mail: jcoates@iuoe399.com
Ext. 4122



Local 399
Educational Training
Fund

E-Mail:
etf@iuoe399.com
Phone (312) 372-9870

Patrick J. Kelly
Managing Director
Ext. 2116

Jim Coates, Ext. 4122
Training Director &
Fund Administrator

Thomas Phillips, Ext. 4124
Assistant Training Director

Nancy Carey, Ext. 4123
Education

Jamie Howard, Ext. 4125
Education

Veronica Tinley, Ext. 4121
Education

Trustees

Joe Belsan

Ryan Egan

Maureen Ehrenberg

Harold Hacker

Steven O'Mara

William Schuch

Eric Wylie

WANTED: SALTING MEMBERS

There are many non-union jobs out there that are threatening our wages and benefits. We want to turn those jobs into good union jobs. One way we do that is by salting. "SALTING" refers to the process of placing union-oriented people into these non-union positions in order to help us to organize.

We are looking for skilled maintenance employees that have experience, to become SALT members. If you know of anyone that may be interested in "salting", please have them contact Pat O'Gorman at (312) 372-9870, Ext. 2187 or via email at: pogorman@iuoe399.com.

Local 399 Legacy Brick Pavers

Local 399 members can create a lasting family memory or memorial with a Legacy Brick Paver at the Union Hall. For more information, please contact Bridget Daniels (312) 372-9870, Ext. 2117.



TOM PHILLIPS

SICK OF COVID: This virus has crept into the education processes, and it may affect your placement into classes. Rules that are required by Executive Order #87 lays out options for those with and without the vaccine. I know the alarms are going off in some of your heads, and I respect the fact that questions are being asked. But if I may ask, where are you getting your information? If the person you're asking starts out the response with, "You're stupid for getting (or not getting) the vaccine", you're probably asking the wrong person. Go to a doctor to ask your questions. Think about it ... you ask/trust your doctor to advise you on all your other healthcare issues, so why now are you hesitant to trust your doctor regarding COVID information?

AS YODA WOULD SAY "PREPARED, ARE WE?": Licenses, Certifications, Certificates, and Degrees; We can preach from the bell towers and some folks listen and some don't. We see Engineers get passed over more and more because of their lack of credentials and inability to compete for promotions. But the flip side is, those that put the sweat equity into their education are well prepared to take on those prospects and promotions.

This isn't rocket science, brothers and sisters. You are in a market that is looking for well-educated and qualified personnel. If you have the desire to move to a new facility, get a promotion, or just be better at your job and relieve yourself of the stress of not knowing, then ... Education is your key to succeed.

Our Union Brother Jim "Red" Baskin used to say, *"Don't know the tricks of the trade, KNOW THE TRADE"*. Truer words were never spoken!

READ!: With the changes that have occurred with the registration process, it would be to your benefit to read all the emails that come to you from your Education Department. From the initial selection of classes, to the purchases of materials, and through to your book pick-up, you will receive an email to inform you how and when to proceed. This is done for your well-being as well as to keep classes on schedule.

STACKABLE CERTIFICATES: If you have a moment to look at the FET Certificate Program, you will notice that six of the classes that you need are IAQ, CHC 1, CHC 2, EL 1, EL 2, and Pneu DDC. The reason why this is important is because once you have completed those six base classes, you can easily receive another certificate if you complete three additional classes in a certain concentration. Those concentrations are in the Hospitality (Hotel) Industry, Mobile Maintenance Industry, Critical Systems Industry and the Hospital Industry. The other concentration is named Commercial Building Sustainability Certificate. This Certificate also is easily achievable by completing three water treatment classes and Facilities Sustainability and Green Technology class. The five root classes that need to be completed are also in the FET certificate program, They are IAQ, CHC 1, CHC 2, EC, and Basic Boiler. If you would like further information, please contact your Education Department.

CFC, OSHA, CPO: With all of the restrictions, we have been limited in our occupancy in the classroom. We are now seeing some loosening of the restrictions and can once again get our main seminars schedules and at greater frequency, so please keep an eye on the education page of our website for upcoming seminars.

OUTSIDE THE BOX: If you have taken classes or earned certificates outside of Local 399's Training Facility and they are related to our trade, please be sure the Education Department receives a copy so we may update your educational profile.

E-Mail: tphillips@iuoe399.com
Ext. 5124

Important City of Chicago

LICENSE RENEWAL & EXAM INFORMATION

Attention Local 399 Members: The City of Chicago has changed its procedure for trade licensing, renewals and exams. The City is now using Continental Testing, an outside firm, for all of its licensing, renewals and exams. For more information, please go to our website: www.iuoe399.org

City of Chicago
**LICENSING
& EXAM**
Information

K KEEP
E EDUCATING
Y YOURSELF

**Take Advantage of our
NEW
TECHNOLOGY CENTER!**

Please contact our Education Department with questions on how to update your skills and stay current on all the latest standards in our industry!

2021 FALL CLASS SCHEDULE

BOILER OPERATION (AM)
Day: Tuesday Room: 206
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 11/30

BOILER OPERATION (AM)
Day: Wednesday Room: 206
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

BOILER OPERATION (PM)
Day: Wednesday Room: 206
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

BOILER OPERATION (PM)
Day: Thursday Room: 206
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

COMMERCIAL HEATING & COOLING I (PM)
Day: Monday Room: 155
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

COMMERCIAL HEATING & COOLING I (AM)
Day: Tuesday Room: 155
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 11/30

COMMERCIAL HEATING & COOLING I (AM)
Day: Wednesday Room: 155
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

COMMERCIAL HEATING & COOLING II (PM)
Day: Wednesday Room: 204
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

COMMERCIAL HEATING & COOLING II (PM)
Day: Thursday Room: 204
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

CHIEF ENGINEER (PM)
Day: Monday Room: 202
Time: 4:00 pm - 7:00 pm
Course Sessions: 10
Start Date: 08/23 • End Date: 11/01

CHIEF ENGINEER (AM)
Day: Wednesday Room: 202
Time: 9:00 am - 12:00 pm
Course Sessions: 10
Start Date: 08/25 • End Date: 10/27

CRITICAL SYSTEMS (PM)
Day: Tuesday Room: 205
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/24 • End Date: 10/26

DRINKING & RECREATIONAL WATER (PM)
Day: Friday Room: 202
Time: 4:00 pm - 8:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/10

ELECTRICITY FOR ENGINEERS I (PM)
Day: Monday Room: 153
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

ELECTRICITY FOR ENGINEERS I (PM)
Day: Tuesday Room: 153
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 11/30

ELECTRICITY FOR ENGINEERS I (PM)
Day: Thursday Room: 154
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

ELECTRICITY FOR ENGINEERS I (AM)
Day: Friday Room: 153
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/10

ELECTRICITY FOR ENGINEERS I I (AM)
Day: Monday Room: 202
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

ELECTRICITY FOR ENGINEERS I I (AM)
Day: Tuesday Room: 202
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 12/07

ELECTRICITY FOR ENGINEERS II (PM)
Day: Tuesday Room: 203
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 11/30

ENERGY CONSERVATION (PM)
Day: Wednesday Room: 201
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 08/25 • End Date: 11/10

FACILITIES SUSTAINABILITY (PM)
Day: Thursday Room: 203
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

HEALTHCARE LOGISTICS & COMPLIANCE (PM)
Day: Thursday Room: 205
Time: 4:30 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/26 • End Date: 10/28

HEALTHCARE MAINTENANCE SYSTEMS (AM)
Day: Wednesday Room: 205
Time: 9:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

HOSPITALITY EQUIPMENT MAINTENANCE & REPAIR (PM)
Day: Monday Room: 204
Time: 4:00 pm - 8:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

HOTEL MAINTENANCE SYSTEMS (PM)
Day: Wednesday Room: 203
Time: 4:00 pm - 8:30 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

INDOOR AIR QUALITY (PM)
Day: Monday Room: 203
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

INDOOR AIR QUALITY (PM)
Day: Tuesday Room: 201
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 08/24 • End Date: 11/09

INDOOR AIR QUALITY (AM)
Day: Thursday Room: 201
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

INDOOR AIR QUALITY (PM)
Day: Thursday Room: 201
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

INTRODUCTION TO WASTE WATER (PM)
Day: Monday Room: 206
Time: 4:00 pm - 8:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

PLUMBING REPAIR & MAINTENANCE (PM)
Day: Tuesday Room: 202
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 08/24 • End Date: 10/26

PNEUMATIC CONTROLS & DDC (PM)
Day: Wednesday Room: 202
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

PNEUMATIC CONTROLS & DDC (AM)
Day: Thursday Room: 202
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

PROCESS WATER TREATMENT (PM)
Day: Wednesday Room: 205
Time: 4:00 pm - 8:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

ROOFTOP EQUIPMENT & OPERATION & MAINTENANCE (AM)
Day: Wednesday Room: 204
Time: 9:00 am - 12:00 pm
Course Sessions: 15
Start Date: 08/25 • End Date: 12/08

TESTING AND BALANCING (AM)
Day: Monday Room: 201
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

TESTING AND BALANCING (PM)
Day: Monday Room: 201
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/23 • End Date: 12/06

UNDERSTANDING PLAN DRAWINGS (PM)
Day: Tuesday Room: 206
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/24 • End Date: 10/26

UNDERSTANDING PLAN DRAWINGS (PM)
Day: Thursday Room: 202
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/26 • End Date: 10/28

UNDERSTANDING PLAN DRAWINGS (PM)
Day: Friday Room: 201
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/27 • End Date: 10/29

MATH 122 (AM)
Day: Thursday Room: 204
Time: 9:00 am - 11:45 am
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

MATH 122 (PM)
Day: Friday Room: 204
Time: 5:00 pm - 7:45 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/10

PRINCIPLES OF EFFECTIVE SPEAKING (PM)
Day: Thursday Room: 153
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 08/26 • End Date: 12/09

LABOR HISTORY (PM)
Day: Monday Room: 205
Time: 5:00 pm - 8:00 pm
Course Sessions: 7
Start Date: 08/23 • End Date: 10/11

LABOR HISTORY (PM)
Day: Monday Room: 205
Time: 5:00 pm - 8:00 pm
Course Sessions: 7
Start Date: 10/18 • End Date: 11/29

LABOR HISTORY (PM)
Day: Tuesday Room: 204
Time: 4:00 pm - 7:00 pm
Course Sessions: 7
Start Date: 08/24 • End Date: 10/05

LABOR HISTORY (PM)
Day: Tuesday Room: 204
Time: 4:00 pm - 7:00 pm
Course Sessions: 7
Start Date: 10/12 • End Date: 11/23

FIRE ALARM SYSTEMS (PM)
Day: Monday Room: Lab 2
Time: 5:00 pm - 9:00 pm
Course Sessions: 10
Start Date: 08/23 • End Date: 11/01

INDUSTRIAL MAINTENANCE (PM)
Day: Monday Room: 154
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 08/23 • End Date: 11/15

INDUSTRIAL MAINTENANCE (PM)
Day: Tuesday Room: 154
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 08/24 • End Date: 11/09

INDUSTRIAL MAINTENANCE (PM)
Day: Wednesday Room: 154
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 08/25 • End Date: 11/10

LOCKSMITH (PM)
Day: Tuesday Room: 155
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 08/24 • End Date: 09/21

LOCKSMITH (PM)
Day: Tuesday Room: 155
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 09/28 • End Date: 10/26

LOCKSMITH (PM)
Day: Thursday Room: 155
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 09/09 • End Date: 10/07

LOCKSMITH (PM)
Day: Thursday Room: 155
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 10/14 • End Date: 11/11

VARIABLE FREQUENCY DRIVE (PM)
Day: Friday Lab 1
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 08/27 • End Date: 09/24

VARIABLE FREQUENCY DRIVE (PM)
Day: Friday Lab 1
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 10/01 • End Date: 10/29

No classes will be held on the following days:

Labor Day Holiday – September 6th
Thanksgiving Holiday – November 24 - 26th

INTM

INDUSTRIAL TECHNOLOGY AND MANAGEMENT

Illinois Institute of Technology (Illinois Tech) offers a transfer program for individuals building a career in industry. The **Bachelor of Industrial Technology and Management (BINTM)** program was established in 1994 as an educational pathway for working adults focused on expanding their professional skills and obtaining the knowledge and credentials required to move into managerial positions. The BINTM is designed for technical specialists who have accrued two years (~60 hours) of credit from an accredited college or university through an Associate's of Applied Science (AAS) program or an equivalent course of study. Illinois Tech also offers a related 10-course professional Master's degree.

BACHELOR OF INDUSTRIAL TECHNOLOGY AND MANAGEMENT (BINTM)

The BINTM curriculum is structured to provide students with core competencies needed to successfully function in a supervisory position, along with industry-specific coursework.

Individuals building a career in Facilities Management, in a hospitality, health care, critical systems, or commercial office setting, can transfer to Illinois Tech and earn a degree tailored to their professional interests.

INTM classes are held evenings and online to accommodate full-time work schedules. Students may attend part-time or full-time, and work with an academic advisor to optimize completion of required coursework.

Community college students generally transfer 60-66 credits to Illinois Tech. Those with credit from a 4-year university may be able to apply additional credit towards the BINTM degree. See **BINTM Admission Requirements** and INTM course descriptions at <http://intm.iit.edu>.

Scholarships are available for both full-time and part-time study (*over*) and IUOE 399 members may be eligible to receive additional tuition assistance through the ETF Tuition Benefit.

FACILITIES MANAGEMENT (FM) SEQUENCE

INTM CORE COURSEWORK (45 credits)

INTM 301 Communications for Workplace (3)
 INTM 315 Industrial Enterprises (3)
 INTM 322 Industrial Project Management (3)
 INTM 404 Marketing, Sales & Product Intro (3)
 INTM 408 Cost Management (3)
 INTM 410 Operations Management (3)
 INTM 425 Human Resource Management (3)
 INTM 441 Supply Chain Management (3)*
 INTM 459 Issues in Industrial Sustainability (3)
 2 IPRO/Interprofessional Projects (6)
 2 Humanities (300/400-level) (6)
 2 Social Sciences (300/400-level) (6)

FACILITIES-RELATED ELECTIVES: (21 credits)

Choose seven (7) courses:

INTM 405 Maintenance Technology & Mgmt (3)
 INTM 407 Construction Technology (3)
 INTM 411 Functional Facilities Management (3)
 INTM 413 Contract Admin for Constr Projects (3)
 INTM 415 Advanced Project Management (3)
 INTM 416 Integrated Facilities Mgmt (3)
 INTM 417 Construction Estimating (3)
 INTM 418 Industrial Risk Management (3)
 INTM 423 Sustainable Facilities Operations (3)
 INTM 461 Energy Options in Industry (3)

*Course substitution with FM elective possible

SUGGESTED COURSE SEQUENCE

Progress through the program at your own pace. Coursework can be completed in 4-5 years of part-time study or 2.5 years of full-time study.

Semester 1

301 Comm in Workplace
 315 Industrial Enterprises
 405 Maint Tech & Mgmt

Semester 2

322 Indust Project Mgmt
 407 Construction Tech
 425 HR Management

Semester 3

411 Funct Facility Mgmt
 410 Operations Mgmt
 459 Issues in Sustainability

Semester 4

423 Sustainable Facility Ops
 404 Marketing & Sales
 SOC SCI 300-level elective

Semester 5

418 Industrial Risk Mgmt
 4XX FM elective
 HUM 300-level elective

Semester 6

416 Integr Facility Mgmt
 IPRO 497 Interprof Project
 SOC SCI 300-level elective

Semester 7

408 Cost Management
 IPRO 497 Interprof Project
 HUM 300-level elective

Semester 8

413 Contract Admin
 HUM 300-level elective

CREDIT HOUR REQUIREMENTS

TRANSFER CREDIT: **60**

COMPLETED AT IIT: **66**

TOTAL FOR DEGREE: **126**

IIT Scholarships for Undergraduate Transfer Students

Full-time students (12 hours or more/semester) are considered for merit-based scholarships when the application for admission is reviewed.

► Transfer Tuition Scholarship

Awards start at \$14,000/year, based on GPA from the transfer institution(s).

► Phi Theta Kappa (PTK) Honor Society Scholarship

Awards up to \$5,000/year; only active members of Phi Theta Kappa are eligible.

► Transfer Leadership Scholarship

Award of \$30,000/year; a competitive scholarship requiring separate application and essay. Awards are based on academic achievement, essay strength and leadership resume. Candidates must hold a GPA of 3.5/4.0 at the transfer institution and complete a separate application in conjunction with the online application. Review complete details at <https://www.iit.edu/admissions-aid/tuition-and-aid/scholarships/undergraduate-transfer-student-scholarships>

Part-time BINTM students (11 hours or less/semester) are eligible for the Keith E. McKee Scholarship, which covers up to 50% of tuition for up to 7 courses per year (students must earn a grade of "C" or better in supported courses). Students holding membership in the Phi Theta Kappa (PTK) Honor Society at the transfer institution qualify for an additional 10% tuition scholarship.



IUOE Local 399 Educational Training Fund (ETF) Tuition Benefit

IUOE Local 399 members whose employers contribute to the Educational Training Fund (ETF) may apply for the **ETF Tuition Benefit**, which covers 75% of out-of-pocket tuition expense for supported courses graded "C" or better (maximum benefit of \$8000/year). Application required each semester to confirm eligibility and available funding. Contact **Jim Coates**, ETF Administrator, at jcoates@iuoe399.com or 312.372.9870 x4122.

Apply for Admission to Illinois Tech

Two-step application process:

1. Complete the Transfer Application for Undergraduate Admission at <https://www.iit.edu/admissions-aid/undergraduate-admission/transfer-students/transfer-application-process>
2. Have official transcripts from all colleges/universities attended forwarded via electronic transcript service to Illinois Tech's Office of Undergraduate Admission at:

ugaprocessing@iit.edu

IIT offers rolling admission throughout the year. General application deadlines are August 1 for the fall term and December 1 for the spring term.

Application questions? Contact our Admissions staff at 312.567.3025 -or- admission@iit.edu

TRANSFER TO ILLINOIS TECH FROM...

TRITON COLLEGE • MORaine VALLEY • COLLEGE OF DUPAGE

HARPER COLLEGE • JOLIET JR COLLEGE • OAKTON

CITY COLLEGES OF CHICAGO • ELGIN • WAUBONSEE

For more information on attending IIT, contact
Pamela Houser, INTM Director of Operations,
at 312.567.3584 -or- houser@iit.edu

Local 399 Platinum Contributors

Angulo, Everardo	Earley, Kevin J.	Linden, John J.	Pinon, Gerardo
Arvans, John	Esposito, Edward A.	Lyman, Kevin T.	Plebaniak, Justin
Badame, Michael A.	Feeney, John P.	Mackessy, Joseph	Price, Jamoya L.
Barcelona, Christian J.	Felton, Kevin M.	Marich, Michael A.	Przybylski, Christopher G.
Barry, Thomas J.	Gallagher, Patric J.	Martin, John J.	Ramirez, Jesus
Biesty, Patrick J.	Gniadek, Walter E.	Mata, Peter	Ravelingeen, Godfried
Botten, Thomas J.	Grant, Michael M.	Mazur, Paul J.	Riordan, Patrick
Brewer, Jerome K.	Guerrero, Mario A.	Mc Cue, Brian J.	Rios, Keith A.
Brummel, Eric W.	Guidice, Anthony J.	Mc Elligott, Gerald M.	Salamanca, Estiver
Burke, Keith M.	Hehir, Rory P.	Mc Sweeney, Kevin B.	Singraber, Thomas J.
Campbell, Zachary	Hickey, John F.	Morrissey, John T.	Smith, Clement J.
Casserly, Kevin V.	Hickey, Marc G.	Murphy, Mark	Sullivan, Michael
Coffey, Joshua M.	Hickey, Sylvester	Muscolino, Robert J.	Thanos, Peter
Consago, Daniel F.	Houlihan, Christopher	Nally, Vincent P.	Urbanski, Daniel F.
Costas, Michael	Johnson, Kelly J.	Nelligan, Neal	Vitale, Joseph I.
Crivellone, Ronald P.	Jones, Jason M.	Niziolek, Anthony S.	Weber, Suzanne T.
Daly, William M.	Kleist, Timothy C.	Nolan, Patrick P.	Wilson, Charles A.
Darling, Brian M.	La Page, Kenneth	O'Keefe, John J.	Wiorski, Anthony J.
Dennehy, Mike	Legions, Dusty	O'Meara, Colm P.	Zandi, Timothy W.
Dixon, Brian A.	Lehman, Arthur E.	O'Shea, James V.	Zielinski, Jeffery A.
Doles, Jon S.	Lewikowski, Zbigniew F.	Oakley, John D.	
Duncan, Hannah N.	Linden, John J.	Paez, Matthew M.	

Local 399 Regular Contributors

Aronson, Chris A.	Duncan, John F.	Mc Inerney, John J.	Sell, David T.
Bowie, Ronald L.	Fearon, Bernard J.	Murphy, Kevin	Shipp, Kenneth
Brandt, Luke W.	Figueroa, Mario D.	Nyhan, Daniel O.	Skiadopoulos, Alec P.
Cegielski, Jason C.	Giffey, Richard	O'Donoghue, Tom	Springer, Joseph G.
Ciesla, Kenneth J.	Haynes, Jacob	O'Leary, Cory J.	Springer, Joseph G.
Davila, Jorge	Healy, Thomas J.	O'Leary, Ryan C.	Walsh, Matt
Degnan, Francis J.	Heneghan, Mark G.	Okonski, Joseph M.	Walsh, Patrick J.
Delaney, Ryan P.	Konopko, Richard	Quillin, William	Washington, Michael A.
Donnelly, Gerald F.	Koviekis, Bridget	Richardson Jr, James H.	Wegrzyn, Joseph M.
Dorszewski, Wieslaw	Marnell, Peter	Rodriguez, Jose J.	White, Nicholas
Duncan, Gabriel	Marshall, Shawn	Rohan, John J.	

Thank You!

To ALL our generous PEF contributors. Your support is now more important than ever. Every voluntary contribution is appreciated!



Dear Local 399,

We would like to thank you for your HOLE IN ONE SPONSORSHIP for our 9th Annual International Union of Operating Engineers Local 825 Scholarship Fund Golf Outing. Your contribution helped make our event a success!

Thank you once again for your continued generosity.

Sincerely yours,

Greg Lalevee
Business Manager
IUOE Local 825
Scholarship Fund



Dear Local 399,

A note of thanks for your participation in the Annual "Bernard J. Spatz Dollars Against Diabetes Softball Tournament and Family FunFest" that took place July 10th in Chicago. We are pleased to announce that well over \$25,000 was raised, and will assist in research to find a cure for this devastating disease.

It was a great day for the men and women of the Building Trades to come together with their families for an important cause. Whatever your role was in supporting Dollars Against Diabetes, we are truly grateful for your contribution. Your donation facilitated a successful fundraiser.

We hope to see everyone back again next year, and we certainly appreciate the continued support.

Sincerely,

Ralph Affrunti
President

Michael Macellaio
Secretary-Treasurer

Chicago Cook County
Building & Construction
Trades Council

Dear Roger McGinty,

On behalf of the 2021 De La Salle Golf Classic Committee, it is with sincere appreciation that I acknowledge your Blue/Gold Hole Sponsorship. The golf outing was a great success with over 100 golfers. It was a beautiful day to host this event!

Funds raised from the De La Salle Golf Classic foster the growth of the student financial assistance program. As a private Catholic high school, event fundraising is critical to the mission of offering innovative and excellent educational opportunities.

Thank you again for your leadership gift. You are an invaluable component to our students' future success. Your generosity ensures that our Meteors have opportunities to reach for and achieve the educational excellence that is critical on their journey to becoming future leaders.

Sincerely,

Carl R. Willingham '99
Event Manager
De La Salle High School

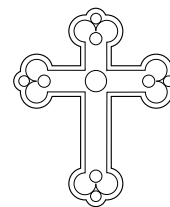
Dear Local 399,

As difficult as these times seem to us now, our sorrow turns to strength because of friends & family like you.

Thank you for your kindness.

Sincerely,

**The Family of
Kevin C. Trentz**



Dear Pat,

Thank you so much for the lovely flower arrangement you sent to Joey's wake. I know he would have been very touched by your thoughtfulness. Joey truly took great pride in being a 399 Operating Engineer and always worked to represent the union in a stellar fashion. He would truly be honored that 399 paid last respects to him.

Sincerely,

The Ferriter Family

Dear Local 399,

Thank you for your kindness and sympathy at a time when it is greatly appreciated and thank you for the beautiful flowers. We are forever grateful.

Sincerely,

**Linda and
The Merkel Family**

*Death leaves a heartache
no one can heal. Love leaves
a memory no one can steal.*

**LOCAL 399 MEMBERS ...
STRONG
PROUD
UNITED &
ESSENTIAL**

Pandemic frustrations zero in on unvaccinated Americans

The growing frustration with the ongoing pandemic is boiling over, with all eyes turned to the unvaccinated as the key to getting through the COVID-19 crisis. As cases approach winter levels, the U.S. has been left to decide how to deal with and treat the millions who still haven't received their shots, months after they became widely available.

In response, some have resorted to mocking and joking about the unvaccinated, an approach public health and psychology experts say is unlikely to change the minds of both hard-line activists or the vaccine hesitant.

Experts support stricter actions like mandates to boost the vaccination rate and protect the public, although several also encourage patience while acknowledging the increased irritation. President Biden and others, however, have indicated their "patience is wearing thin."

Gary Bennett, a professor of psychology, neuroscience, global health and medicine at Duke University, said the "national shift towards much more frustration" directed at unvaccinated individuals is likely linked to the highly transmissible delta variant that has increased hospitalizations across the country and led to more breakthrough cases.

"That seems to be a pretty significant driver of this most recent kind of concern for that large number of people who remain unvaccinated," Bennett said.

Nearly five months after all adults became eligible to get vaccinated, approximately a quarter of American adults, or 62.5 million, have not received one dose of COVID-19 vaccine.

Despite more than half of the total population having received at least one dose by the end of May, the vaccination rate has not been high enough to curb COVID-19. Cases, hospitalizations and deaths have climbed in recent months, reaching seven-day daily averages of more than 152,000 new cases, about 100,000 admissions and 1,800 fatalities.

"It's clear that there's a lot of human wood out there for this coronavirus forest fire to burn," said Michael Osterholm, the director of the Center for Infectious Disease Research and Policy at the University of Minnesota.

Federal public health officials have repeatedly labeled the surge a "pandemic of the unvaccinated" as a vast majority of hospitalizations and deaths occur among those who never got a shot.

But the vaccinated population has been

impacted too, as breakthrough cases rise and health officials recommend masks for everyone, regardless of their vaccination status.

Leana Wen, an emergency physician and public health professor at George Washington University, called the vaccinated population's exasperation "understandable," as they "did everything right" and got their shots.

"I think a lot of these individuals are wondering — 'Why are we being punished because of the decisions of others?' " she said. " 'Why are the vaccinated paying the price for the unvaccinated?' "

Google trends show a spike in searches for the term "the unvaccinated" in early August, after having previously been described as "vaccine hesitant," said Drew Westen, a professor in the departments of psychology and psychiatry at Emory University.

That shift came about 10 days after the Centers for Disease Control and Prevention recommended the fully vaccinated people mask up again while indoors in high-risk areas.

"That has become the term," Westen said. "Now, they're an 'it.' They're a 'them.' They're an 'other.' ... To 70 percent of Americans now, they are the problem." Experts agreed that the unvaccinated population is not a homogenous faction, with two main subgroups — those who still have questions and those who say they will never get the shot — leaving the vaccinated to juggle how to interact with them.

Some have turned to humor, with late-night talk show host Jimmy Kimmel suggesting that the unvaccinated should be given a lower priority for intensive care unit beds than those who got their shots. But Osterholm warned that COVID-19 spreading among unvaccinated people is "not anything to joke about." "This is life and death," he said. "That's not funny. So I think that we surely can make very strong statements about it, but I don't think that humor has anything to do with it and shouldn't be used."

In the same vein, The Dallas Morning News editorial board last week advised readers who mocked anti-vaccine and

anti-mask activists killed by COVID-19 to "resist the impulse to scream 'I told you so!'"

"Mocking vaccine skeptics who've been fed misinformation won't convince people on the fence to get vaccinated," the editorial board wrote. "Our inclination should be to show others that we care about them, not to win an argument."

Noel Brewer, a professor of health behavior at the University of North Carolina, said the approach taken by some vaccinated individuals can have unintended consequences.

"If going into a conversation about vaccination you were already angry, you will have no impact and maybe make things worse," he said. "If you can reasonably say that you're starting from a point of interest and concern without anger, you might actually be able to have an impact."

He said having multiple 5- to 10-minute discussions over one or two months increases the odds of persuading someone to get vaccinated.

As a whole, the unvaccinated population "disproportionately" consists of those who identify as Republican, younger adults, people with lower levels of education, people in rural areas and people without health insurance, said Liz Hamel, director of public opinion and survey research at the Kaiser Family Foundation, citing the organization's most recent survey from July.

The national vaccination rate has ticked up slightly since then as the delta strain wreaked havoc across the country, but the number of new shots hasn't been enough to turn the tide of the pandemic. For that reason, public health experts are backing vaccine mandates and other requirements as the next effort to try to persuade the unvaccinated to get the jab. "I think we want to maintain a stance where there's some empathy informing our decision-making, but in that context, the best possibilities I think we have for a broad-based change here are really policies that require vaccination," Bennett of Duke University said. "I think we're nearing a point at which I think that's going to be necessary."

Retirement Readiness Seminar

If you are 45 years old or older it's time to start putting together a plan for the transition to retirement.

Pre-retirement planning is especially important in these challenging economic times.



All members of Local 399's Central Pension Fund (CPF) ages 45 and older are encouraged to join us for this important and informative seminar (spouses are also welcome).

Topics of Discussion Include:

- **Local 399 401k**
- **Central Pension Fund Benefits**
- **Health Benefits**
- **Insurance needs and other investment best practices to determine your retirement readiness**

Please join us on

Saturday, October 23, 2021

9:00 am - 10:30 am

**Local 399 Union Hall
2260 S. Grove Street • Chicago**

Please RSVP the 401k Department at 312-372-9870 Ext. 5129

COOK COUNTY PROPERTY TAX REVIEW AVAILABLE ON SITE IMMEDIATELY FOLLOWING THE RETIREMENT SEMINAR



Commissioner Michael Cabonargi of the Cook County Board of Review invites you to join us for a free workshop to appeal your property tax assessment! All townships in Cook County are open for appeals. We will have an analyst available to answer questions. Please have your 2nd installment property tax bill or property index number (PIN) at hand.



For the safety of our seminar participants and staff we are following all COVID protocols. All attendees will be required to wear a properly fitting face covering.
Thank you for your cooperation.



INTERNATIONAL UNION OF OPERATING ENGINEERS • AFL-CIO

LOCAL 399

PATRICK J. KELLY
PRESIDENT & BUSINESS MANAGER

NEIL MASTERSON
VICE PRESIDENT

VINCENT T. WINTERS
RECORDING CORRESPONDING SECRETARY

ROGER F. MCGINTY
FINANCIAL SECRETARY

JOHN F. HICKEY
TREASURER

Local 399 Members:

First, let me thank you all for your continued support of Local 399 – Your Union! It is the support of loyal members like you that makes this organization great, and we value each of our hard-working members!

As we all know, members of the Building Trade Unions perform quality work that is second to none. Having this work done by skilled union tradesmen and women is vital to the longevity of the properties that we operate and maintain. Traditionally, we have worked side by side with the Building Trades. We would like to continue and foster that relationship by being a watchdog for our fellow union members (and their families) to help ensure that this important work continues to be done by skilled union tradesmen and women.

Therefore, we would like to hear from you if you have information regarding projects being planned (or ongoing) in your building. Please call our Organizing Hotline at (312) 372-9870 Ext. 5000 with the following information:

- Any vendor (union or non-union) contracted to work on projects at your jobsite
- A brief description of work to be performed
- Starting date of the project

Your assistance in this project will help to secure all union members' jobs and our union way of life, now and into the future. As always, thank you for all you do to make Local 399 members the best in the industry!

Fraternally,

Patrick J. Kelly
President and Business Manager

2260 S. GROVE STREET • CHICAGO, ILLINOIS 60616 • OFFICE (312) 372-9870 FAX (312) 842-1590 • WWW.IUOE399.ORG

You're retiring from a successful career as a Local 399 Union Operating Engineer.

You've worked hard and enjoyed the many benefits and worker protections that your Union membership has provided.

So, how can you show your Union pride and support now that you're retiring?

As you begin your retirement years, the International Union of Operating Engineers, Local 399 would like to take this opportunity to thank you for the many years of commitment and dedication you have shown throughout your years of membership in Local 399.



Working class men and women are the backbone of this great nation! As we all know, a strong and active Union membership is the backbone of the middle class. We determine our future going forward!

Our RETIREES are a MAJOR part of our UNION STRENGTH!

Of course, along with our active working members, **YOU are a vital part of our organization.** We encourage all our retired members to continue their involvement with Local 399. Please support your fellow Union brothers and sisters now and in the future to strengthen and continue the fight in the Labor Movement just as those who came before you helped pave the way for your career.

As a Local 399 member, you've been a vital part of the Labor Movement and in the struggle to provide workers in America with the ability to join together and bargain collectively for better wages, benefits and, of course, retirement security! And, while you transition from an active member to retirement, your ability to remain "active" in the struggles of the Labor Movement going forward is far from over.

We encourage you to become an advocate for those members who are either in the middle of their Union career, or perhaps just starting out. Your experience as a longtime Union member makes you an important part of keeping Local 399 a strong voice in maintaining our standing in local and national political issues that will effect active and retired members. **YOU are a vital spoke in the gears that keep our Union strong.**

It is on the shoulders of members like YOU that future generations will stand on!

My Local 399 career has allowed me to raise my family on a respectable wage with benefits and security to carry me into my retirement.

I know Local 399 is in good hands with Pat Kelly as our President & Business Manager and that his leadership will grow and move our union forward into the future for the next generation like my son and grandson who are also proud Local 399 members.

Stay part of your union after retirement. Remember, the union was there working for you during your years of service. I still enjoy attending union meetings to meet up with the guys.

Let's keep Local 399 strong for our future generations!

Joseph A. Harr
Proud 50 Year Gold Card Member

By choosing to remain an active member of Local 399, your membership dues will be reduced and will entitle you to the following:

- Reduced dues \$19.75/month or pay \$180 for the year and save \$57
- \$1,000 Death Benefit
- International Union (IUOE) Death Benefit
(If eligible and hired prior to 1973)
- Continued ability to attend General Union Membership Meetings
- Free ticket to Founders' Night
(25+ year members)
- Local 399 Newsletter
- IUOE Operating Engineer's Magazine
- Able to attend Local 399 Family Picnic
- Able to attend Local 399 Hunting Trips
- Access to the job referral desk if interested in SALTING or part-time work
- Yearly Calendar and Union Button
- Member fee for any classes at Local 399
- AFL-CIO Union Plus benefits
- 15% off of AT&T

PROTECTING THE RIGHT TO ORGANIZE ACT

Fact Sheet

Protecting the Right to Organize (PRO) Act (H.R. 842)

A strong middle class is essential to a strong economy. While corporations and the wealthy continue to build their fortunes, working families and middle-class Americans are being left behind. The COVID-19 pandemic is highlighting the shameful inequality in our society. During the first seven months of the pandemic, while workers suffered record-high unemployment, America's 614 billionaires grew their wealth by a combined \$931 billion.

The erosion of America's middle-class is a direct result of decades-long assault on workers' rights, funded by wealthy special interests. From 1979 to 2019, relentless attacks on workers' rights cut union membership by more than half. During the same time, average incomes for the bottom 90 percent of households increased just 1.1 percent, while average incomes for the wealthiest 1 percent increased more than 184 percent.

Protecting workers' right to organize a union is critical to rebuilding America's middle class and improving the lives of workers and their families. When workers exercise their right to organize a union, they have higher wages, better benefits, and safer working conditions. The PRO Act restores fairness to the economy by strengthening the federal laws that protect workers' right to join a union.

The Protecting the Right to Organize Act protects the basic right to join a union by:

- (1) Empowering workers to exercise their right to organize
- (2) Holding employers accountable for violating workers' rights
- (3) Securing free, fair, and safe union elections

Empowers Workers to Exercise their Right to Organize

After a decades-long assault on workers' rights, funded by corporations and special interests, it is clear that workers need stronger protections under the National Labor Relations Act (NLRA), so they can exercise their basic right to stand together and organize a union. In response, the PRO Act:

- **Streamlines access to justice for workers who suffer retaliation for exercising their rights.** Workers who suffer retaliation for participating in organizing activity are forced to wait months or even years before their case gets resolved. The PRO Act ensures that employees will be able to immediately seek an injunction to be reinstated while their case is pending. It also gives the NLRB the power to enforce its own rulings, like other federal agencies, instead of waiting for enforcement from the Court of Appeals long after the NLRB issues a decision.
- **Gives workers the power to override so-called "right-to-work" laws that prevent unions from collecting dues from the workers they represent.** "Right-to-work" laws advanced by anti-union politicians are designed to strip workers of the power and resources to defend themselves against wealthy special interests. The PRO Act allows employers and unions to enter into a contract that allows unions to collect dues from the workers they represent.
- **Enhances workers' right to support boycotts, strikes, or other acts of solidarity.** The bill protects workers' First Amendment rights by removing prohibitions on workers acting in solidarity with workers at other companies. Also, the bill safeguards the right to strike by clarifying that "intermittent" strikes do not lose their legal protection, and by prohibiting companies from permanently replacing workers who participate in a strike.
- **Authorizes a private right of action for violations of workers' rights.** The bill allows workers to seek justice in court when employers unlawfully interfere with their rights or retaliate against them for exercising their rights, if the NLRB's General Counsel fails to prosecute their case. Under current law, workers have no recourse if the NLRB's General Counsel fails to take their case.

Holds Employers Accountable for Violating Workers' Rights

Under NLRA, the federal law that protects workers' right to join together and negotiate with their employers, there are no monetary penalties for companies that violate workers' rights no matter how repeated or egregious the violation. In addition, employers are constantly exploring new ways to prevent their workers from organizing. In response, the PRO Act:

- **Authorizes meaningful penalties for companies and executives that violate workers' rights.** The bill authorizes the National Labor Relations Board (NLRB) to assess monetary penalties for each violation in which a worker is wrongfully terminated or suffers serious economic harm. The bill also permits the Board to impose personal liability on corporate directors and officers who participate in violations of workers' rights or have knowledge of and fail to prevent such violations.
- **Closes loopholes that corporations use to erode workers' rights.** The bill prevents employers from misclassifying their employees and prevents workers from being exploited due to their immigration status. It also sets a "joint employer" standard that ensures corporations cannot use subcontractors to shield them from negotiating with workers whose working conditions they control.
- **Prevents companies from denying workers' access to justice** by overturning the Supreme Court's radical assault on workers' rights in *Epic Systems v. Lewis*. The bill will clarify that employers may not force employees to waive their right to engage in collective or class-action litigation.
- **Requires employers to be transparent with their workers.** The bill requires employers to post notices that inform workers of their rights under the NLRA, and to disclose contracts with consultants hired by employers to persuade employees on how to exercise their rights.

Secures Free, Fair, and Safe Union Elections

Workers seeking to form a union are forced endure a process that is rigged against them from start to finish. Many workers do not have a real opportunity to decide for themselves whether to organize a union. In response, the PRO Act:

- **Prevents employers from interfering in union elections.** The bill prohibits employers from requiring workers to attend captive audience meetings, in which workers are forced to listen to anti-union propaganda or else face termination. If a violation takes place or the employer otherwise interferes with a free and fair union representation election where the union initially had majority support, the NLRB will be empowered to issue an order that requires the employer to bargain with the union. The bill also prevents employers from interfering in union representation cases, which exist to determine workers' free choice, not corporations' preference about how their employees should exercise protected rights.
- **Allows workers to hold union elections in a safe environment.** The bill permits employees to vote away from their employers' premises, in a neutral, non-coercive environment of their choosing, including using mail or electronic ballots. This is an important alternative means of voting during the COVID-19 pandemic to protect workers' safety.
- **Facilitates initial collective bargaining agreements.** Even when workers succeed in forming a union, employers can drag out negotiations on a first contract for years. In fact, nearly half of newly formed unions fail to ever reach a contract with the employer within a year. The bill facilitates timely first contracts between companies and newly certified unions by requiring mediation and arbitration to settle disputes.

Congratulations to our 2021 Scholarship Winners!



Kate Stieve

Graduated from Regina Dominican High School and will be attending St. Louis University. Kate is the daughter of **Joel Stieve**, an Operating Engineer at Santa Fe Center.



Justin Monroe

Graduated from Montini Catholic High School and will be attending Butler University. Justin is the son of **Brian Monroe**, an Operating Engineer at McNeal Hospital.

In Memoriam

Our sincerest sympathies to the bereaved families as we share with them the loss of these good friends and brother and sister members of Local 399.

DECEASED MEMBERS

Please keep the families of our deceased members in your thoughts and prayers.

FEBRUARY

ROBERT PECHEREK*

MARCH

ROBERT BURNQUIST

APRIL

KEVIN CUNNINGHAM

MAY

SEAN MURPHY

JUNE

JOSEPH FERRITER

JOHN SCHMIDT

JACOB HUMAY

THOMAS CHAMBERS

JULY

JESSE WILLIAMS

GEORGE SAJENKO

EDWARD SAVERS

AUGUST

PATRICK WALSH*

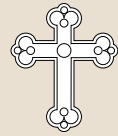
NATHAN HALE*

THOMAS MORAN*

DOMINICK POLITO
STEPHEN MCALLISTER



* Denotes Gold Card Member



"To laugh often and love much; to win the respect of intelligent persons and the affection of children; to earn the approbation of honest critics and to endure the betrayal of false friends; to appreciate beauty; to find the best in others; to give of one's self; to leave the world a bit better; whether by a healthy child, a garden patch, or a redeemed social condition; to have played and laughed with enthusiasm and sung with exaltation; to know that even one life has breathed easier because you have lived - this is to have succeeded."

Ralph Waldo Emerson

It is one of the characteristics of a free and democratic nation that it have free and independent labor unions.

Franklin Delano Roosevelt

A reminder to our Members about keeping your information current

Your Local 399 Membership Department reminds all members that it is very important to maintain current and accurate membership information as this helps us to keep all of your member benefits available to you when needed. It's also very important to remember to keep your insurance beneficiary information current and accurate.

Local 399 MEMBERSHIP • UPDATED ADDRESS FORM

If you have recently moved or changed your mailing address, please take a moment to fill out this updated address form and mail it back to **IUOE • Local 399 (Attention: Membership) • 2260 S. Grove Street • Chicago, IL 60616**. Keeping your information current with the Local is an important part in helping us provide our members with the best possible representation.

Member Name: _____

Soc. Sec. No. (last 4 digits only) : _____ Personal E-Mail Address*: _____

Previous Address: _____ City: _____ State: _____ Zip: _____

NEW Address: _____ City: _____ State: _____ Zip: _____

NEW Home Phone Number: (____) _____ **Cell/Pager Number** (____) _____

*By providing your personal email address, you authorize Local 399 to use your personal e-mail address for purposes of sending informational e-mails and other Union related alerts.

Department(s) to be notified: (please circle)

Local 399

401(k)

Health & Welfare

CPF

Local 399 Operating Engineers

Patrick J. Kelly
President & Business Manager

Neil Masterson
Vice President

Roger F. McGinty
Financial Secretary

Vincent T. Winters
Recording/Corresponding Secretary

John F. Hickey
Treasurer

Officials

Antoine Anderson
Mario Guerrero
Ed Henzl
Saudeeq Hibbler
Mike Kenzinger
Adelmo Marchiori III
Tony Moore
John Naughton
Kevin Nolan
Dan O'Rourke
Lloyd Osborne
Angelo Saccameno

Local 399 Office Staff

Nancy Carey Ext. 4123
Education
Bridget Daniels Ext. 2117
Membership
Maria Diaz-Torres Ext. 2132
Accounting
Claudia Erazo Ext. 3108
H&W Member Services
Carrie Gath Ext. 3137
H&W Fund Administrator
Grace Gilewska Ext. 2134
Contracts
Lisa Grzenia Ext. 5127
401(k) Dept.
Eileen Hoey Ext. 2146
Executive Assistant
Jamie Howard Ext. 4125
Education
Veronica Mister Ext. 3106
H&W Manager
Patty Murray Ext. 2114
Membership
Veronica Roche Ext. 2190
Controller
Karen Sheets (618) 254-6441
Wood River Office
Megan Sherman Ext. 5129
401(k) Dept.
Regina Staszewski Ext. 2118
Contracts
Veronica Tinley Ext. 4121
Education
Barbara Vest Ext. 2136
Office Manager
Christine White Ext. 2128
Membership
Laura Whiteford Ext. 3109
H&W Member Services

INVEST IN YOU FUTURE!



IUOE Local 399 401(k) Deferred Compensation Plan

Saving for retirement is important for all of us. Our 401(k) plan is a great tool to help you reach your retirement goals. Our Plan now has more participants than ever and provides the following important benefits:

- Pre-tax investing
- ROTH investing
- Diversified investment options including mutual funds from Fidelity, Pimco, Vanguard, & Black Rock Funds
- Daily, on-line account access
- Access to five Lifestyle options which provide one step diversification and match five distinct investment objectives

For further information, including enrollment materials, contact Megan Sherman in the 401(k) Department at (312) 372-9870 Ext. 5129 or visit www.myplan.johnhancock.com

"Labor cannot stand still. It must not retreat. It must go on, or go under."

Harry Bridges

LOCAL 399 New Additions

A very heartfelt "Congratulations" to all of our members and their families who are welcoming new additions to the family.

MEMBERS' NAME	CHILD'S NAME	BIRTH DATE
Alfonso M. Botello	Juliana M. Botello	08/18/21
Lee A. Broomfield III	London Z. Broomfield	06/12/21
Kevin C. Brown	Cannon A. Brown	07/26/21
Daniel P. Broz Jr.	Wesson L. Broz	05/11/21
Joseph J. Corabi	Alexander C. Corabi	07/19/21
David A. Cuiching	Ethan K. Cuiching	08/23/21
Michael P. Daly	Lucas A. Daly	04/05/21
Joseph R. De Carlo	Carolin J. De Carlo	07/09/21
Sean M. Dolan	Annie C. Dolan	03/31/21
Kevin M. Ford	Remington R. Ford	03/10/21
Colby J. Fox	Colby J. Fox Jr.	06/03/21
Colin D. Frainey	Stella R. Frainey	04/28/21
James B. Gallen	Aoibhin M. Gallen	08/17/21
Christopher J. Godfrey	Aria J. Godfrey	07/29/21
Jason R. Gordon	Benjamin M. Gordon	04/28/21
Ryan A. Graca	Kacey M. Graca	08/31/21
William L. Green	Blake R. Green	04/17/21
Nicholas L. Guide	Laurnyn N. Guide	06/13/21
Scott H. Hannon	Michael P. Hannon	04/16/21
Derek S. Harsha	Maverick S. Harsha	06/09/21
Kevin M. Heneghan	Holden K. Heneghan	06/27/21
Laurence T. Hickey	Nora M. Hickey	07/10/21
Adam J. Jasso	Asher D. Jasso	04/15/21
Joseph R. Johnson	Thomas A. Johnson	05/06/21
Michael T. Keaty	Michael W. Keaty	06/11/21
James W. Kerr	Charlie J. Kerr	07/04/21
Donald W. Kooy	Maple J. Kooy	06/02/21
Jason J. Kracik	Kaela M. Kracik	08/27/21
William M. Maloney	Owen J. Maloney	06/24/21
Kyle J. Mendez	Grayson J. Mendez	09/06/21
Gerard P. Moloney	Jack H. Moloney	04/13/21
Colin D. Morley	Seamus R. Morley	07/04/21
Sean M. Murphy	Caillin Q. Murphy	07/06/21
David M. Nicalek	Leo S. Nicalek	07/25/21
Raymond J. Olson	Vincent F. Olson	02/26/21
John "Jay" Pierce Jr.	Jameson D. Pierce	07/26/21
Daniel P. Platt	Daniel P. Platt Jr.	08/23/21
Timothy P. Reidy	James F. Reidy	06/03/21
James J. Schuch	Mason J. Schuch	05/26/21
Michael J. Soapes	Elijah E. Soapes	04/22/21
Jacob W. Weeks	Mazikeen O. Weeks	06/19/21
Niko V. Wojnicki	Esme L. Wojnicki	05/25/21

If you would like to announce your child's birth, please call Laura Whiteford at (312) 372-9870, Ext. 3109.

Please be sure to follow
Local 399 on Facebook and
Twitter for all the latest news.



Attention Chief Engineers

Please keep the union notified of any changes in the crew pay status (i.e. promotions, disability, workers' compensation, terminations & new hires). Thank You!



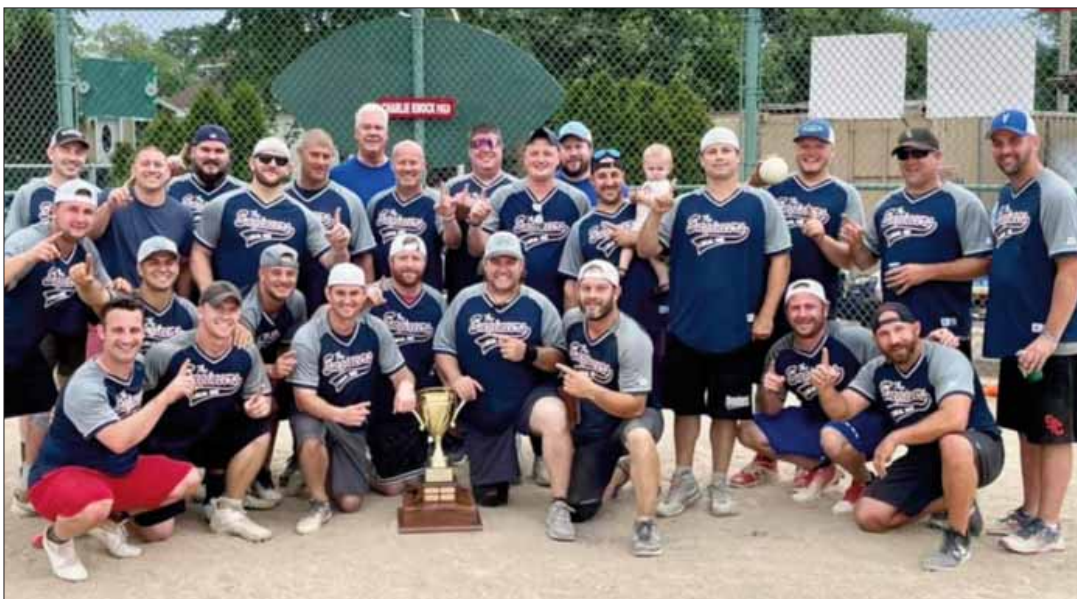
Local 399
International Union of Operating Engineers
2260 S. Grove Street
Chicago, IL 60616

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Union News and Information

LOCAL 399 – WE ARE THE CHAMPIONS!



Congratulations to our Local 399 Softball Team members who took 1st place and brought home the championship trophy (and bragging rights) after their win in this Summer's Building Trades Softball Tournament.