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PRESIDENT'S MESSAGE

I'm writing this newsletter article just before Thanksgiving and although you will probably receive it after we celebrate the holiday, I still wanted to give

thanks for the successes we have achieved during this last year and count our blessings before the Christmas and New Year's Holidays.

During this past year we have opened our second Training Facility at Local 399. We call it the Local 399 Technology Center and, true to its name, it has technology beyond belief! I'm amazed at the teaching side of the building let alone what is being taught. Training Director Jim Coates and Assistant Training Director Tom Phillips have outdone themselves with their vision for this new facility and what it will offer students not just today but well into the future. We now have (without question) the finest training available to stationary engineers in the country whether it be Tech Colleges or apprenticeship training. We are currently filling 1750 seats for training each semester (between classes and seminars). In addition, our International Union has opened a huge training center in Crosby, Texas with a great area for stationary engineers also. While the logistics for the International's training center are currently being refined and modified, it will be an option for locals around the country and Canada to have stationary training made available. The model for training in Crosby will be different because of the logistics of having members available but it will still be an improvement for those that don't have training readily accessible.

We've had some good organizing wins this past year and most recently we won a hard-fought campaign in Shelbyville, IN at the Indiana Grand Casino. We entered into this campaign with UNITEHERE! and the Teamsters. Jeff Withered and Lloyd

Osborne headed the effort by Local 399 and after much work and a lot of persistence, I am happy to say we were victorious. We appreciate the Local 399 members who assisted Jeff and Lloyd in the organizing effort. We anticipate a tough negotiating road ahead, but we are confident that we will succeed for the group that put it on the line for Local 399. Other successes in Indiana (which have been few and far between) happened in Fort Wayne and Indianapolis. In Fort Wayne, where we had our bargaining rights revoked by the City Council several years ago, we are on the road to having those rights reinstated after the last election. Lloyd Osborne worked his ass off with other labor leaders and grass roots voters to win the necessary City Council seats and get a promise from the mayor to restore our rights. Another win for us happened in Indianapolis where we now have the majority of City Council members as labor-friendly votes along with an already friendly mayor. It's been a tough road for us in Indiana, but we've kept our heads down and done the work necessary to secure these victories.

In Illinois, we have won some upcoming battles to win elections for labor-friendly candidates as we look to right the ills of the previous administration and their enemies of labor. In Indiana, like Illinois, it takes time to fix what has happened over many years. We have a voice in virtually all major population areas and are using it to the advantage of Local 399 members in both the private and public sectors. I've said before that our reputation in Springfield and other decision-making arenas is strong because of the skill set of our members. We may always get push back when we are at the negotiating table (because management concerns aren't always the same as ours) but if we keep advancing our skills and keep exercising our collective power, we will continue on our successful path in growing our organization and the overall labor movement.

I would like to thank all who have supported our Local 399 Political Education Fund (PEF), either through donation, raffle tickets or our Annual Golf Outing. Having a strong political fund helps us to support those who are friends of labor and provides us a "voice at the table" at the local, state and federal levels in order to protect our members' rights from anti-labor activities. Our PEF outreach will be in the mail soon, and I thank you in advance for your consideration and continued support of our efforts.

Thanks to all who support our Pheasant Hunt and Duck Hunt Events which Jerry Hiller coordinates. The various get togethers we have throughout the Local 399 jurisdiction are a perfect opportunity for our union brothers and sisters to enjoy the great outdoors and a challenging day of hunting.

I wish our union family and all our friends a safe, healthy and Happy Holiday Season and an even better 2020!

Fraternally,

Brian E. Dickey

PEF ALERT!

Our Annual PEF outreach will be in your mailbox soon. We ask for your strong support of Local 399's Political Education Fund (PEF) so that we can continue the fight for the issues most important to the hard-working men and women of our Union.

**YOUR CONTINUED SUPPORT
MAKES THE DIFFERENCE!**

DATES TO REMEMBER

*Be sure to mark your calendar and join us
for these 2020 events!*

- **LOCAL 399 DUCK HUNT**
Saturday, January 11, 2020
- **ANNUAL FOUNDERS' NIGHT**
Friday, April 17, 2020

Local 399 Officers



Brian E. Hickey
*President &
Business Manager*



Neil Masterson
Vice President



Patrick J. Kelly
Financial Secretary



Vince Winters
Recording Secretary



Roger McGinty
Treasurer

Local 399 Business Representatives



Jim Coates
Ext. 4122



Valerie Jo Colvett
Ext. 2133



Ken Gauf
(309) 417-8846



John Hanley
Ext. 2153



Jerry Hiller
(618) 596-2185



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



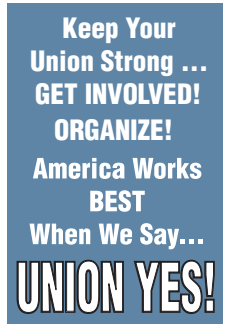
Kendall Paraharm
Ext. 2188



Tom Phillips
Ext. 4124



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

Zeigler
(618) 596-2185

NEIL MASTERSON – VICE PRESIDENT

We are almost all descendants of immigrants. My grandfather arrived in Chicago the day before Thanksgiving in 1927. He and his two sisters wandered on the lakefront on Thanksgiving Day. They were in a big city and were amazed at everything. They had grown up as rural farm kids. Everything was new to them. It was even the first time they saw snow! They were excited, nervous, sad and homesick all at the same time. Why did they travel thousands of miles to Chicago? For a better life. The same reason that people immigrate to the United States today. Immigrants move from lower income areas to higher income areas to earn more money. The migrants typically earn ten times more than they could in their home country. The brave act of moving to the United States makes their lives better because the United States offers better institutions, better law enforcement and more capital to be used for employment.

Immigration has become physically easier but bureaucratically much harder. A century ago only 2% of immigrants arriving on U.S. shores were denied access. Now, it is extremely difficult to come to the United States as a legal immigrant. America's green card lottery attracted 1,500,000 applicants for 50,000 green cards. The people who receive them are usually highly educated and pursuing upper level professions. The United States also needs low-skilled workers to take the jobs that Americans don't want. There are many jobs that American citizens do not want to do (for the wages that are offered). These immigrants are NOT stealing OUR jobs ... corporate America is giving them away.

On the contract front, negotiations are still ongoing with CMS and Secretary of State.

Christmas and New Years are the highlights of our Holiday Season. For each of us these days hold different meanings. People celebrate them in different ways with different customs. That is what makes them special for each of us. So celebrate this Holiday Season with those that are special to you. Enjoy this festive season with your friends and family. Please remember our American soldiers who will not be at home for the holidays because they are keeping us all safe. Say a prayer for them.

Enjoy the Holidays!

Wesolych Swiat

Buon Natale

Feliz Navidad

Mele Kalikimaka

Nollaig Shona Dhuit

E-Mail: nmasterson@iuoe399.com

Ext. 2113

PATRICK J. KELLY – FINANCIAL SECRETARY

Our yearly Political Education Fund (PEF) solicitation will be coming in the mail with the New Year. We respectfully ask every member to consider the donation as your opportunity to support us in the fight for the future of Local 399 and the organized labor movement. If you would like to support the fight, please review your contract to see if you are eligible to have the donation taken out of your check. If you are employed by a BOMA site, Hotel or Contractor, typically these contracts have this option. Please email me at pkelly@iuoe399.com for a form to be sent to you or stop by the office.

Based on your contribution level, you will receive benefits that may include:

- **\$10,000 Accidental Death & Dismemberment Policy**
- **Union Dues paid in full for a max of 26 weeks if you are disabled for a work-related illness injury**
- **Supplemental Disability for work-related illness or injury- \$100 for max of 26 weeks**

(Continued next page)

PATRICK J. KELLY – FINANCIAL SECRETARY *Continued*

- Identity Theft Expense Policy
- Local 399 Micro Fiber Cloth & Zipper Pull Accessory
- \$25 Local 399 Merchandise Gift Coupon
- Special recognition in the Local 399 Newsletter and our website

Important reminder – it is vital to keep the office informed of any change in your status, i.e., new job, out of work, retired, on disability etc. Changes in your work status may reduce your dues rate. Also please inform the office of any changes in phone numbers or mailing address. It's also very important that you provide us with a personal/home email address. We send various blast emails to members throughout the year to keep you informed on important union news and special event updates. So please be sure you have a current email address on file with us. Call the office to provide us with your email address or to update your current email on file.



We also ask those members who have their dues taken from their pay checks to keep an eye on it to make sure the employer is deducting the correct dues amount and remitting your dues in a timely matter. Please contact the office immediately if you find an error. For those members who wish to have their dues taken from their paychecks or credit card, please contact the office for more information. If you receive a dues delinquency notice from the office, please contact Barbara Vest at (312) 372-9870, Ext. 2136 and we will work with you.

Have a happy and safe Holiday Season!

E-Mail: pkelly@iuoe399.com
Ext. 2116

VINCE WINTERS – RECORDING SECRETARY

The Holiday's are here and with it comes the rush, hustle and bustle of the season ... and shopping in pursuit of just the right gifts for family and friends. With all the chaos the run-up to the holidays may bring, I would ask that we all take a moment to remember and be thankful for the good-paying union jobs we have that provide for our families and helps to make this season bright.

I also want to remind all members how important it is that we are always working to increase our value to the buildings and employers we work for. There are many ways to achieve this goal. First, it's so important that we constantly hone our skills by taking classes that keep us up on the latest industry technologies. Our new Technology Center offers an array of classes for both apprentice-level students as well as seasoned-veteran Engineers. Please check out the latest class schedule on our website to see if there are classes that would help to increase/update your skills. Another great way to add to our value is making the effort to review building maintenance standards to look for ways to increase energy efficiencies in order to save your building money. Recently, one of our 399 Engineering Teams was able to save their building over \$650,000 in energy savings (see page 17 for details). It's this type of forward thinking and attention to building operations that makes us the envy of our industry and provides additional value to our employers.

All of these examples help to show the value that Local 399 members bring to the workplaces we maintain. And, when contract negotiations take place, our ability to point to that value makes a huge difference in getting the best contracts for our members. A sincere thank you to all of you who set the standard of excellence that 399 members are known for. WE set the standard, and WE need to keep it going.

Have a safe and Happy Holiday!

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

ROGER MCGINTY – TREASURER

Greetings! As I write this article, there is snow flying, and it's 14 degrees outside. I'm sure the rapid cold and snow caught many of us off guard. The rapid onset of cold and snow remind all of us homeowners of the things we may still need to do to prepare for Winter (like bringing in my garden hose, which is now frozen to the ground). For our Engineers responsible for buildings and facilities, I hope all of you have your buildings prepared or, are in the process of getting everything ready to take on another Winter season. If the early snow and cold are any omen, it's looking like it may be a pretty harsh season.

Our Technology Center is now up and running with classes and seminars going on daily (and even on Saturdays). We should always be looking for ways we can improve our buildings and sites. One great way is to take a few classes to update your skills on the very latest technology. As Engineers we always need to stay in the forefront of new technology. And, by taking classes, not only will you be helping your building sites, but you'll also be adding to your resume should you want to explore moving into a new position. With our Technology Center construction, it was so interesting to see the new processes out there and automation to operate our buildings and sites. Please make sure you take advantage of the classes and seminars that our available to you. I always hate when I hear our brothers and sisters bringing in outside service technicians to work on something when we are capable of doing it ourselves. **It's plain and simple job security!**

We are asking all of our Local 399 brothers and sisters to consider making a FedPAC contribution. Your voluntary contributions help us to promote our union values to non-union workers and also help union-friendly candidates seeking public office get on the ballot and WIN at the ballot box. Your contributions also give us a seat at the political table, helping us counter anti-union legislation coming out of Washington, D.C. Our suggested minimum contribution is \$20.00 a month. Please take a look at your current contribution level and if you need a new card to fill out, call your representative. As always, your FedPAC contributions are greatly appreciated!

May everyone have a great Holiday Season and be safe.

Together we can!

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



DO WE HAVE YOUR CURRENT EMAIL ADDRESS?

If you have not already done so, please log onto our website at iuoe399.org and register for access. Please include your home/personal email address. We are currently sending members email bulletins with important information regarding labor issues and Local 399 news.

Don't miss out on these important updates! Register today!



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

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.



JERRY HILLER

Greetings from the South!

Congratulations to **Chief Engineer Chalen Tatum**, **Engineer Chris Smith** and **Engineer Ron Ozment**. On October 29, 2019 these Vienna Correctional Center Engineers were recognized for upgrades made to the facility that will conserve approximately 1,097,920 kilowatt hours of energy per year. The upgrades will also help the facility save about \$90,000 annually. Job well done guys!

This is the most beautiful time of the year. It's a time to reflect on the many blessings that we (as union members) enjoy. Our family and friends are what matter most to us all. Our membership in Local 399 allows us to work for employers who pay significantly better wages than other non-union employers. We use the extra dollars we make during this season to show our affection to our facility and friends by purchasing the traditional Christmas gifts. In addition to providing for our families both during the holiday season and (for that matter) all through the year the higher union wages we make flow into and strengthen our economy.

Our 2019 Pheasant Hunt event was held on Saturday, November 9, 2019 at the Doctorman's Hunting Preserve. We had a great turnout and held our clay shooting contest. It was an exciting competition, and I would like to thank everyone who participated and especially to congratulate our winners:

1st Place: **Dennis Cariton**
2nd Place: **Tim Gahr**
3rd Place: **Chris Rentka**

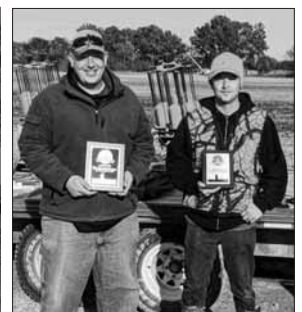
Our Annual Duck Hunt will be held on Saturday, January 11, 2020 at the Grassy Lakes Hunting Club. We hope all members will consider joining us for this event. Please feel free to call me if you have any questions.

Merry Christmas from the Deep South!

E-Mail: jhiller@iuoe399.com
(618) 596-2185



Please plan to join us:
Saturday, January 11, 2020



FRANK HOSKINS*Welcome to the Holidays!*

As the hustle and bustle of the holidays begins, let's not lose sight of the joys that this most wonderful time of the year brings to our lives. Life is too short not to!

We all know 2020 will usher in new laws. Some good, some bad. The workplace will probably be no different. New policies and new rules may certainly come as a result of any new laws! It is to your advantage to stay current on any workplace policy changes so you don't end up on the wrong end of a meeting. Having said that, make sure you are familiar with your Weingarten Rights (which are included on page three of the annual union pocket calendar). These rights are granted through the U.S. Supreme Court. These rights are definitely your friend if needed. Too many times members are caught up in a situation and either forget they have the right or panic and don't invoke them. I would encourage you to keep your pocket calendar with you so you always have a handy reference of your Weingarten Rights should you ever need it. If you have not received your calendar (and 2020 union button), please contact the Union Hall and request one.

As always, a big *Thank You* to all of our spokespeople who work hard for us each day!

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

Give Us A Shout!

Babies" and "Proud Union Home" photos.

Please mail or email any photos to Pat Kelly (pkelly@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!***

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

**KEN GAUF**

The holiday season is rapidly approaching, which also means the end of another year. We had a very busy 2019 (it seems unreal how quickly this year has flown by), and I anticipate 2020 to be just as (if not more) busy, especially as we move into an election year.

With the new year coming quickly, I encourage all our members to familiarize yourself with your bargaining agreement, company policies and operational procedures that are either new or existing. A recent trend shows employers tightening the reigns on policies (which have not been enforced or were lax). This now seems to be a new path by employers for discipline, including termination. Be careful. Don't fall into that trap!

Collective Bargaining Agreements are our livelihoods, and I am surprised when members are unaware of the fringe benefits contained within the Agreement. You have earned those benefits, so don't miss out on taking advantage of them.

We hear "knowledge is power" and it is so true in many ways. Keep yourself informed as we head into a New Year.

Wishing you all a Merry Christmas and a Happy New Year!

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

JOHN HANLEY

Brothers and Sisters,

It's that time of year again, with the Holidays quickly approaching.

Local 399 has had a GREAT year with the expansion of Local 399 Technology Center. The first semester is just about wrapping up and the feedback has been extremely positive. It's great to see brothers and sisters I started with coming back to either further their education or to brush up on some newer technology. It's never too late or you're never too old to take a class. It benefits all of our brothers and sisters.

This is also a great time of year for me because Veto session is over. And I don't have to go back down to Springfield until the end of January when the new session begins. There were some important bills that were brought up in Veto session. Some passed and some bills will have to wait to see the light of day. Here are some of the bills that passed during the Veto session.

- **SB 1784** – (Harmon/Hoffman – passed both chambers) In response to the anti-worker Janus Supreme Court decision, SB 1784 protects public employees personal contact information, clarifies dues deduction and requires employers to provide collective bargaining representatives with up-to-date information on bargaining unit employees.
- **SB 1300** – (Castro/Hoffman – passed both chambers) For purposes of investments, SB 1300 combines 649 separate downstate police and fire pension systems into one for police and one for firefighters. This consolidation will help the funds to achieve greater investment returns and stabilize the finances of the pension funds while relieving pressure on local property taxes. The bill will continue to allow local governance on disability and eligibility issues.
- **SB 471** – (Castro/Gordon-Booth) Paid sick leave was passed out of the House Labor Committee and placed on Third Reading. The bill currently allows for full and part-time employees to earn up to five sick days per year. The sponsor indicated the bill will be held on Third Reading for business and labor to negotiate an agreed bill.
- **SB 659** – (Martwick/Willis – passed both chambers) Requires National Fire Sprinkler Association NICET III certified inspections (rather than NICET II) for automatic fire system sprinklers. The upgraded certification ensures automatic fire system inspections are conducted by more experienced inspectors.
- **SB 667** – (Manar/Guzzardi – passed both chambers) Effective January 1, 2021, caps out-of-pocket insulin costs at \$100 for a 30-day supply for commercial health insurance plans regulated by the State of Illinois.

In regards to SB 659 I would like everyone to keep a careful eye out on which contractors are being used to test your building Sprinkler systems. I have had many discussions with Local 281 Sprinkler fitters people, and they're finding out that there are Companies out there that are doing this work without any training, proper certification or that one person/supervisor in the company has the certifications to do the work. Local 399 has a strong presence in these buildings/facilities, and we should be sure that the work being done by any contractor should be for the betterment and safety of the building and the people in it.

There was a bill I wish could have passed (but we'll have to wait until January to see what happens) was the City of Chicago gaming/Casino bill. There were good things in this bill which would have saved some money for the Chicago taxpayers when it



Continued next page

comes to pensions. This bill is earmarked for Chicago Police and Fire pension funds which would free up the City from having to raise taxes any further.

There has been a lot of good and bad this last session, and I just hope that the good prevails.

I'm sure all of you (at some time) have either read the paper or watched the news. All I can say is don't let the bad judgment of others distract you from all the good that is happening in this great State. There are 118 House members and 59 Senators ... a lot more good than bad that's for sure ... but it does make for some good headlines though.

I want to wish everyone a happy Holiday and a blessed New Year.

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

MIKE MASTERSON

Happy Holidays!

The holiday season is a time that we should enjoy with our families and friends. It's a time when we should recognize and celebrate the good things that our families and friends bring into our lives.

I am thankful for all of our members that step up and help with the problems faced by our members with the employers. It is a difficult and often thankless job. Negotiations are often difficult to obtain a fair settlement and it leads to frustration within the job site. I am very thankful to all who help in the daily battle to bring justice to the workplace. I want to thank you for all your help!

We should be thankful for our jobs, our paychecks, benefits and working conditions that we have been able to gain through our contract negotiations. I know the increases in wages and benefits are tough to negotiate, but let that be a reminder to us that we should be thankful for what we have and, if possible, use what we have to help those around us who are less fortunate.

Merry Christmas and Happy Holidays!

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



399 ENGINEER RECOGNIZED AS TEAM MEMBER OF THE MONTH

Congratulations to Local 399 Maintenance Engineer **Tim Flisk**. Tim was recently recognized by his employer, Marriott Courtyard as the "Heart of the House Team Member of the Month" (May 2019).

Tim has been with the Marriott Courtyard since 2013 and has been a Local 399 Member since 2009.

Thanks Tim for your dedication to your facility and to our craft!

KENDALL PARAHARM

Holiday Greetings!

As the year nears an end, I'd like to thank all of our members who have been on the frontline daily doing what it takes to provide for their families and subsequently strengthen our cause. From supporting us in our organizing drives to any political involvement that favors our organization, it all has a major impact on building the strength of our union. I'd also like to thank you all for making my first year working as a Business Agent a pretty seamless transition (from working in the field). That's not just limited to the members who I've actively worked with; that gratitude is also extended to all of those members I represent who just do top-notch work at their respective job sites on a daily basis and make it easy for me to represent them.

In observance of the Holiday Season we should all take some time to reflect on how fortunate we all are. To go a step further, we should all take some time to figure out how we can pass a little bit of our good fortune on to those who might not be so fortunate. Whether it's donating to a favorite charity, holiday food pantry or volunteering to help those in need, let's show our 399 pride by helping those who are less fortunate this holiday season.

I hope you all get to enjoy some well-deserved quality time with your loved ones.

I look forward to working with you all in the upcoming year.

Merry Christmas and Happy New Year!

**E-Mail: kparaharm@iuoe399.com
Ext. 2188**

**WANT POWER?
WANT A RAISE?
WANT A PENSION?
WANT PAID LEAVE?
WANT HEALTHCARE?
WANT JOB SECURITY?**

JOIN A UNION!

***THIS is what YOUR UNION WORKS FOR
EVERY DAY on your behalf***

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 Pat Kelly at pkelly@iuoe399.com and please reference "e-newsletter" in the subject line.

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





happy holidays 2019

from the Officers, Agents & Staff

International Union of Operating Engineers

LOCAL 399

Brian E. Hickey • President & Business Manager

Neil Masterson Patrick J. Kelly Vincent T. Winters Roger McGinty

Jerry Hiller Mario Guerrero Bill Rowan Jim Coates Ken Gauf

Kevin Nolan Adelmo Marchiori III Carrie Gath Dusty Legions

Mike Masterson Tony Moore Valerie Jo Colvett Lloyd Osborne

John Hickey Frank Hoskins Antoine Anderson John O'Connor

Angelo Saccameno Jerry Barnicle John Naughton Kendall Paraharm

Jeff Withered Pat O'Gorman John Hanley Ariel Perez Tom Phillips

Want to Help Organize Non-Union Jobsites?



• **GET INVOLVED!**

• **STRENGTHEN YOUR UNION!**

• **PICK UP A SECOND JOB!**

• **PROMOTE THE UNION MOVEMENT!**

We are having informal meetings regarding these topics as well as many others.

WHEN: The first Thursday of every month

TIME: 8:30 AM and 5:00 PM

LOCATION: Local 399 Union Hall

In Illinois, contact the Union Hall:
(312) 372-9870

Pat O'Gorman:

Ext. 2187

pogorman@iuoe399.com

Ariel Perez:

Ext. 2186

aperez@iuoe399.com

In Indiana, contact
Jeff Withered: (260) 373-2399
jwithered@iuoe399.com

STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

President and Business Manager Brian Hickey 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.

JOHN O'CONNOR

Brothers and Sisters,

As 2019 comes to an end, we are hopeful to wrap up several contracts. We have recently ratified the agreement at Ingalls Memorial Hospital and hope to finalize the agreements with **St. Mary and Elizabeth Medical Center**, and **Loyola University (Maintenance Workers)** very soon. We are still working on a first contract at St. Margaret's Medical Center, La Rabida Children's Hospital and the Adler Planetarium.

I would also like to congratulate our Organizers on a successful year! They won 12 elections this year bringing in over 50 new members. Great Job!

As we approach the Holiday Season, this is a time that we can reflect on the things that we have in life to be thankful for. As union members we can be thankful for good union jobs with good wages and benefits that do truly elevate our conditions of life and labor. It is important to remember that without our union jobs, we may not be able to afford the things in life that sustain us and our families. It is also important to remind others that don't have union jobs that they too can have the good wages and benefits we enjoy if they organize. Many non-union workers who have experienced struggles at work don't believe that they can obtain these things and they become complacent with their current situations. All of us have a responsibility, as union members, to spread the message that a better life is out there if only they take the steps to organize their job site.



On a personal note, I am very grateful to work for this membership. I am reminded daily, by assisting our current and future members, of how fortunate I am to have this job. Thank you all for your strong support of our union. It is truly an honor to work on your behalf every day.

Please be safe and enjoy your time with loved ones this Holiday Season.

Merry Christmas and Happy New Year to you and your families!

E-Mail: joconnor@iuoe399.com

Ext. 2185

LAS VEGAS UNION HOTELS & CASINOS

When traveling to Las Vegas, please remember to stay/patronize in one of these Union affiliated Hotels and/or Casinos and properties:



Aquarius (Laughlin)
Aria
Bally's Las Vegas
Bellagio
Binion's Gambling Hall and Hotel
Ceasars Palace
California Hotel and Casino
Cancun Resort (Timeshare)
Circus Circus – Las Vegas
The Cromwell
El Cortez
Excalibur Hotel and Casino
Flamingo - Las Vegas
Four Queens
Four Seasons Hotel
Fremont Hotel and Casino
Grandview Las Vegas (Timeshare)

Harrah's Las Vegas
Hilton Grand Vacations -
Karan Property (Timeshare)
Jockey Club (Timeshare)
The Linq
Luxor Hotel and Casino
Mandalay Bay
MGM Grand
The Mirage
Monte Carlo
NewYork-New York
Paris Las Vegas
Planet Hollywood
Plaza Hotel and Casino
Rio All-Suite Hotel
Signature at MGM Grand (Timeshare)
Westgate

ADELMO MARCHIORI III

The snowfall recently (early/mid-November), sets all of us in motion for the upcoming holiday season. Wait. Did we even have a chance to get the leaves off the ground? Oh well...

For some, it is the political season as candidates across the state are passing petitions in order to file the appropriate paperwork to get on the 2020 primary election ballot. Yes – it's that time again! Please support candidates that support your union. And keep this in mind – your efforts will make a difference!

Now back to the holiday season...

Think back and for some of us – myself included – it may be way back ...

School holiday programs, plays or musicals (church or school), long trips to Grandparents' house, visits with aunts and uncles, having fun with cousins (that you only see a few times a year) and family gatherings. Memories just flood back - they are happy times.

Holidays are a time for celebration. People generally are up-beat, festive and friendly. It is a time to count our blessings and be thankful for what we have. It is also a time for giving.

For some, the holiday season can be difficult. Whether it is financial, or dealing with an illness, or even the loss of a loved one – the season can be a drain on the emotions.

Make it a point during the holiday season to share this time with others. Go see someone that you haven't seen in a while (a family member or an old friend). Volunteer at a soup kitchen or at a shelter. Share your good fortune with those who may not have it so good.

Way back in 1897, an editorial was printed in the New York Sun. It was a letter that had been written by eight year old Virginia O'Hanlon to the newspaper – her friends were questioning the existence of Santa Claus – so her father told her to write to the New York Sun because according to him – “If you see it in The Sun, it's so.” And, she did just that and below is a short excerpt from the reply Virginia received:

“Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know that they abound and give to your life its highest beauty and joy.”

Let us share some of that love and generosity during this Holiday Season.

Enjoy this blessed time with family and friends.

Happy Holidays to all!

E-Mail: amarchiori@iuoe399.com

(618) 254-6441



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.

LLOYD OSBORNE

I am grateful for the opportunity to once again update our members on some very exciting things going on around the state of Indiana.

Remember about five years ago when approximately 600 hard-working men and women who worked for the city of Fort Wayne were stripped of their freedom to collectively bargain regarding the terms and conditions of their employment. The Republicans voted along party lines in 2014 to eliminate the rights of non-public safety employees to unionize for the purpose of collective bargaining. Six Republicans, three Democrats. The Democratic mayor vetoed the ordinance but the six Republicans (having super majority) overrode his veto. In the 2015 elections we lost another seat and it then became seven Republicans and two Democrats.

As I have written about in several newsletters, we have been actively rebuilding the labor movement in Northeast Indiana. In 2019 we ran our first ever member to member political program targeting organized labor to vote for candidates that have agreed to stand with us. I am grateful to say that in the City of Fort Wayne we retained the Democratic mayor, elected four Democrats and at least one Republican who has agreed to stand with organized labor giving us the five votes we need for the City Council to reinstate the freedoms of the city employees collective-bargaining rights!

A huge thank you to our President & Business Manager Brian E. Hickey. His leadership and foresight to keep us in this fight to regain these employees freedom to once again choose to be Union!

In Indianapolis we also retained the Democratic mayor and picked up more democratic seats on City -County council bringing the total there 20 Democrats and five Republicans. Building our relationships in Indianapolis are opening the door for several organizing opportunities. My hope is by our next newsletter I will be able to share more on the prospects of organizing in Indianapolis.

After many months of a hard yet very well fought organizing drive in Shelbyville, Indiana, I am excited to report our organizing team (Jeff Withered, Ariel Perez, and Pat O'Gorman) working with UniteHere Local 23 and Teamsters Local 135 (as a coalition) were successful in winning the election for the employees at the Indiana Grand and Racing Casino. I am looking forward to being a part of improving the lives of the employees there as we will soon begin negotiating their first collective-bargaining agreement.

President & Business Manager Brian E. Hickey and his staff work tirelessly to represent our current membership while always looking for the opportunity to organize the unorganized, strengthening our Local, our International and the Labor Movement in its entirety.

ONE MEMBER, ONE WORKSITE, ONE CITY, ONE STATE AT A TIME TO BUILD A BETTER FUTURE FOR US ALL!

Merry Christmas and a Happy New Year to you and yours!

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



I was honored to meet with these Indiana elected officials.
(Top) City of Fort Wayne Mayor Tom Henry,
(Center Left) Fort Wayne Councilman Glenn Hines,
(Center Right) Council Woman at large Michelle Chambers and
(Bottom) 6th District Councilwoman Sharon Tucker



"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

PAT O'GORMAN

Brothers and Sisters,

Recently Local 399 received an award of recognition from the Boy Scouts of America for our participation in a merit badge seminar that we teach at the Union Hall. Several times a year we bring around 25 scouts into the Hall to teach them about the history and importance of the labor movement. We allow them to ask questions and be exposed to information about unions at a young age, because we believe that it's never too early for them to know what ways they can protect themselves and advance themselves in whatever career they choose. We pass on this important history to the next generation in hopes that they understand that all of the things their parents work hard for now, and they will work hard for in the future, were foundationally built long ago.

Recognition is great, and we always look for ways to get involved in other organizations to share our views and opinions. However, this education needs to start at home with our own families and friends. Not all of our family members are going to grow up to be union members, but everyone is affected by union members every day. Unions raise standards for all workers/workplaces. Unions set a precedent that workers are important to our economy and need to have a say in the workplace. If we pass this knowledge along to the next generation we are doing them the best service we can. We are teaching them how we have been able to raise our standard of living through the collective bargaining process and how they can join in the success we've achieved.

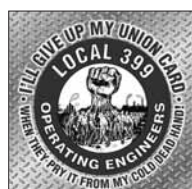
As a union we are here not only to make a good life for ourselves and our families, but to set the stage for a good life for the next set of members and their families. Organizing is the key to not only strengthening our union, but also to strengthening the lives of the currently non-union workers among us. Organizing strengthens our union and our economy as we help to lift up non-union workers through higher wages and better benefits.

If you have any organizing leads, please call me at (312) 372-9870 Ext. 2187.

In Solidarity,

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

SHOW YOUR LOCAL 399 UNION PRIDE!



Local 399 offers members a wide variety of wearable, branded logo-wear. These stylish t-shirts, pullovers, jackets, hats and more provide members with a great way to show their union pride!

ALL NEW WINDOW AND BUMPER STICKERS NOW AVAILABLE!

JEFF WITHERED – INDIANA

As I write this article, the holidays are fast approaching, and I would like to wish you all a Merry Christmas and a blessed New Year. In the last newsletter I talked about the organizing drive at the Indiana Grand Casino in Shelbyville, Indiana. The campaign started over 18 months ago and has taken many twists and turns. In the beginning we were told the company would give us card check. The first eight or nine months were spent holding informational meetings and many house calls. After we were able to collect the necessary number of cards, we approached Caesar's about honoring their agreement. They stated that they would do the card check but would like us to assist them with some gaming legislation at the State House. In this legislation it would allow for sports betting and live dealers at the two racetracks including Indiana Downs. Both Local 399 and UNITEHERE! Local 23 started working to help secure the votes needed to pass this legislation, and we were able to deliver the 17 votes needed to get this passed. After delivering for them they informed us that because Caesar's was being sold to Eldorado Casino, they would not be doing the card check. So, after spending all that time working towards a card check and helping them to get the gaming bill passed (which will make them millions), they basically told us to get lost. They said we would have to hold an election. We got the committee together and explained to them that the company lied. Big surprise! We explained that we could walk away, or we can keep fighting. The committee members all agreed to move towards an election. We spent the next several months building support. We filed for the election and the company brought in someone to run an anti-union campaign. I will tell you this ... the employees never wavered, they only grew stronger. I am pleased to tell you that they won their election 144 to 119. I would like to welcome them into our Union family. It was a tough battle, but UNITEHERE! did a hell of a job leading this campaign, and I'm grateful to them for their efforts.



Congratulations and WELCOME to our new union brothers and sisters at the Eldorado Casino in Shelbyville, IN.

At Caesar's in Southern Indiana there is a lot going on. The company is finishing up construction on their new \$95 million land-based casino and at the same time we are starting negotiations. As I have spoken about in past newsletters, we started meeting with the negotiation committee almost a year ago. When we first began, we had around 20 people that showed up. We are now up to almost 50. The reason we started building the committee so early was in preparation for a tough negotiation. The employees deserve better, and the only way we can achieve a great contract is to empower the union members. One of the ways we included the members was to get them to take a photo and sign a petition asking for higher wages and better health care. They were able to collect 340 photos from all three unions, and we had a huge poster made with all the photos (*shown right*). The week before our first negotiations 58 workers took the poster and their demands to upper management. I will tell you it made the company nervous. I have been in every negotiation at this property and this one was different. I am excited about these negotiations because I see everyone working together for the first time. The only way we can get a great contract is if the employees are willing to be involved. If you work at Caesar's and you have not yet had your photo taken or signed the petition, please do so as it's very important! Also, there will be upcoming delegations to the company so please plan on attending. We are trying to get at least 75 union members. You need to show the company your strength – they are not going to give you a good contract unless you demand it!



Wishing all our members a safe, healthy and happy Holiday Season!

In Solidarity

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

399 ENGINEERING TEAM SAVES THEIR BUILDING OVER \$650,000 IN ENERGY SAVINGS



Congratulations to the entire Engineering Team at **One South Wacker Drive**. The ComEd Commercial High Rise Group recently presented the team with a rebate check in the amount of \$689,423.78. Their total kWh savings was 2,878,757.

The Engineering Team worked with David Lippe from Cyclone Energy and Kent Consulting Engineers on their complete 3200 tons JCI YMC2 chiller replacement. They also had a total building OA, RA, EX, and minimal air damper changeout as well as brand new flow meters throughout eight main handlers. They rebuilt the main cooling tower and had a conversion from pneumatic VAV's to DDC throughout tenant floors.



Although most of the programs were finished last year, based on the ComEd reports, the team is starting to see real progress on the energy efficiency throughout their building.

Thank you to all the hard-working Engineers at One South Wacker for your dedication to energy savings and for providing your building with the excellence that Local 399 Engineers bring to every building they maintain.



Pictured above: Assistant Chief Engineer Rory Durkin, Engineers John Rusiniak, Tony Walsh, Dan Hendren and Jim Devlin and Chief Engineer Pat Barry.

2019-2020 LOCAL 399 AREA MEETING SCHEDULE

December 5, 2019
CHICAGO
General Meeting
6:00 P.M.

March 23, 2020
SPRINGFIELD
4:30 P.M.

December 12, 2019
PEORIA
6:30 P.M.

April 2, 2020
CHICAGO
General Meeting
6:00 P.M.

December 17, 2019
WOOD RIVER
3:30 P.M. & 5:30 P.M.

April 21, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.

December 18, 2019
DANVILLE
6:00 P.M.

May 7, 2020
CHICAGO
General Meeting
6:00 P.M.

January 21, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.

May 13, 2020
DANVILLE
6:00 P.M.

January 27, 2020
SPRINGFIELD
4:30 P.M.

May 21, 2020
CENTRALIA
6:00 P.M.

February 6, 2020
CHICAGO
General Meeting
6:00 P.M.

May 19, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.

February 20, 2020
CENTRALIA
6:00 P.M.

June 4, 2020
CHICAGO
General Meeting
6:00 P.M.

February 18, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.

June 16, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.

February 19, 2020
DANVILLE
6:00 P.M.

March 5, 2020
CHICAGO
General Meeting
6:00 P.M.

March 17, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M.



With the ongoing attacks on workers' rights, it's more important than ever for our members to attend their area Union meeting!

YOUR SUPPORT MAKES THE DIFFERENCE!

I'll give up my
UNION CARD
when you pry it from
MY COLD DEAD HANDS!

IUOE Local 399 401(k) Update Retirement Readiness, Getting Ready for 2020 ...

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

As I write this article, the 401(k) world has been busy with many year-end efforts. While it is important for me to share some of those updates here, it is your decision to do some year-end planning that can impact some of you by thousands and thousands of dollars someday in the future. So as I transition into some updates, thoughts and year-end best practices, I really want the focus to be on you. What were your financial goals for 2019? What are a few key goals for 2020? What is one easy thing you can do now to prepare yourself for a successful retirement in the future?

First off I have been honored to be the financial advisor and investment fiduciary for IUOE Local 399 for more than 14 years. At Local 399 we have done a lot of little things over the years, led by the culture of members first, that have created some big results. The most obvious example of this is that as I write this the IUOE Local 399 401(k) Plan is at an all-time high with est. \$317 mm in 100% member monies and more than 3100 participants (another all-time high) benefiting and planning for tomorrow. Our savings rate is now not only better than our peer group but well above the average American plan.

These are great results and the key is to keep that momentum going. So if you are in the 401(k) Plan today, consider what you can do to make a significant impact on your outcome. Increasing your deferral rate (i.e. +1%) has been proven numerous times to have greater impact on your retirement results vs. markets or any other variable. Remember you can increase your deferral rate quarterly by going through the Local 399 401(k) Department and completing a deferral change form. Remember we allow both pre-tax and ROTH contributions. So hurry and get that form in for the January 1st change period.

Life happens. When it does and when we have a lot going on outside of our work life it is sometimes hard to manage everything. Together we are trying to be as proactive as possible to support our members on the financial wellness side. This month alone we are offering Retirement Readiness to some of our +45 members as they prepare for the complicated process of preparing for retirement. We also are hosting a Financial Wellness program targeted to some of our younger members with a goal of helping to make smart decisions when they are young, like creating an emergency savings account to make those challenging times a little less challenging. Finally, thanks to proactive thinking by people like Brian Hickey and Tom Phillips, we have also run special sessions on health

and wealth for our class of apprentices preparing to take the journeymen test so while they go through that transformational career change, positive habits are created day one!

Getting back to the 401(k), please review your account to know where you are and ensure that your risk and general asset allocation is appropriate for your individual situation. As always you have the support of RSG as your advisors to help in that process, so call the IUOE Local 401(k) Department with any questions. While you are reviewing your account I wanted to highlight a few other items I think you should take a look at. We have added additional index funds over the past year and now offer not only a full suite of core fund offerings in every key asset class, but now we also offer low-cost BlackRock target date funds as an option with a different value proposition. Also, the JH web-site is getting a facelift this month and the planning tools continue to get more and more robust. Utilize the tools, set a goal and familiarize yourself with the new site.

So as we prepare for another busy holiday season let me say happy holidays from my family to yours. I appreciate the relationship we have with 399 and we have enjoyed a very busy and positive year where I personally have helped many members prepare for retirement. This year we have been more proactive than ever in engaging our younger members so that smart financial decisions are made in the early years which will pay big dividends down the road.

So take an hour between now and the end of the year to do some self-assessment. In addition to the ideas previously mentioned please remember that any personal changes to your life that may cause you to update beneficiary information should also be considered. Did you have a baby, get married, get divorced... Please keep your information up to date. Finally, the new IRS deferral rates are out and there will be an increase of \$500 in both standard deferrals (\$19,500) and catch-up contributions (\$5,500) in 2020. So for our max savers, please make adjustments before the end of the year. Call the IUOE Local 399 401(k) office for help with any of these updates and to schedule building meetings.

Happy Holidays and all the best as we prepare for another successful year!

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**

**INTERNATIONAL UNION OF
OPERATING ENGINEERS LOCAL 399**

**SCHEDULE OF EXPENSES AND ALLOCATION OF
CHARGEABLE AND NON-CHARGEABLE EXPENSES**

YEAR ENDED JUNE 30, 2019

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399

**SCHEDULE OF EXPENSES AND ALLOCATION OF
CHARGEABLE AND NON-CHARGEABLE EXPENSES**

YEAR ENDED JUNE 30, 2019

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REPORT OF INDEPENDENT AUDITORS ON SUPPLEMENTARY INFORMATION

To the Officers and Executive Board of
International Union of Operating
Engineers Local 399

We have audited the consolidated financial statements of International Union of Operating Engineers Local 399 and its affiliates (collectively, the Local) as of and for the year ended June 30, 2019, and have issued our report thereon dated November 7, 2019, which expressed an unmodified opinion on those consolidated financial statements. Our audit was performed for the purpose of forming an opinion on the consolidated financial statements as a whole.

The schedule of expenses and allocation of chargeable and non-chargeable expenses (fair share calculation) is presented for the purpose of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America.

In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

The accompanying schedule was prepared for the purpose of determining the fair share cost of services rendered by the Local for individuals represented by, but not members of, International Union of Operating Engineers Local 399. The accompanying schedule is not intended to be a complete presentation of the Local's financial statements.

This report is intended solely for the information and use of International Union of Operating Engineers Local 399 and its agency fee objectors and is not intended to be and should not be used by anyone other than these specified parties.

Legacy Professionals LLP

Westchester, Illinois

November 7, 2019

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399

SCHEDULE OF EXPENSES AND ALLOCATION OF CHARGEABLE AND NON-CHARGEABLE EXPENSES

YEAR ENDED JUNE 30, 2019

	Total Expenses	Non-Chargeable	Chargeable	Allocation Method
DIRECTLY ALLOCABLE EXPENSES				
Accounting and audit fees	\$ 86,390	\$ -	\$ 86,390	(F)
Automobile	103,881	4,342	99,539	(B)
Building	103	4	99	(B)
Computer expenses and consulting	153,089	-	153,089	(G)
Consultants	124,960	4,000	120,960	(G)
Depreciation	144,230	6,029	138,201	(B)
Donations and flowers	136,378	136,378	-	(J)
Dues refunded	11,005	11,005	-	(J)
Insurance	100,289	4,192	96,097	(B)
Legal fees	127,485	25,497	101,988	(E)
Lobbying	25,000	25,000	-	(J)
Meeting and conference	49,998	-	49,998	(D)
Member death benefits	18,000	18,000	-	(J)
Midwest Coalition of Labor member benefits	307,012	307,012	-	(J)
Membership recreation	57,680	57,680	-	(J)
Newsletter	44,804	17,922	26,882	(H)
Per capita taxes	1,753,365	-	1,753,365	(C)
Promotional items	248,111	213,127	34,984	(I)
Real estate taxes	1,946	81	1,865	(B)
Rent	808,457	33,794	774,663	(B)
Salaries and related expenses	4,386,596	183,360	4,203,236	(A)
Scholarships	20,000	20,000	-	(J)
Security	1,500	1,500	-	(J)
Telephone	84,652	3,538	81,114	(B)
Transfers to Building Corporations	277,938	-	277,938	(L)
Utilities	182	8	174	(B)
Total directly allocable expenses	<u>9,073,051</u>	<u>1,072,469</u>	<u>8,000,582</u>	
OTHER EXPENSES				
Miscellaneous	35,557	4,203	31,354	(K)
Office supplies and services	57,264	6,769	50,495	(K)
Postage and printing	91,609	10,828	80,781	(K)
Service charges and fees	14,550	1,720	12,830	(K)
Total other expenses	<u>198,980</u>	<u>23,520</u>	<u>175,460</u>	
Total expenses	<u>9,272,031</u>	<u>1,095,989</u>	<u>8,176,042</u>	
LESS NON-ALLOCABLE EXPENSES				
Dues refunded	(11,005)	(11,005)	-	
Salaries and related expenses covered by organizing grant	(230,147)	-	(230,147)	
Shared expenses with related organizations	(140,998)	(2,115)	(138,883)	
Transfers to Building Corporations	<u>(277,938)</u>	<u>-</u>	<u>(277,938)</u>	
Net allocable expenses	<u>\$ 8,611,943</u>	<u>\$ 1,082,869</u>	<u>\$ 7,529,074</u>	
FAIR SHARE PERCENTAGE			<u>87.43%</u>	

See Report of Independent Auditors on Supplementary Information.
See accompanying notes to schedule.

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399

NOTES TO SCHEDULE

YEAR ENDED JUNE 30, 2019

NOTE 1. DESCRIPTION OF THE ORGANIZATION

International Union of Operating Engineers Local 399 (the Local) has a stated purpose to organize all workers for their moral, economic and social advancement. To achieve this purpose, the Local's officers and business agents negotiate collective bargaining agreements with employers on behalf of the Local's membership.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - This schedule has been prepared using the accrual basis of accounting.

Basis of Presentation - The accompanying schedule of expenses and allocation of chargeable and non-chargeable expenses was prepared for the purpose of determining the fair share cost services rendered by the Local chargeable to agency fee payers. This schedule is not intended to be a complete presentation of the Local's financial position, or changes in net assets and cash flows in accordance with generally accepted accounting principles.

Expenses Excluded from Allocation - The accompanying schedule includes the expenses of the Local, net of dues refunded, shared expenses with related organizations, expenses covered by organizing grants and transfers to the related Building Corporations. Such expenses are excluded from the calculation of the fair share percentage as these expenses are paid with funds received on behalf of affiliates or individuals.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed by the straight-line method over estimated useful lives of three to thirty-nine years.

Estimates - The preparation of financial statements and this schedule requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Subsequent Events - Subsequent events have been evaluated through November 7, 2019, which is the date the Local's June 30, 2019 financial statements were available to be issued.

NOTE 3. SIGNIFICANT FACTORS AND ASSUMPTIONS

The purpose of this analysis is for the determination of the percentage of fee objector dues expended by the Local for chargeable activities. The percentage of Local expenses deemed non-chargeable is used for determining the dues reduction for fee objectors for the subsequent calendar year.

The procedures followed in the preparation of this analysis include categorization of each classification of expenses by chargeable and non-chargeable activities. This is accomplished by analyzing each classification of expenses and identifying amounts which are either chargeable or non-chargeable.

Chargeable Expenses

Chargeable expenses are those incurred by the Local that reflect the fee objector's proportionate share of the costs of services rendered by the Local that are deemed "necessarily and reasonably incurred" to execute the representational duties of the Local. Chargeable expenses include in the following:

- All expenses concerning the negotiation of agreements, practices and working conditions;
- All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights;
- Convention expenses and other normal union internal governance and management expenses;
- Union business meeting expenses;
- Publication expenses to the extent coverage is related to chargeable activities;
- Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights and internal governance;
- Expenses for legislative, executive branch and administrative agency representation on legislative and regulatory matters closely related to contract ratification or the implementation of contracts; and
- All expenses for the education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities.

Non-Chargeable Expenses

Non-chargeable expenses are those of an ideological or political nature and those that are not germane to the work related interests of the members. These would include items such as political and charitable contributions, direct member benefits, security guard fees for membership meetings and the portion of expenditures that is not germane to the work related interests of the members.

NOTE 3. SIGNIFICANT FACTORS AND ASSUMPTIONS (CONTINUED)

Allocation Method by Line Item

- (A) Salaries and related expenses of the officers, business representatives and office staff have been allocated between chargeable and non-chargeable based on discussion and the review of the Local's job description for these employees and the review of employee timesheets and affidavits.
- (B) Certain expenses are directly related to the proportionate use of the officers, business representatives and office staff. These expenses have been allocated based upon the ratio of allocations detailed in (A) above.
 - Automobile
 - Building
 - Depreciation
 - Insurance
 - Real estate taxes
 - Rent
 - Telephone
 - Utilities
- (C) Per capita taxes were allocated between chargeable and non-chargeable based on discussion with the Local's officers and business agents, and deemed 100% chargeable since no reports were received from these affiliated organizations which detailed the chargeability or non-chargeability of their expenses.
- (D) Meeting and conference expenses have been determined to be 100% chargeable as it supports the governance of the Local and is necessary to maintain the Local's associational existence.
- (E) Legal fees include the amounts paid to law firms and others for arbitration of grievances, negotiation and administering of the collective bargaining agreements, administrative hearings and litigation, and other general legal matters. This amount is allocated between chargeable and non-chargeable based on analysis of these costs incurred by the Local during the year.
- (F) Accounting and audit fees were determined to be 100% chargeable as they are required to maintain the Local's existence as an institution.
- (G) Computer expenses and consultants were allocated between chargeable and non-chargeable based upon an analysis of the contents of the accounts and of the activities for the year.
- (H) Newsletter expenses were allocated between chargeable and non-chargeable based upon an analysis of the newsletters published during the year.

NOTE 3. SIGNIFICANT FACTORS AND ASSUMPTIONS (CONTINUED)

Allocation Method by Line Item (continued)

- (I) Promotional items were allocated between chargeable and non-chargeable based upon an analysis of the contents of the account and of the activities for the year.
- (J) These expenses were determined to be 100% non-chargeable.
- Donations and flowers
 - Dues refunded
 - Lobbying
 - Member death benefits
 - Midwest Coalition of Labor member benefits
 - Membership recreation
 - Scholarships
 - Security
- (K) These expenses have been allocated as chargeable based on the ratio of the chargeable directly allocable expenses to the total directly allocable expenses. Similarly, these expenses have been allocated as non-chargeable on the ratio of the non-chargeable directly allocable expenses to the total directly allocable expenses.
- Miscellaneous
 - Office supplies and services
 - Postage and printing
 - Reimbursement for shared expenses
 - Service charges and fees
- (L) Transfers to Building Corporations are inter-organization transfers and are eliminated from the calculation of the fair share percentage.

VALERIE COLVETT

The assault on America's workers is not "fake news". In the last few years, unions and working people have been hit with blows below the belt at an alarming rate. Whether it's a Labor Board decision or Department of Labor rulings ... **AMERICA IS NOW RIGGED AGAINST WORKING PEOPLE.**

BAD THINGS HAVE HAPPENED IN THE PAST FEW YEARS; HERE ARE JUST A FEW:

The National Labor Relations Board is now stacked with lawyers from management side firms whose mantra is to implement strategies to avoid unions. One board member wrote legislation to weaken worker protections under the National Labor Relations Act; another never practiced law. The Chairman of the NLRB pledges to shift balance to employers, hurting workers in the process putting profits before people.

Congress enacted the National Labor Relations Act (NLRA) to protect the rights of workers, to encourage collective bargaining and to give workers the freedom to organize and select a representative of their own choosing for the purpose of negotiating terms and conditions of employment. So, the NLRA is about protecting employees, RIGHT? NOT ANYMORE!

Here are just a few examples of what the new Board members and appointments to government agencies have done to turn back the hands of time, gut the NLRA and rights and protections of workers:

- Labor Board targets overturning union elections
- Labor Board makes it easier for employers to make deceptive remarks (to lie) during organizing campaigns
- Labor Board makes it legal for employers to ban union representative from public spaces and engage in surveillance of union reps and employees
- Labor Board rules employee lawsuits are not protected activity under the NLRA
- Department of Labor waives penalties on employers if they report their own wrongdoing
- Labor Board rules employers may unilaterally change terms of employment without telling or bargaining with the union
- Labor Board makes it harder for unions to organize smaller groups of employees
- OSHA inspectors are at the lowest level in the agency's history, administration falling short to enforce existing laws
- Newly-appointed Secretary of Labor Eugene Scalia represented corporations in employment cases against workers and labor regulators
- The U.S. Supreme Court is now stacked against workers and their unions

LESSONS LEARNED – ELECTIONS HAVE CONSEQUENCES!

And, more bad things will happen unless we stand up and be counted.

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.

CARRIE GATH

CHANGE IN YOUR MARITAL STATUS

If your marital status changes (new marriage or divorce, etc) please immediately notify the Health & Welfare department, (312) 372-9870 Ext 3000. Timely enrollment (or disenrollment) is critical. Please don't hesitate to confirm your status even if it was many years ago. Your information is kept confidential. If you have any questions about this process, please contact the Fund Office.

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 decide to 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!) Visit deltadentalil.com to find a network dentist in your area. A healthy smile improves social interactions, communication and work performance. Oral health is connected to overall health so there are many more reasons to maintain great oral health.



2019's BUILDING BRIDGES TO HEALTH-HEALTH FAIR WAS A SUCCESS!

Thank you to all the participants who came to the coalition sponsored Health Fair. We were excited again to be able to host the Health Fair at Local 399's Union Hall in 2019! More than 400 people came through our facility on September 28th.

Several raffle prizes were awarded to our members or their spouse or dependent.

Congratulations to:

Donna Grotthuss – \$50 Visa gift card provided by Interactive Health

Patti Griffin – \$50 Visa gift card provided by Interactive Health

Lisa Jordan – \$50 Visa gift card provided by Interactive Health

Agnieseka Kaczor – \$50 Visa gift card provided by Interactive Health

Lynn Fitzgerald – \$50 Visa gift card provided by Interactive Health

Carrie Palmiter – \$50 Visa gift card provided by Interactive Health

Beata Kogut – \$50 Mastercard gift card provided by Delta Dental

James Williams – Nine West sunglasses provided by VSP

Adam Kogut – Anne Klein sunglasses provided by VSP

Monica Sheerin – Anne Klein sunglasses provided by VSP

Steve Howard – Oakley sunglasses provided by EyeMed Vision

Leo Torres – H2GO thermal bottle provided by Epic Hearing

Aura Weinert – Healthy Recipe contest winner of food basket provided by the Midwest Employee Benefit Funds Coalition, Inc.



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

Brian E. Hickey

Eric Centazzo

Valerie Colvett

Maureen Ehrenberg

Neil Masterson

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

JIM COATES

EDUCATIONAL NEWS

IUOE LOCAL 399 CAMPUS

Curriculum development and/or enhancement for both new and existing classes remains a top priority at Local 399. The benefits of welcoming new technologies are realized by everyone, from new participants to the most seasoned engineers and instructors. I talk with industry professionals throughout the United States and one question continues to be asked; How does Local 399 maintain such a robust interest in education? Other trade organizations speak to their dedicated apprentices attending school but are in awe when I tell them how many veteran engineers attend classes at Local 399. I share my reasoning with them asserting that our craft is very complex and requires solid knowledge in multi-system operation & maintenance. Technology allows us to learn at unprecedented rates and when you couple that with members and instructors who freely share their knowledge in the classroom, the by-product is exceptional. Stationary Engineers seem to have a never-ending desire to learn and understand the complexities of building systems that integrate specific programming with operational devices. With our support network, I feel certain that any 399 member who hungers for more can set their sights on the most challenging facets of facility maintenance and feel confident in their success. Stay tuned for more classes/seminars on smart metering, water treatment, fan and pump technology, variable frequency drives (VFD), rooftop maintenance, and more.



ADDITIONAL EQUIPMENT INSTALLED BY SPRING SEMESTER

(2) Carrier and (1) Trane, 5-ton rooftops with economizers and BAC-NET Cards, (3) icemakers, (Manitowoc, Scotsman, Follet), additional retrofitted electrical and HVAC Trainers, (1) medical gas unit, (1) sterilizer unit, hospital bed, patient lift,

CLASSROOMS AND LABS AT 2260

The lab areas are taking on a new look as some training equipment is being redistributed to facilitate a deeper understanding. While some trainers are designed for seeing what normally can't be seen with actual running equipment (letting the genie out of the bottle), others support more hands-on learning with few participants per unit performing instructor-led tasks. I don't know of any other training facility that have as many electrical and HVAC training units than Local 399. I am honored to witness this unprecedented educational growth and learn with you.

LOCAL 399 AT 2 YR. AND 4 YR. INSTITUTIONS

Our members earning a Triton Facility Engineering Technologies (FET) Associate Degree or Certificate continues to grow at a fantastic rate. Additionally, at the Illinois Institute of Technology, we had (36) members seeking a bachelor's degree and (6) working towards their Masters in Fall 2019. Congrats to all our members and their commitment to education!

Please consider me a resource for any education questions you may have.

Wishing all a Safe Holiday Season!

Fraternally,

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



Local 399 Educational Training Fund

E-Mail:
etf@iuoe399.com

Brian E. Hickey
President & Business Manager
Ext. 2115

Educational Training Fund
Phone (312) 372-9870

Pat Kelly, Ext. 2116
Managing Director

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

TOM PHILLIPS

PROGRESS REPORT:

KEEPING PACE: We are proud of the hard work and dedication of those students that have completed and those that are well on their way to completing the accredited F.E.T. Certificate and the F.E.T. Associates Degree. The utilization of your educational benefit is a brilliant way to be recognized by all who are connected to our profession which includes those employers who understand that the educated Union Stationary Engineer is an asset and not a liability to the facilities. In addition to the existing F.E.T. Certificate program, other certificate courses have been developed and are now being instructed at our Technical Training Center. These areas of concentration include Hotels, Hospitals, Critical Systems and Mobile Maintenance which were created to keep us on pace with what facility owners were demanding. When you need more information on these new certificate courses, please contact us.

NEW INSTRUCTORS: We would like to welcome **Michael Sullivan** and **Damon Boyd** to our team of instructors for this Spring and for future semesters. Michael will be instructing Healthcare Logistics, and Damon Boyd will be instructing Critical Systems Operation and Maintenance. These classes have been in development for nearly two years and are now part of new certificates with concentrations in the hospitals and critical facilities environments.

BEHIND THE SCENES: We all see the superstars on the field of play, but rarely do we recognize those that help make them a success. Our Lab Techs are much the same. Their primary careers are that of Chiefs, Assistant Chiefs and Engineers, and yet they take the time to ensure the instructors have what they need to make your classroom and lab experiences a greater success. They have been tasked to keep the systems and equipment maintained ready to use after each class and at times, this is not always a simple task, but they do it with flying colors. With the new expansion, **Pedro Hernandez, Mike O'Brien, Jim Topor, Tom Noonan, Vince Sabastiano, Steve Falakos, Brock Sharapata** and **Kevin Ponkey** have proven to be valuable assets to our educational program and deserve a huge vote of appreciation.

BUSY TIMES: The Education Department has been busy with the Spring 2020 class registrations. Jamie Howard, Nancy Carey and Veronica Tinley all appreciate the courtesy and patience of our members during the check-in periods and appreciate the same considerations in the future as they meet your educational needs.

SHARE A RIDE: Fall days are great for taking a stroll, but when the weather turns cold, rainy or snowy the walk isn't so great, so we strongly encourage all of those coming to or leaving from the Training Facility to look out for your union brothers and sisters who take public transportation and offer them a ride.

OUTSIDE THE BOX: If you have taken classes or 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. 4124

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, 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!

2020 SPRING CLASS SCHEDULE

BOILER OPERATION (AM)

Day: Tuesday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 01/14 • End Date: 04/21

BOILER OPERATION (PM)

Day: Tuesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 01/14 • End Date: 04/21

BOILER OPERATION (PM)

Day: Wednesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

COMMERCIAL HEATING & COOLING I (AM)

Day: Thursday
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

COMMERCIAL HEATING & COOLING I (AM)

Day: Wednesday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

COMMERCIAL HEATING & COOLING I (PM)

Day: Monday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/13 • End Date: 04/27

COMMERCIAL HEATING & COOLING II (PM)

Day: Thursday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

CRITICAL SYSTEMS (PM)

Day: Monday
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 01/13 • End Date: 03/23

CRITICAL SYSTEMS OPERATIONS & MAINTENANCE (AM)

Day: Friday
Time: 9:00 am - 1:00 pm
Course Sessions: 15
Start Date: 01/17 • End Date: 05/01

CHIEF ENGINEER (AM)

Day: Wednesday
Time: 9:00 am - 12:00 pm
Course Sessions: 10
Start Date: 01/15 • End Date: 03/18

CHIEF ENGINEER (PM)

Day: Monday
Time: 4:00 pm - 9:00 pm
Course Sessions: 10
Start Date: 01/13 • End Date: 03/23

ELECTRICITY FOR ENGINEERS I (PM)

Day: Thursday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

ELECTRICITY FOR ENGINEERS I (PM)

Day: Monday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 01/13 • End Date: 04/27

ELECTRICITY FOR ENGINEERS I (PM)

Day: Wednesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

ELECTRICITY FOR ENGINEERS I (AM)

Day: Friday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 01/17 • End Date: 05/01

ELECTRICITY FOR ENGINEERS II (AM)

Day: Monday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 01/13 • End Date: 04/27

ELECTRICITY FOR ENGINEERS II (AM)

Day: Tuesday
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 01/14 • End Date: 04/28

ELECTRICITY FOR ENGINEERS II (AM)

Day: Saturday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 01/11 • End Date: 04/25

ENERGY CONSERVATION (AM)

Day: Saturday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 01/11 • End Date: 04/25

FACILITIES SUSTAINABILITY (PM)

Day: Thursday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

HEALTHCARE MAINTENANCE SYSTEMS (AM)

Day: Tuesday
Time: 8:00 am - 12:00 pm
Course Sessions: 15
Start Date: 01/14 • End Date: 04/21

HEALTHCARE LOGISTICS AND COMPLIANCE (PM)

Day: Thursday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 01/16 • End Date: 03/19

HOSPITALITY EQUIPMENT MAINTENANCE & REPAIR (PM)

Day: Tuesday
Time: 4:00 pm - 8:30 pm
Course Sessions: 15
Start Date: 01/14 • End Date: 04/21

HOTEL MAINTENANCE SYSTEMS (PM)

Day: Wednesday
Time: 5:00 pm - 9:30 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

INDOOR AIR QUALITY (AM)

Day: Thursday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

INDOOR AIR QUALITY (PM)

Day: Thursday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

PLUMBING REPAIR & MAINTENANCE (PM)

Day: Monday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 01/13 • End Date: 03/23

PLUMBING REPAIR & MAINTENANCE (PM)

Day: Wednesday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 01/15 • End Date: 03/18

PNEUMATIC CONTROLS & DDC (PM)

Day: Wednesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

ROOFTOP EQUIPMENT/OPERATION & MAINTENANCE (AM)

Day: Wednesday
Time: 9:00 am - 12:00 pm
Course Sessions: 15
Start Date: 01/15 • End Date: 04/22

TESTING AND BALANCING (PM)

Day: Thursday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 01/16 • End Date: 04/23

UNDERSTANDING PLAN DRAWINGS (AM)

Day: Tuesday
Time: 8:30 am - 11:30 am
Course Sessions: 10
Start Date: 01/14 • End Date: 03/17

UNDERSTANDING PLAN DRAWINGS (PM)

Day: Saturday
Time: 12:00 pm - 3:00 pm
Course Sessions: 10
Start Date: 01/11 • End Date: 03/14

BLENDED/ONLINE CLASSES

ENERGY CONSERVATION (PM) **

Day: Tuesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 01/14 • End Date: 03/31

INDOOR AIR QUALITY (PM) **

Day: Wednesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 01/15 • End Date: 04/01

GENERAL ED CLASSES

MATH 122 (PM)

Day: Friday
Time: 5:00 pm - 7:45 pm
Course Sessions: 17
Start Date: 01/24 • End Date: 05/15

PRINCIPLES OF EFFECTIVE SPEAKING ** (PM) (BLENDED/ONLINE)

Day: Thursday
Time: 5:00 pm - 9:00 pm
Course Sessions: 5
01/23, 02/13, 03/12, 04/16, 04/30

RHETORIC 101 (PM)

Day: Monday
Time: 7:00 pm - 9:45 pm
Course Sessions: 17
Start Date: 01/27 • End Date: 05/18

CERTIFICATE CLASSES

FIRE ALARM SYSTEMS (PM)

Day: Wednesday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 01/15 • End Date: 03/18

INDUSTRIAL MAINTENANCE (PM)

Day: Tuesday
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 01/14 • End Date: 03/31

INDUSTRIAL MAINTENANCE (PM)

Day: Thursday
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 01/16 • End Date: 04/02

LABOR HISTORY (AM)

Day: Monday
Time: 8:00 am - 11:00 am
Course Sessions: 7
Start Date: 01/13 • End Date: 03/02

LABOR HISTORY (PM)

Day: Monday
Time: 4:00 pm - 7:00 pm
Course Sessions: 7
Start Date: 01/13 • End Date: 03/02

LABOR HISTORY (AM)

Day: Monday
Time: 8:00 am - 11:00 am
Course Sessions: 7
Start Date: 03/09 • End Date: 04/20

LOCKSMITH (PM)

Day: Thursday
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 01/09 • End Date: 02/13

LOCKSMITH (PM)

Day: Thursday
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 02/20 • End Date: 03/26

LOCKSMITH (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 01/04 • End Date: 02/15

LOCKSMITH (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 02/22 • End Date: 04/25

VARIABLE FREQUENCY DRIVE (PM)**

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 01/17 • End Date: 02/14

VARIABLE FREQUENCY DRIVE (PM)**

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 02/21 • End Date: 03/20

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 program (AAS or AS) or an equivalent course of study.

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.

INDUSTRIAL FACILITIES (IF) 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 (IF) ELECTIVES: (21 credits)

Choose seven (7) courses:

INTM 314 Maintenance Technology & Mgmt (3)
 INTM 407 Construction Technology (3)
 INTM 411 Functional Facilities Management (3)
 INTM 413 Contract Admin for Constr (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 IF 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
 314 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
 4XX IF elective
 SOC SCI 300-level elective

Semester 5

418 Industrial Risk Mgmt
 4XX IF 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. Full-time scholarship offers cannot be prorated for part-time students.

► Transfer Tuition Scholarship

Awards start at \$12,500/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.

► Presidential Scholarship

Award of \$25,000/year; a competitive scholarship requiring separate application and essay. Awards are based on academic achievement, essay strength and leadership resume. Candidates must be nominated by the president of the transfer institution and hold a GPA of 3.5/4.0 or be a member of Phi Theta Kappa. The Presidential Scholarship Application must be submitted in conjunction with the online application. Review the list of participating institutions and obtain the application form on [IIT's Undergraduate Admission website](#) under 'Finances'.

Part-time BINTM students (11 hours or less/semester) may be eligible for the Keith E. McKee Scholarship, which covers up to 50% of tuition for 6 courses/year. An application form must be submitted each semester and is processed through the INTM Office. Students must earn a grade of "C" or better in supported courses.



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 <http://admissions.iit.edu/undergraduate/apply/transfer-applications>

2. Request official transcripts from all colleges/universities attended and forward those to:

Office of Undergraduate Admission
Illinois Institute of Technology
10 West 33rd Street, Room 101
Chicago IL 60616

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

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

TRANSFER TO ILLINOIS TECH FROM...

TRITON COLLEGE • MORRAINE 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 Program Manager, at
312.567.3584 -or- houser@iit.edu

Local 399 Platinum Contributors

Barrett, Joseph M.
Funchion, Dermot E.

Hart, Thomas
Hickey, Brian E.

Legions, Dusty
O'Brien, Daniel J.

Strama, Wayne
Truesdale, Ernest J.

Wawrzyniak, Patrick M.

Local 399 Regular Contributors

Henzl III, Edward J.

Duncan, Gabriel

Rafferty Sr, James G.

Topel, Brandon E.

Thank You to all our generous PEF contributors!



Congratulations to Local 399 Member **Mike Kenny** (an Engineer at Cook County Jail) and his daughter Erin. Mike has been running in the Chicago Marathon since he was 32 years old. And, in the 2019 marathon, Mike's daughter Erin joined him for her first marathon run. Mike and Erin were spotlighted in the Chicago Tribune for their efforts. You can read the entire article on our website at www.iuoe399.org. Mike has been a Local 399 member since 1983.

Great job Mike and Erin. Your Local 399 family salutes you both!

Local 399 Mail Bag

Dear Brother Hickey,

On behalf of the Chicago Federation of Labor Executive Board and the Labor Day Committee, thank you for your Haymarket Circle sponsorship for our annual Labor Day luncheon. Your generous contribution allows us to continue building worker power in Chicago and Cook County.

Thank you for your support and ongoing partnership with the Chicago Federation of Labor.

Sincerely,

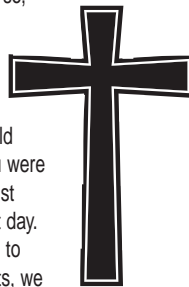
Robert G. Reiter, Jr.
President

Don V. Villar
Secretary-Treasurer

**Chicago Federation
of Labor**

Dear Brian and Pat,

Perhaps you sent a lovely card, or sat quietly in a chair. Perhaps you sent a funeral spray, if so, we saw it there. Perhaps you spoke the kindest words, as any friend could say. Perhaps you were not there at all, just thought of us that day. Whatever you did to console our hearts, we thank you so much whatever the part.



God Bless,

**The Family of
Billy Hathaway**

LOCAL 399 ASSISTANT CHIEF ENGINEER MICHAEL BADAME SPOTLIGHTED BY CHICAGO SUN-TIMES FOR HIS WORK AT O'HARE AIRPORT



Congratulations to Local 399 Assistant Chief Engineer at O'Hare Airport, **Michael Badame**. Mike was recently spotlighted for his work keeping the "lights on" and building operations working smoothly at one of the world's busiest airports. In an extensive article that outlined the work-related responsibilities Mike deals with on a daily basis (but also of all Operating Engineers generally). The article explores the duties that our Engineers partake in everyday, the challenges of our positions and our efforts to provide exceptional value to our building/employers.

The article also explores Mike's efforts to pass on his knowledge by teaching classes at the Union Hall/Technology Center.

Thank you Mike for your expertise, your dedication to your facility and for being a great example of the value Local 399 members bring to the workplace!



You can read the entire article via a link on our website, www.iuoe399.org

DID YOU KNOW ...

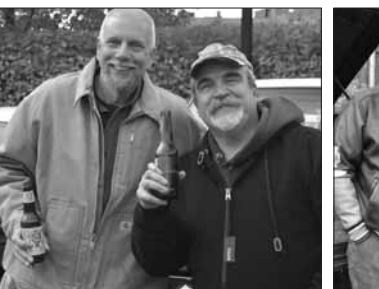
- Solar power may account for the world's main source of power by 2050.
- Just one (1) wind turbine can generate enough electricity to power 1,400 homes.



2019 Local 399 CORNERED BEEF DINNER

Our members gathered on Friday, October 25, 2019 for our Annual Corned Beef Dinner. It's the best corned beef in the city, and the weather perfect for the "tailgate" portion of the evening. It was a great night for members and friends to come together for this special event.

Thanks to everyone who came out to join us!





Congratulations to all our Lucky 2019 Winners!

Nick Bennett
Evan Brew
Brandin Clark
Tom Dohoney
Markus Doran
Leland Fick
Mark Fisher
Alex Fortin
Jason Gordon
Tom Hart
Jean Hickey
Michael G. Johaneck
Rion Katz
John Kush
Brian LaGiglia

Stephen McCague
Kylan Mitchell
Christian Mozdzen
Steve Neumann
Bendan Nolan
Tim O'Connell
John O'Keefe
Frank Oh
Daniel Pietryla
Anthony Presny
James Riordan
Jon Stalzer
Nick Swiech
George Voutiritsas
Joe G. Weber

LOCAL 399 SCHOLARSHIPS

Local 399 scholarship applications are available to the children of members in good standing who are high school seniors and will be continuing their education. Please contact Maria Diaz-Torres at the Union Hall, Ext. 2132 for an application and information on other scholarships that are available. You can also go to www.aflcio.org for other scholarships available to you or check out the scholarship page on our website at iuoe399.org



Applications for the 2020 Union Plus Scholarship program are now available. You can download an application at www.unionplus.org or send a postcard with your name, return address, telephone number and international union affiliation to Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800. The deadline for scholarship application is January 31, 2020. This scholarship is awarded to Union members or their family members who wish to continue their education.

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.

SEPTEMBER

VINCE FRATTO
WILLIAM HATHAWAY

OCTOBER

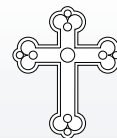
GENE EVINGER
THOMAS KUSCHERT
COLIN MAYO

NOVEMBER

RANDEL AHREND
KENNETH CAREY
MICHAEL FLOOD
ANTHONY LEVIGNE
ANDREW MCGILL*



* 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."

IMPORTANT NOTICE REGARDING MEMBERSHIP RECORDS

We value the privacy of our members and only disclose information with a court order, subpoena or your written consent. If you have any questions, please contact Valerie Colvett at (312) 372-9870 Ext. 2133.

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

Brian E. Hickey
President & Business Manager

Neil Masterson
Vice President

Patrick J. Kelly
Financial Secretary

Vince Winters
Recording Corresponding Secretary

Roger McGinty
Treasurer

Officials

Jerry Barnicle
Jerome Dabney
Mario Guerrero
John Hickey
Dusty Legions
Donn Malwick
Adelmo Marchiori III
John Naughton
Kevin Nolan
Lloyd Osborne
Bill Rowan
Angelo Saccameno

Local 399 Office Staff

Nancy Carey Ext. 4123
Education
Bridget Daniels Ext. 2117
Membership
Maria Diaz-Torres Ext. 2132
Accounting
Megan Dunne Ext. 5129
401(k) Dept.
Claudia Erazo Ext. 3108
H&W Member Services
Carrie Gath Ext. 3137
H&W Fund Administrator
Grace Gilewska Ext. 2134
Contracts
Eileen Hoey Ext. 2146
Executive Assistant
Jamie Howard Ext. 4125
Education
Veronica Mister Ext. 3106
H&W Manager
Patty Murray Ext. 2114
Membership
Ruth Prescott (217) 337-4399
Urbana Office
Veronica Roche Ext. 2190
Controller
Karen Sheets (618) 254-6441
Wood River Office
Regina Staszewski Ext. 2118
Contracts
Veronica Tinley Ext. 4121
Education
Barbara Vest Ext. 2136
Office Manager
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 was redesigned last fall to incorporate several good suggestions made by plan participants. It now has more participants than ever and provides the following important benefits:

- **Pre-tax investing**
- **Diversified investment options including mutual funds from Fidelity, AIM, Pimco, American Funds and others**
- **Daily, on-line account access**
- **Access to five Lifestyle options which provide one step diversification and match five distinct**

For further information, including enrollment materials, contact Megan Dunne in the 401(k) Department at (312) 372-9870 Ext. 5129 or visit www.jhpensions.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
David M. Arenz	Teresa B. Arenz	07/19/19
Jesse R. Bergunder	Isabel O. Bergunder	09/16/19
Matthew R. Borger	Grayson G. Borger	09/26/19
Patrick B. Cotter	Hannah G. Cotter	10/15/19
Matthew R. D'Amico	Violet M. D'Amico	10/03/19
Michael J. Darwin	Nicollette M. Darwin	06/25/19
Michael M. Deming	Christopher M. Deming	08/20/19
Brandon P. Dicks	Paige A. Dicks	09/20/19
Michael A. Drew	Declan M. Drew	09/12/19
Noe Enriquez	Sadie A. Enriquez	10/11/19
James B. Gallen	Gerald J. Gallen	09/04/19
Niko A. Garcia	Jordyn G. Garcia	05/19/19
Jason R. Gordon	Taylor A. Gordon	09/25/19
Maxwell F. Gossett	Kate M. Gossett	09/07/19
Salvador Guerrero	Isaac F. Guerrero Duran	08/24/19
Cory A. Lane	Emmett P. Lane	11/23/19
Ryan C. Lavskis	Grayson J. Lavskis	09/03/19
Milan Mandusic	Nikolina Mandusic	10/04/19
Kevin J. McGovern Jr.	Rosalie McGovern	08/14/19
Jay E. Pierce	Madison L. Pierce	07/30/19
	Jackson O. Pierce	07/30/19
William Quillin	Alan W. Quillin	07/31/19
Joseph D. Rogers	Dean J. Rogers	08/30/19
Eugene T. Rosner Jr.	Taylor R. Rosner	08/14/19
Todd P. Schuster	Kiera M. Schuster	10/04/19
Joseph G. Sexton	Olivia G. Sexton	07/15/19
Ryan M. Steger	Xander A. Steger	10/05/19
Brock W. Wheatley	Ava J. Wheatley	09/18/19
Christopher R. Zackavec	Charlie P. Zackavec	10/15/19

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

Help Your Union Family by Using Glavin!



SECURITY SPECIALISTS

KELVIN LONG
312-850-6570
klong@glavinaccess.com

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

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

COALITION OF UNION LABOR CREDIT UNION

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* Subject to credit approval. Effective August 1, 2019 until further notice. Offer does not apply to existing CULCU loans or the refinancing of existing CULCU loans. Borrower will receive \$100 for every \$10,000 financed up to \$50,000. Bonus will be deposited into the member's Credit Union account after second on time payment has posted.