President's Message

Summer is over and football season is upon us. And, as we move into Fall, we can't forget election season! Of course, I'm joking about the "forget" part, as though we could ever forget with the never-ending ads, mailers and robocalls. As in any election year, I remind you that voting is imperative and voting for candidates who will protect your union rights and benefits is vital!

The Presidential candidate who wins the White House can either empower the labor movement or further erode the existence of labor unions. A President who respects workers and supports unions can offset any attacks that may come from a Congress bent on trying to eliminate workers' rights and the rights of unions. No private business would ever be held to the same stringent demands and reporting laws that labor unions must uphold. Another important fact is that the new President will be naming up to three Supreme Court Justices ... and make no mistake ... the future of labor will be in their hands.

The insanity surrounding this election has reached new lows. While many of us are fed up with the process and candidates put before us, the hatred spewing out of the mouth of one of the candidates has never been witnessed before. Speaking as a person of labor, and speaking only about labor issues, I cannot understand why a union member would vote for someone who loves himself more than any other human being.

Have we already been forewarned about candidates like this in the State of Illinois? ... Doesn't everybody remember Rauner's campaign and all his talk about getting rid of unions and nobody believed him - then he was elected and since day one he's pushed his "Turnaround Agenda" to bust unions. And NOW everyone's response is, "Well, we didn't think he was serious!" Do we want to take that chance again with Trump in November since we have already have our own "Trump" in Illinois? Especially when he picks a Vice Presidential candidate that has made Indiana a Right to Work state?

In the State of Illinois, we have the opportunity to support candidates that have stood strong with labor during the repeated attacks since Governor Rauner was elected. Every race has turned personal and any official who has voted against Rauner and his initiatives has been targeted and attacked.

Election day will be our time to step up for those that have been providing us with much-needed support. I ask all members to vote on election day and pay attention to the candidates that have helped us and identify those who have turned their backs on us! It all goes back to Samuel Gompers who said, "Labor must reward its friends and punish its enemies." Now is the time for union members to take back what has been taken from us.

The Presidential candidate who wins the White House can either empower the labor movement or further erode the existence of labor unions. A President who respects workers and supports unions can offset any attacks that may come from a Congress bent on trying to eliminate workers' rights and the rights of unions.

It will also mark the two year anniversary of the election of Bruce Rauner but, more important, it will mark two years until we can take back the governor's seat!

The State of Indiana will have the opportunity this November to take back the governor's house and also to pick up the U.S Senate seat. We are miles away from getting any real change in Indiana, but it's important that we continue to keep chipping away.

In many areas of Local 399's jurisdiction, the work has been good. We are getting jobs filled in both the private and public sectors, and our training and trainee program have been operating at full blast. The jobs we represent are coveted, and we will continue to insist that only qualified applicants be considered for these positions. Please continue to pursue training and education both at our Training Facility and through online training.

Our Annual Golf Outing was a great success. I would like to thank all of the members and sponsors who supported this year's outing as well as our staff who work so hard to make everything enjoyable for participants.

Finally, I would like to thank General President Jim Callahan for taking time out from his busy schedule to come to Chicago and swear-in the Local 399 officers for another three-year term. Jim has been a great friend to me personally and is always sensitive to issues regarding Local 399.

I look forward to seeing many of you at meetings across our jurisdiction and other upcoming Local 399 activities.

In Solidarity,

Brian E. Dickey

Dates to Remember

- Retirement Readiness Seminar: Saturday, October 15, 2016
- Local 399 Pheasant Hunt: Saturday, October 29, 2016
- Annual Corned Beef Dinner: Friday, November 11, 2016
Local 399 Officers

Brian E. Hickey
President & Business Manager

Tom Keaty
Vice President

Patrick J. Kelly
Financial Secretary

Vince Winters
Recording Secretary

Neil Masterson
Treasurer

Local 399 Business Representatives

Jim Coates
Ext. 4122

Valerie Jo Colvett
Ext. 2133

Floyd Fessler
(618) 254-6441

John Hanley
Ext. 2153

Jerry Hiller
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Frank Hoskins
(217) 337-4399

Adelmo Marchiori III
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Mike Masterson
Ext. 2112

Roger McGinty
Ext. 2125

John O’Connor
Ext. 2185

Lloyd Osborne
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Ariel Perez
Ext. 2196

Tom Phillips
Ext. 4124

Rusty Thompson
(309) 699-9044

Jeff Withered
(317) 716-0319

Office Phone Numbers

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(217) 357-4399

Chicago
(312) 372-9870

Indiana
(260) 413-9111

Peoria
(309) 699-9044

Wood River
(618) 254-6441

Zeigler
(618) 396-2185
PATRICK J. KELLY – FINANCIAL SECRETARY

More and more employers are requesting job candidates to apply for open positions through online applications. It's very important that you follow the exact directions to apply for these positions or your application will be denied. Times have changed, and you must adapt to this process or you'll be passed over for many opportunities. Recently, I sent out information to about 200 members on how to apply for a job online, and only 10 have applied. The job pays $39.14 with full benefits! If you don't evolve with what the job market dictates, then you'll have a difficult time finding a job.

Along the same note, many employers have been requiring at least an Associate's Degree in HVAC for their Assistant Chief and Chief candidates. The classes we offer at our Training Facility go toward an Associate's Degree in Facilities Engineering Technology from Triton College. These classes may be free for you to attend so review your contract for this important benefit.

For those of you looking to promote yourselves to positions in management as a Facilities Manager, our Education Department has been working with Illinois Institute of Technology to create a four-year degree. The Education Department surveyed industry leaders in commercial office, hospitality, healthcare and data centers to develop the degree. We hope for a January start for the program and will keep you updated.

Finally, on the Presidential election, we ask you to review each candidate's stance on labor issues and vote accordingly. The next President may appoint two to three Supreme Court Justices so if the wrong person wins, it may mean a death blow to the Labor Movement which, if you value your union wages and benefits, will directly impact you and your family's future.

VOTE UNION FAMILY VALUES!

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

TOM KEATY – VICE PRESIDENT

A lot has happened this year in the world of politics. Both nationally and locally, labor has a great deal at stake in both arenas. It seems one of the biggest rallying cries for Republicans is the right to bear arms and keeping one's guns. I say this respectfully ... No one wants to take our guns away (including me). Keep in mind that when President Obama was elected, you heard all about how Obama was going to grab your guns. Well, that hasn't happened during the Obama Presidency. And it's not going to happen during the term of the next President either. What has been taken away in neighboring states is prevailing wage, organizing rights, and the right to have a voice in the workplace! Foes of labor call it Right to Work. It's really “Right to Work for Less”. So I ask you ... Bullets or Bread? Without the ability to earn a decent wage, you may have to choose between the two. Or worse, you may lose the ability to buy both. It's really that simple. Make the right decision in November. Protect your wages, benefits and voice at work. Vote for the candidates who will support your job and your union!

With the start of another school year, I am amazed at the number of engineers and trainees that our Training Facility is enrolling this and every semester. A big shout out to our Education Department for the great job they do!

I would like to remind everyone to remember to protect your job. By this I mean get to work on time, look the part of a professional engineer with your hair combed, shave and wear clean uniforms. The first impression tenants have of your buildings is interaction with the staff. Be sure to make it a good first impression. Put in the extra effort into resolving a problem with no callbacks. It may take a little longer to complete a house call, but no one can fault you for a job well done. Don't smoke outside of the building in plain view of managers and owners or hang around in the lobby talking to security. Drinking on the job or heavily the night before is a sure way to get fired. Sleep at home. Remember, it's easier to keep your job than to find a new one!

E-Mail: tkeaty@iuoe399.com
Ext. 2130
Greetings!

Another political season is upon us and, in case you’re wondering, yes elections do have consequences! Look no further than our last election in Illinois. Governor Rauner was elected two years ago, and we still do not have a state budget. There are many important issues that we as union members need to address in this election cycle. The biggest issue is who will be nominating the next Supreme Court justice. The Right to Work, conservative wing of the Republican party wants nothing more than to destroy our right to organize and bargain for our wages, benefits and our livelihoods. If we don’t vote and elect Hillary Clinton, it’s all but certain her GOP rival will strike the “death blow” to union rights. There might be things that we don’t necessarily like about Hillary, but as union members she is our only viable choice. As a Senator from New York, Hillary has a proven track record of specifically helping the Operating Engineers, and we need to support her in the November election.

State politics is also very important – one of the Governor’s agenda items is term limits. I’m always surprised at the lack of understanding when it comes to term limits and how legislation actually works. Regardless of your political party, whether you’re a conservative or liberal, a legislator cannot learn, navigate and help pass meaningful legislation in one or two terms – it’s not realistic and just doesn’t happen. Career politicians are an easy scapegoat, but they are a necessary part of the process. And while we may hate it, they provide the necessary experience required to keep the gears of government working.

There have been more and more employers that have inquired about our Training Facilities, and some have even taken a tour. Trainees have a contractual obligation to attend classes, but engineers should also take advantage of all of the classes and certifications that we offer. You never know when you’ll need new skills.

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

Congratulations to Adam Sheehan, an Engineer at the Holiday Inn and Suites, who was recognized as Employee of the Month (July 2016).

Adam won for his hard work, ability to work with other departments and his dedication to customer service with the Holiday Inn guests.

Thank you Adam for showing exactly why Local 399 members are highly sought in our industry!
NEIL MASTERSON – TREASURER

There are elections coming up in a few weeks that will be vital to union members. The national stage is very important to us union brothers and sisters.

Donald Trump is no friend to organized labor. He told a South Carolina radio station that he is 100% in favor of Right to Work. He admits to using union labor in certain locations. Trump signed a labor agreement to build Trump Tower in New York. But it turned out he also brought in non-union, “illegal immigrant” Polish workers to do much of the work. Trump probably would have gotten away with it, but his contractor did not pay the workers. So the Polish workers got together and hired attorney, John Szabo. The attorney put a mechanic’s lien on Trump Tower. The unions then found out about Trump’s violation of their contract and filed suit. The battle was on! The initial judge found that Trump had violated the Collective Bargaining Agreement by defrauding the Union Pension Fund! Trump appealed, and the court battles lasted 15 years. Finally, the case was set to go to a jury trial. Trump settled. The settlement was sealed, and no details are available.

At one of Trump’s hotels in Las Vegas (after hotel workers voted to join a union), the hotel refused to recognize the union. The hotel demanded that a Federal Labor Board throw out the vote. The hotel then hired a union-busting, consulting firm to fight the workers’ wishes. For those union members who have considered voting for Trump, I ask you to think about his record of anti-union, anti-worker tactics. Think about his reputation for stiffing workers and contractors. Is this really who you feel will protect and enhance your union rights and benefits? Is this really who you feel will protect and enhance the wages and benefits you count on to provide for your family? The answer, of course, is NO!

In the United States Senate race we have a wounded American veteran, Tammy Duckworth, who is 100% behind organized labor. She has defended our country’s freedom, and she will defend our labor rights! In the various other races check the Federation of Labor websites for who is being backed by organized labor. Remember to reward our friends on election day!

At the Nabisco bakery on Kedzie, another round of layoffs happened at the end of July. The south Bakery has been shut down. The final round of layoffs come at the end of September. Please be sure to check the labels of all Nabisco products to make sure that the products you’re buying (with your hard-earned union dollars) are made in the United States and NOT Mexico. Please remember that our brothers and sisters lost their jobs at Nabisco because of corporate greed!

GET OUT TO THE POLLS AND VOTE ON TUESDAY, NOVEMBER 8, 2016.

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

Fairmont Hotel Chief is Leader of the Quarter

Congratulations to Robert Gallet, Chief Engineer at the Fairmont Hotel, who was awarded as Leader of the Quarter (1st Quarter 2016).

Robert has been with the Fairmont since 1988. We thank Robert for his dedication to his craft.

Pictured with Robert are HR Director, Marta Shaparov and Director of Engineering, Rui Rego.

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, contact Sue Morlan (312) 372-9870 Ext. 2117.
ROGER McGINTY

I hope everyone had a safe and enjoyable Summer. As we look toward Fall, I hope you are all taking full advantage of our training program and signing up for classes or seminars. The importance of continuing our education should be a top priority to ensuring we are operating our sites in the most efficient and safe way possible.

The Fairmont Hotel has recognized our engineers with various awards. Congratulations to **John Tuttle** – Employee of the Month (March 2016), **Bob Galett** – Leader of the Quarter (1st Quarter 2016), **Steve Miller** – Leader of the Quarter (2nd Quarter 2016), and **the entire Engineering Team** honored as Engineering Department of the Quarter (1st Quarter 2016). It's always great to see our members being recognized for their outstanding work. This kind of recognition is a big part of why Local 399 members are so highly respected in the industry. Please be sure to inform us if you know of a member who has received an award.

During my career I worked at the Fairmont and had the pleasure of working with two outstanding engineers who have recently passed away. **Tony O'Malley** and **Jerry D'Angelo** both took great pride in being engineers and members of Local 399. Most of all, they were great friends! And on behalf of myself and those who knew them, they will be greatly missed.

I would like to welcome the Beecher Public Works Department on becoming part of our union family, and I look forward to working with them.

Our Golf Outing was a huge success again this year. I thank everyone who participated. Without the support of our members and the staff here at the Hall, this success would not be possible. Please enjoy the pictures from the event on page 32-33 of this newsletter.

By the time you read this newsletter, the Presidential election will be right around the corner. Like me, I’m sure you’re sick of all the commercials and election mail flooding mailboxes. However, I just ask you to consider who Trump picked as his running mate – Mike Pence. Indiana Governor Pence is, in my opinion, the most anti-union, anti-labor Governor in the Right to Work movement. And certainly, if given the opportunity as Vice President, Pence would work to eliminate unions, workers’ rights and protections throughout the country.

When casting your vote on November 8th, please think of your union brothers and sisters in Indiana who are dealing with the aftermath of being stripped of their union/organizing rights, wages and benefits. And, consider how those same anti-union laws would impact your jobs and your family's future!

Please support those candidates who support you, your union and working families around the country.

Together we can!

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

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Local 399 Engineers Honored as Fairmont Team of the Quarter

Congratulations to the Engineering Team at the Fairmont Hotel who were honored as the Hotel's Team of the Quarter (1st Quarter 2016). Thank you to the Fairmont Engineering Team for their consistent dedication to their craft and their building. They are a shining example of what makes our Local 399 Engineers the best in the business!

Pictured (left to right) are: **Denis Goulding, John Tuttle, Mike Holzman, Robert Gallet, Eamonn Berry** and **Steve Miller**.
Greetings From Down State!

The political season is fast approaching and organized labor understands the importance of this coming election. We have Governor Rauner and his hand-picked legislative candidates who are obsessed with hurting organized labor. Bruce Rauner hates unions because they fight for fair wages, decent benefits and safe-working conditions for everyone. In the private sector, unions demand that workers receive a fair share of the profits which means less money for billionaire businessmen like Bruce Rauner.

On the other hand, you have honorable legislators such as State Senator Gary Forby (59th District), State Representatives Brandon Phelps (118th District) and John Bradley (117th District) who are being targeted by Governor Rauner and his team for defeat simply because they are strong pro-union legislators who fight every day on behalf of organized labor and union workers.

Remember, on Election Day, Tuesday, November 8, 2016, you do have a choice, and every vote counts! Please get out to the polls, and remember to encourage your family and friends to vote for the candidates who will support average working people. And, that's definitely NOT a guy who promises to bring jobs back to the USA while producing almost all of his branded products in low-wage countries with no worker protections just because it increases his bottom line!

Thanks to all our Annual Golf Outing sponsors!

It's time again for Local 399's Hunting Events. Our event schedule is as follows:

**PHEASANT HUNT**
Saturday, October 29, 2016
Doctorman’s Hunting Preserve
New this year we will be having a Clay Shoot Contest and be awarding three trophies.

**DUCK HUNT**
Saturday, January 7, 2017
Grassy Lake Hunting Club

Information on our hunting events are available on our website at iuoe399.org

I look forward to seeing you at our next Hunt!

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

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**399 Member awarded as Renaissance Chicago Expert Ambassador of the Month**

Congratulations to Sorin Sirb, an Engineer at the Renaissance Downtown Chicago Hotel, who was recently awarded the Renaissance’s Expert Ambassador for the Month (March 2016).

Sorin was honored for his sincerity, perseverance, diligence and high level of proficiency in handling workplace tasks.

Thank you Sorin for advancing the strict level of professionalism that Local 399 members bring to the buildings and facilities we maintain.

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Keep Your Union Strong ... Get Involved. Organize. America Works BEST When We Say... UNION YES!
FRANK HOSKINS

Greetings everyone!

I hope you’ve all enjoyed some time off and had a great Summer.

I took the time to go back through some old 399 newsletters from the 90’s and old files from a couple of different locations. Some went clear back to the 50’s! Interestingly, I found that the only thing that has changed are the people. The issues way back then and now are relatively the same. An article from 1992 talked about health care costs on the rise, employers looking for relief, and pensions not being paid into like they should be. I read some grievances and labor management notes, and a lot of the issues we deal with now were the same back in those days! One thing that stood out were issues surrounding safety. Safety should always be first and foremost in everyone’s mind regardless of whether you are union or management.

After looking back, you realize that while the more things change, the more things stay the same which is why we must continue to fight for our organizing rights, wages and benefits. If we don’t continue the fight, we’ll slide backward.

As always, a big thank you for all of our spokespeople who help us everyday!

Go Bears!

In Solidarity,

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

Local 399 Member is Langham Chicago Hotel Employee of the Month

Local 399 congratulates Trainee Liam Dolan, who was recently awarded as the Langham Chicago Hotel’s Employee of the Month (July 2016).

Pictured with Liam are Engineering Director, Pat Maloney and Director of Operations, Gaylor Lamy.

Engineer Honored as Employee of the Quarter

Congratulations to Pat Brennan, an Engineer at the Tremont Chicago Hotel Magnificent Mile. Pat was awarded Employee of the Quarter (Second Quarter 2016). Pat has been with the Tremont for 11 years and has been honored with this award three times, and Employee of the Year in 2005. We appreciate Pat’s work ethic and his commitment to his building.

Pictured with Pat is General Manager, Alejandra Romero.

Annual Local 399 Pheasant Hunt

SATURDAY, OCTOBER 29, 2016

Please join us for a great day of sport hunting!

Details and registration information is available online at iuoe399.org
MIKE MASTERSON

As you read this newsletter, we will be in the home stretch of the 2016 election cycle. There will be much to read about the various candidates and their positions in relation to labor issues. While I realize you’re probably tired of the commercials, polls and talking heads on TV, it is extremely important that you pay attention to what the candidates are offering as well as their positions and viewpoints on unions and organized labor – issues that will affect every Local 399 member and their family.

There is a contingent of voters who insist that government never raise taxes and a contingent that believe government should cut taxes. While it would be nice to get government services without raising taxes, please remember that it’s those taxes that pay the salaries and benefits of our public sector brothers and sisters. For many decades the anti-tax contingent has been successful in stopping or limiting our government’s ability to increase revenue (taxes) which in turn would allow them to increase our wages and benefits. The strangle hold that the anti-tax contingent has had on our government has been devastating, and the results are hitting our union brothers and sisters hard.

As the government’s income has been limited as to tax increases and the State and Federal governments reduce their assistance, local governments’ ability to pay decent wages and benefits has been reduced. As the result of reduced revenue (taxes=revenue), governmental agencies are taking hard bargaining positions in regard to any increase in wages and benefits as well as insisting upon two tier wage and benefit programs that permanently reduce the wages and benefits of all new hires. These new hires, who are (or will be) our union brothers and sisters, will have a much tougher time supporting themselves and their families under these reduced wage and benefit levels.

Our support of anti-tax politicians negatively effect our union members. Please consider your union brothers and sisters and the effects the anti-tax movement has on their lives.

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

“To remember the loneliness, the fear and the insecurity of men who once had to walk alone in huge factories, beside huge machines – to realize that labor unions have meant new dignity and pride to millions of our countrymen – human companionship on the job, and music in the home -- to be able to see what larger pay checks mean, not to a man as an employee, but as a husband and as a father -- to know these things is to understand what American labor means.”

Adlai Stevenson

500 West Madison Awarded LEED Gold

The Engineering Team at 500 West Madison has been awarded LEED Gold, Energy Star for numerous years and ComEd/Nexant’s MBCx Project of the Year. All three awards are indicative of the intense energy conservation focus for the team at 500 West Madison.

Of particular note is the MBCx program which alone accounted for 1.9 million kWh reduction in annual energy consumption. While there have been several other teams that have contributed to these achievements, these engineers were singled out for their diligence, hard work and dedication which made these awards possible.

Pictured are (front row): Russ Abrams, Johnny Miranda, Phil Koth, Brett Bussell and Keegan McCollam (back row): Dan Woods, Jim Bellumini, John Brummit, Tim Boswell, Brian Thompson, Ryan Boelter and Brian Scanlan.
JOHN HANLEY

Hello Brothers and Sisters,

I hope everyone had a great Summer and are looking forward to a wonderful Fall season as we move quickly toward the November 8, 2016 Election. I’d like to thank everyone who participated in our Annual Local 399 Golf Outing. It was truly a success which is certainly due to the support of the brothers and sisters of this GREAT organization.

I’ll start off mentioning a few upcoming races in November that Local 399 is working very hard to win. With your support, these friends of Local 399 and organized labor will be re-elected:

Merry Marwig running (in the 20th House District) against Michael McAuliffe. McAuliffe was once a friend to labor but then turned his back on us by voting down pro-labor legislation. Mike McAuliffe has voted against labor 39 times in 2016 alone! Mike McAuliffe doesn’t have the GUTS to vote NO on the Right to Work legislation that Governor Rauner has been pushing since taking office. Mike McAuliffe has decided to side with the Governor and/or hide from tough votes that would help middle-class union families, because he doesn’t have the heart to support the very working class/union constituents that voted him in office. Mike McAuliffe isn’t the same Mike we know from around the neighborhood. It’s time to get behind candidate Merry Marwig and send someone from the 20th District to Springfield that will have our backs!

Senator Gary Forby (59th District) is also in for a tough election since he has been fighting with the Governor to re-open Murphysboro Mental Health Clinic for some time now. Hopefully, we will see some progress on that front soon!

State Representative John Bradley (117th District) is a TRUE FRIEND TO LABOR and in for a tough battle as well. But Local 399 (and Labor as a whole) is up for the fight not only in the 117th District but for all our endorsed candidates!

Governor Rauner has spent $14 million so far in this election cycle (starting the day after the March primary). Is this really what we want in Illinois politics? When I hear people pushing for term limits, I want to cringe because all that does is allow big money into Illinois to buy our elections and our democracy. We have some downstate races that are being killed by BIG RAUNER MONEY.

It’s interesting that Michael McAuliffe has taken $1 Million from Governor Rauner. Makes you wonder if this could have something to do with why McAuliffe has so dramatically changed his support of the working/union families in his district? And it also makes you wonder why an incumbent would need to take $1 Million dollars from Rauner if he was doing his job?

WE NEED VOLUNTEERS THIS ELECTION, and we need you to vote with labor for our endorsed candidates. We’ll have our endorsement list out soon so please check our website for updates. In the Presidential election, I have never seen so much TRUMP “malarkey” in all my life. Donald Trump has said that Michigan autoworker jobs should move to Right to Work States so the car companies can pay lower wages. Trump says, “We can bring wages down to Mexico’s wages in no time, trust me.” Seriously! Trump also picked Mike Pence (Governor of the State of Indiana) as his running mate. Pence installed Right To Work laws, which are always the Republican’s fall-back position claiming that lower wages and less regulation will make states more “competitive” and will create an economic boom! Well, the citizens of Indiana are suffering under Pence’s “Right to Work for less” laws, and they still lost Carrier jobs to Mexico. And, to add insult to injury, Carrier recently notified their workers that they were going to be laid off unless they were willing to work for $5.00 an hour with no benefits. They currently make from $14 to $26 an hour. The Union was prepared to make $25 Million in concessions, but Carrier said NO! So ask yourself ... Is Mike Pence really who you want to be 2nd in command? To be clear, Donald Trump fully supports Right to Work laws, and as Trump’s Vice President, Pence will push his low wage agenda for the entire country.

We need to stick together and support Hillary Clinton for President (and win back the Supreme Court). We also have to remember that Hillary is fully qualified to be President. Donald Trump IS NOT! Let’s take a look at her qualifications: First lady of the United States, New York State Senator under President Bush (and always sided with labor during her tenure) and, of course, United States Secretary of State.

(Continued next page)
Then there’s Donald Trump … failed businesses one after the other, numerous bankruptcies which always left workers and vendors holding the bag while Trump walked away with millions in his pockets! Trump tells us he’s going to “make America great again” by bringing back jobs. However, the only answer he has for making his clothing line outside the US is that he can’t be competitive if he makes clothing here in the US! So Trump is all for bringing back jobs … he just doesn’t tell you that those jobs are going to pay $5 per hour! I just want to say to our members to please think twice before you support Donald Trump. He is not a friend to working people, and he will not do right by you and your families. We, as working people, and union members are an obstruction to Trump.

Trump says … “Wages are too high … we have to become competitive with the world. We have to compete with other countries.” So, brothers and sisters, remember that a vote for Trump is a vote to LOWER YOUR WAGES, plain and simple! In a Trump administration there is no room for unions or organized labor. That means that as a union member there’s NO ROOM FOR YOU in a Trump administration!

I can only ask that you VOTE YOUR POCKETBOOK because when it comes right down to it, aren’t the union wages and benefits you receive what matters most to you and your family? Yes, there are other issues that voters care about, but if you’re not able to provide for yourself and your family, does anything else really matter?

We are under attack, and we need our members to vote our endorsed candidates into office. You may not agree with every issue taken by our candidates, but our endorsement means that you can trust that they will have the back of you and your union!

Thank you.

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

Know the candidates and how they vote on issues important to working families!

Michael McAulliffe has voted with Rauner and against Labor on 37 House Floor votes in the 99th General Assembly. These votes were on a range of topics important to Labor including Right to Work, collective bargaining, prevailing wage, protecting workers’ wages, support for state workers, support for arbitration, workers’ compensation and increasing pay for low-income workers.

Local 399 Apprentice is Hampton Inn “Rising Star”

Congratulations Don Cunningham, an apprentice at Crescent Hotel and Resorts who was awarded with their Rising Star Award (1st Quarter 2016).

Don was spotlighted for his outstanding service during the inaugural year of the Hampton Inn Motor Club. This was the first time this award was given to any associate in the property since it opened in 2015. Pictured are Chief Engineer Pat O’Sullivan (left), Don Cunningham (center) and Ross Guthrie (right).
RUSTY THOMPSON

Watch Your Step and Your Mouth!

Your workplace environment is constantly changing. As more and more court cases come down, employers are faced with developing new rules of conduct. People in general have become so ultra-sensitive to everything; it’s pathetic. If you are accused of something, your employer will react and probably overreact. You will be treated as if you are guilty until you are proven innocent. And it’s still not over.

You can no longer have a non-work related conversation with a co-worker. If a busybody in the office listens in and is offended, they may run to Human Resources (HR) to report it – and to be sure, HR will act on it! We’ve had members get suspended for overheard conversations so beware of who is in earshot. Remember ... voices carry.

You go on a cold call ... take a dollar bill out of your wallet and clean the points on the old style stat. The furnace fires off and you put your dollar bill back in your pocket and leave. Next thing you know, Campus Police arrest you for theft. Handcuff you in front of everyone and haul you away. Apparently a student claimed you stole a $10 bill off the counter. They saw you put in your pocket. Later that student calls back to the Campus Police ...“I found it! Sorry!” The engineer was arrested in front of his co-workers. No one informed them that it was a false charge. Nothing happened to the student for the false claim. But you’ll carry that incident with you.

You go to a building to see a co-worker at their office. They are not in. You ask to use the phone. The student worker moves over, and you go behind the desk and make your call. You leave a note for the person who is out of the office. You hand it to the student worker with instructions to give to the person when they return. They say okay, and out the door you go. Next thing you know, Human Resources has put you on administrative leave pending an investigation. You attend the HR meeting to discover that the student worker filed a complaint that you made them feel uncomfortable. After the investigation, it is determined that you had done nothing wrong. But (for your protection and to accommodate the student) you are reassigned from that building. And now your shift partner has to cover it. Sadley, co-workers that you have known for years avoid speaking to you as if you have the plague. Everyone on campus knows you were put on administrative leave. You actually are not guilty of anything, but everyone still treats you as if you are.

There is no such thing as an A+B conversation. No such thing as “it’s none of your business.” No such thing as “they weren’t talking to you, shut up and go back to work!” No such thing as having a bad day or looking a little cross. No such thing as giving compliments for a haircut or new outfit. No such thing as you are innocent until proven guilty. The day will come that the engineer on the shift will have to wear a body cam to protect himself from false accusations that could cost him his career.

Respectfully Submitted,

E-Mail: rthompson@iuoe399.com
(309) 699-9044

Engineer Honored as Team Member of the Month

Congratulations Luke Knibbs, an Engineer at the Hampton Inn. Luke was recognized as the Team Member of the Month (March 2016). Luke has been with the Hampton Inn since 2014.

We appreciate the work Luke performs for his building and for upholding the high standards held by Local 399 Engineers.
## ADELMO MARCHIORI III

Greetings from the Metro East!

I would like to take this opportunity to introduce myself. My name is Adelmo Marchiori and in July 2016 I joined Local 399 as a Business Representative.

I have spent the last 25 years in the public sector working with organized labor. I worked in the Illinois House, for then-Congressman Richard Durbin, and the Senate Democrats. I worked as a Bureau Chief of Administration at the Illinois Department of Transportation, where I managed the personnel needs of 500+ employees working in 15 counties across central and western Illinois.

Most recently, I worked as an Associate Director in Human Resources at Southern Illinois University Edwardsville, where I served as the Chief Spokesperson for the University in contract negotiations and handled labor/management issues. I still teach as an adjunct lecturer at SIUE. My courses cover labor and employment law, collective bargaining, supervisory practices, personnel policies and human resources.

I come from a strong labor family (my family is glad that I am back on the right side), and I understand the issues facing organized labor in the workplace. I now have the opportunity to put my skills and knowledge to work for the members of Local 399 and their families in Illinois.

While I will will be based in Wood River (providing services to our membership), I will also be helping service the central and southern portions of Illinois as well. Additionally, I may travel as needed around other parts of the state to work for Local 399.

I am looking forward to meeting and working for all of you!

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

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### 2016-17 LOCAL 399 AREA MEETING SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
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<tbody>
<tr>
<td>September 1, 2016</td>
<td>CHICAGO</td>
<td>6:00 P.M.</td>
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<tr>
<td>September 14, 2016</td>
<td>DANVILLE</td>
<td>6:00 P.M.</td>
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<tr>
<td>September 15, 2016</td>
<td>CENTRALIA</td>
<td>6:30 P.M.</td>
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<tr>
<td>September 26, 2016</td>
<td>SPRINGFIELD</td>
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<td>October 6, 2016</td>
<td>CHICAGO</td>
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<tr>
<td>October 18, 2016</td>
<td>WOOD RIVER</td>
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<tr>
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<td>CHICAGO</td>
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<tr>
<td>November 15, 2016</td>
<td>WOOD RIVER</td>
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<tr>
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<td>DANVILLE</td>
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<tr>
<td>November 17, 2016</td>
<td>CENTRALIA</td>
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<tr>
<td>November 28, 2016</td>
<td>SPRINGFIELD</td>
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<tr>
<td>December 1, 2016</td>
<td>CHICAGO</td>
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<tr>
<td>December 8, 2016</td>
<td>PEORIA</td>
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<td>January 5, 2017</td>
<td>CHICAGO</td>
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<td>January 17, 2017</td>
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<tr>
<td>February 28, 2017</td>
<td>CENTRALIA</td>
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**399 Assistant Chief is Intercontinental Manager of the Quarter**

Congratulations to Dennis Carlton, Assistant Chief Engineer at the Intercontinental Hotel Chicago, who was honored as their Manager of the Quarter (1st Quarter 2016).

This is one of several awards that Dennis has received in his career at the Intercontinental. We thank Dennis for his commitment to the highest standards in our industry.

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With the ongoing attacks on workers’ rights, it’s more important than ever that members attend their area Union meeting!

**UNION YES!**
LLOYD OSBORNE

Do elections really matter? Does your vote really count?

What have hard-working men and women lost at the hands of the Republican Party in the last decade or so? On former Governor Mitch Daniels’ first day in office, his first executive order was to strip away hard-working men and women’s collective bargaining rights. Since then, Republicans have made Indiana a Right to Work State, removing common construction wage, and repealing collective bargaining rights for our Fort Wayne City workers; just to mention a few! I ask again, do elections really matter?

I plead with you from the depths of my heart not to just read the words “Repeal Collective Bargaining Rights”, “Right to work”, “Repealing Common Construction Wage”, etc. Please stop to really think about the devastating impact on the hundreds of thousands of working men and women across OUR State.

Some of the impacts that I’ve witnessed firsthand as a result of Indiana’s anti-worker/anti-labor policies are:

- Lower wages
- Reduced or eliminated benefits
- Terminations without just cause
- Discipline going back for months (because the supervisor got mad at the employee and now there’s absolutely no voice in the workplace).

Believe me brothers and sisters the list goes on and on. So, I ask you how much longer will WE allow these elected officials to strip away OUR livable wages, benefits, and the rights that WE’VE worked so hard for to provide for our families?

And again, I ask do elections really matter?

In the 2012 election for Governor, over 250K registered union members and their families didn’t vote and democratic John Gregg lost by 75K votes! We also lost a few house seats by less than 150 votes. I ask it again, does my vote count?

Based on the above data from the Indiana AFL-CIO, we can only come to one conclusion. The answer is absolutely YES these elections matter, and YES OUR VOTES COUNT!

If we get out to the polls, we can have a HUGE voice in November. Let’s use the opportunity in the upcoming election to tell elected officials that they have not shown any regard for working families, and we will not stand for it any longer! We must elect men and women that will stand with us as union members (and our families) to reclaim this country for the working class and not just the 1%!

The general election is Tuesday, November 8, 2016.

If you have any questions or concerns regarding voter registration, help with getting out the vote, or candidate information, please do not hesitate to contact me.

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

Intercontinental Hotel Recognizes Local 399 Engineer with Award

Congratulations go out to Mike Gilhooly who won Employee Heart of the House Award (June 2016) from the Intercontinental Chicago - Magnificent Mile.

Pictured with Mike is Hotel Manager Markus Krebs.
FLOYD FESSLER

“To sin by silence when we should protest makes cowards out of men.”

– Ella Wheeler Wilcox

I’m sure by now most folks have been pushed to the breaking point with all the political ads that continue to bombard our TVs and mailboxes. As I write this article, the election is about 70 days away, and I wholeheartedly agree! But we must all remain focused on the big picture — this election is about our jobs in both the public and private sector. Unfortunately, some of our members have become convinced otherwise by the “talking heads”, commercials and internet chatter. The name calling, crazy promises and wild accusations are nothing more than a formula to move your perceptions away from reality. Don’t fall for it! Listen closely to what the candidates are actually saying and arrive at a logical conclusion on what is good for us as union workers. I tend to ignore the diatribes from “Fox and Friends” and MSNBC. Both the left and the right-wing media have done the electorate a disservice with so much misinformation. Please do your homework, and think about your families. The loud-mouth know-it-all at your local watering hole or coffee shop is not a good source for an informed opinion.

I consider myself a conservative Democrat. Some of you lean in the other direction, and that’s okay as that’s democracy at its finest. When I’m sitting with friends with different opinions, I listen and learn things — some good and some not. But one talking point I hear a lot lately is that “We need a businessman in the White House, someone to get us back on track. The politicians are the ruination of this country!” I did a bit of research to find out if a successful businessman could actually be a good thing. Turns out, just about every resource article from the last fifty years comes to one standard conclusion ... Businessmen make lousy Presidents! Articles vary on an exact head count, but anywhere from four to seven have been labeled as “businessmen” prior to becoming President. Of those seven successful businessmen, only one ranked in the top ten out of forty-four leaders to date. The funny part about this highest ranking president, Harry Truman, is he was actually a terrible failure in the business world! The remaining ‘highly successful’ six left us with George H.W. Bush, a tad below the fifty percentile ranking and the remainder were in the bottom third. Another article noted that of the greatest presidents ever to hold office, several factors have been noted as similar characteristics for the top tier quartile. The ability to empathize with the less fortunate (think FDR, LBJ and Bill Clinton), the ability to compromise (think Bill Clinton and Ronald Reagan) and the mastery to persuade in an eloquent manner (think FDR, JFK and Ronald Reagan). Between the two major party candidates running, think about who has one or more of these qualities. I believe the choice is clear!

Finally, if you’ve had your fill of our disaster of a Governor, Bruce Rauner, you might also take a close look at how much he and Donald Trump are alike in nature. Both are touted as “brilliant billionaire businessmen”, love the bankruptcy laws (and have used them on many occasions), and have always crushed the little guy to make a buck. Neither had any prior political experience. Both call themselves ‘political outsiders’ but have always ‘paid to play’. In fact, Donald Trump has bragged about how often he’s given to politicians in order to get what he wants. Both have demonstrated a lack of empathy by their historical social agendas while in or seeking office. Both could care less about the poor, everyday working stiff and hate, hate, hate unions!

Trump says, “I’m not Hillary” and Rauner said, “I’m not Quinn”. I think we all found out who Rauner really is after almost two years of a governing disaster that has unfolded for the citizens of Illinois. (Rauner now ranks #6 on worst Governors in the US list according to several independent national polls). Personally, I think Frick has demonstrated in Illinois what Frack will do if given the opportunity to plunder this great Nation. So ‘Make America Great Again’, and don’t vote for this guy!

In closing, I’d like to welcome Local 399’s newest Business Representative, Adelmo Marchiori. His past career and talents bring much to the table for representing our members.

I hope all of you and your families enjoy a great Fall season!

E-Mail: ffessler@iuoe399.com
(618) 254-6441
JOHN O’CONNOR • ARIEL PEREZ

Dear Brothers and Sisters:

It’s hard to believe that Summer is over!

We would like to congratulate the skilled maintenance employees working for Glenbrook Hospital Maintenance Department, Kindred Lakeshore Hospital, London House Hotel, Greys Hotel, Conrad Hilton, Hampton Inn West Loop, and Aramark at CPS for choosing to be represented by Local 399.

We currently have 337 Local 399 members working in non-399 positions. This is possibly 337 organizing leads. If you are one of the people working non-union, please make sure that you keep us posted of any changes in your workplace. We want to know if there are any job openings, issues with the employer and, most importantly, if there is any interest to organize from your co-workers.

Congratulations to all the newly licensed engineers. Please consider taking a non-union engineer’s job and help us organize. The job may pay more than what you are making now and is a good steppingstone in building your resume. You can still continue to look for a union job while helping us organize at the same time.

Please be sure that you are following all instructions on our job leads emails. Most employers are requiring that you apply online. There are several employers who have agreed to interview and hire 399 members. If you are scheduled for an interview and cannot make it or have accepted another position, make sure that you contact the employer and let them know. A no call/no show to an interview reflects poorly on all of us, and we want employers to keep contacting us when they have open jobs.

If you would like to receive non-union job leads, please contact John O’Connor at joconnor@iuoe399.com to be put on the email chain.

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

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

Fairmont Hotel Assistant Chief is Leader of the Quarter

Congratulations to Steve Miller, Assistant Chief at the Fairmont Hotel, who was awarded as Leader of the Quarter (2nd Quarter 2016).

Steve has been with the Fairmont since 2000. We thank Steve for his dedication to his craft.

Pictured with Steve are (left) Director of Engineering, Rui Rego and (right) Hotel Manager, Frederic Pare.
JEFF WITHERED - INDIANA

I hope everyone had a great Summer and had an opportunity to spend some time with your families.

Since our last newsletter, the negotiation committee at Horseshoe Southern Indiana came to a tentative agreement and has scheduled a ratification vote for September 7, 2016. After speaking to several employees they seem to be happy with the deal the committee was able to secure for them. I would like to personally thank the committee that represented Local 399 - you gave up your time to help secure a good contract for your co-workers. I’m proud of how you and the others from the Teamsters and H.E.R.E stuck to what you felt was important. And because you did not just roll over, we were able to get the company to back off taking any more holidays. Your property is the only one that still gets paid holidays. They were also able to get the company to back off taking away 7th day double time. But the hardest issue came down to money. From the very beginning the committee told the company they would have to back pay for 2015-2016 and also include the percentage to their base pay. After many proposals and counter proposals, we were able to get the company to agree to our terms. I hope you take time to thank your committee members for a job very well done! For those that might not be happy with the outcome of the negotiations, please keep in mind that the company is still in bankruptcy, and Vegas and Atlantic City got 2.4%. Also keep in mind that your co-workers at Horseshoe Southern Indiana that are not union didn’t get a raise or back pay for 2015.

We have some big decisions coming up in the elections. It has definitely been a crazy year both nationally and locally in Indiana. Nationally, we are faced with two candidates that are not very favorable. I’ve spoken to many people who say that they will not vote for either party; they are just not going to vote. That is not the answer! They say Hillary is not trustworthy. Well, I haven’t met too many politician who are. They say they support Trump because he’s not one of the Washington good old boys. He may not be, but he has spent a lifetime wining and dining them so that he could get the favors he needed. He talks about what a good businessman he is and how he would run our country the same way. No thanks! Trump has done everything he legally can (and in some cases illegally) to not pay his employees a living wage. He is in favor of Right to Work (RTW) and refuses to negotiate with his employees who have voted to unionize. I just hope as union members you will keep this in mind when you cast your vote! Please look at what Trump had DONE, not what he promises to do. As for the election in Indiana, we have a candidate (John Gregg) that I hope you will support. I’ve met John on many occasions, and I have a lot of respect for him. He is a conservative Democrat that is dedicated to working with both parties. I believe John is a big supporter of unions and the hard working men and women of Indiana. I believe he is focused on bringing back the good name of Indiana that Governor Pence has destroyed. The Republicans replaced Pence with Eric Holcomb after Pence accepted the Vice President nomination. Just a few things I know about Mr. Holcomb is that he agrees with all Pence’s policies including RTW, the elimination of prevailing wage and LBGT discrimination, just to name a few. This could be a big year for the working class in Indiana if you’ll get out and vote to support the candidates that support working families. A lot of people believe their vote doesn’t count, and nothing will change. Well, if you don’t vote, nothing will change! There is one thing I do know ... every vote counts! We have many good candidates running this year. If you’d like info about the labor-friendly candidates running in your area or times when candidates will be speaking in your area, please call me at the number below.

In Solidarity,

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

STAND UP FOR LABOR
It’s about YOUR JOB and YOUR FUTURE!
Summer can feel short in Chicago, often because of the brutally hot days that are spent indoors. But this year has felt really nice. Sure we would have loved for summer to come a few days or weeks earlier. Of course we would happily have given up a few of the days that broke into the “brutally hot” category. But overall it has been real nice. Some of that is fact, and some of that is perspective.

I mention this because perspective is important for so many things. I am often disappointed at the movies when I expect the film to be great, and find out it is only good. Similarly, when you think a movie will be blah and it is better than expected we tend to over emphasize the positive attributes. So what’s the point? The point is with a negative Q4 in 2015, significant volatility in Q1 2016, oil prices crashing, fears of deflation, uncertainty of political climate in an election year, Brexit, etc. there were pretty low overall expectations on the market this year. So while there are still a lot of risks and concerns, the fact that there is more positive than not, as I type this in the final leg of summer season, I think there is a general feeling that things are not only good but kinda great.

So my message is two-fold:

1) We as a collective Plan are doing great. The markets have helped a bit, but the real delta is you, the members. Our savings and participation rates are at an all-time high. As we near $150 million in assets under management we have to remember that this account is 100% member’s money. This account is merely a supplement to the healthy and well-funded pension benefit and of course social security. Yes, there will be some corrections and pull backs in the markets. But as we saw with the “events” of Q1 and the Brexit scare in Q2 of this year, our members after years of positive reinforcement from RSG, the Union, John Hancock and other sources are more knowledgeable and less reactive than many of the clients we touch. They save more than the average American and have significantly higher retirement readiness.

2) The IUOE Local 399 culture is not to rest after a win but rather to practice harder... Proof of that is the HRA benefit which is still relatively new and VERY new to be incorporat-ed into our “Retirement Readiness” seminars and the general education and support members of RSG staff bring to the buildings and members individually. As I mentioned above the members of IUOE 399 are significantly more ready for retirement due to the benefit package, educational support network and simply the 399 culture compared to the groups we usually experience. That said, the insurance gap that can occur for members who retire early (post COBRA and pre Medicare) and the cost Medicare Supplemental plans seems to be one of the only places where we had members expressing pain points. So this new employer funded benefit is designed to directly address these areas. It does so in a tax efficient manner and absolutely is part of the financial part of the equation for members preparing to retire. So is it a medical benefit? kinda. Is it an important financial tool which will create a greater, overall larger and more useful retirement nest egg? Absolutely.

So enjoy the summer, and keep that positive perspective. Know that the markets are good, not great right now. Of course risk remains, and remains relatively high. But overall, accounts are strong and behavior is stronger. As we focus on learning and better incorporating this new benefit into our overall wellness discussion, know that RSG and all of the benefits support departments of IUOE Local 399 are here to help.

Finally, our due diligence process recently suggested that two funds that were on our watch list be replaced. The funds being replaced are the Franklin Mutual Beacon Fund and the Royce Opportunity Fund. We have communicated that these funds will be replaced by the Investment Company of America and the Undiscovered Manager Behavioral Value Fund. In that mailing we also distributed the newly updated Summary Plan Description restated for the new Pension Protection Act standards. As always, please contact the Hall’s 401(k) Department and ask for myself, Megan Dunne, Lisa Grzenia, or Elvia Sanchez for any questions or support issues. We are here to help and we are proud to support the International Union of Operating Engineers Local 399 Participating Employers Deferred Compensation Employee Savings Plan.
Valerie Colvett

Grievance Arbitration FAQ's

There are great advantages working with a collective bargaining agreement and being represented by Local 399. Unlike our non-union counterparts who have no recourse to challenge workplace issues and discipline, we have rights to grievance arbitration and to be represented in that process. But, not every work problem is a grievance, and not all grievances have remedies.

The difference between a grievance and complaint is based on facts. A grievance is a dispute or disagreement between the employee, union, and the employer concerning the interpretation or application of the terms of the collective bargaining agreement. A grievance must identify a provision violated and seek a remedy available under the agreement.

Before knowing if you have a grievance or complaint, and whether you should file a grievance, following these few easy steps will help sort it out:

1) Talk to your Business Agent as soon as you know about the problem. Together we can figure out if the contract has been violated and what the remedy should be, or is the problem more of a complaint.

2) Be aware of the time frames in the grievance procedure. All grievance procedures define when a grievance must be filed and if a grievance is filed too late, chances are we won't have a remedy.

3) Grievances must have a remedy requested that is attainable within the framework of the contract. Most importantly, you must arm yourself with facts to support your grievance. If the facts don't support a grievance, it cannot be further appealed.

If your grievance is appealed to arbitration (and not all grievances are) it takes time to process, more people become involved, meaning coordinating calendars, and most importantly the calendar of the arbitrator. Hopefully, you will never need to file a grievance. But, if you do, following these few tips will ease the process and arm you with the knowledge needed so we may pursue the grievance through the steps.

The General Election is Tuesday, November 8, 2016.

Only candidates who support unions deserve your vote! Be sure to vote in early voting or on Election Day. Every vote counts (especially in this election) and can truly be the difference between maintaining the collective bargaining agreements that we rely on and having those rights and benefits stripped away in the stroke of a pen!

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

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 call me at 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.
For Local 399 H&W Plan Participants
“Building Bridges to Health” Health Fair is Back!
Sign up Today!

Local 399’s H&W Fund is participating in the Labor Coalition’s annual health fair in 2016. Members and their spouses are invited to attend one of the Saturday dates shown below for a comprehensive biometric blood screening. The results will be available to you and your physician shortly after your appointment date. You will also receive a personal health assessment in the mail or to your email. Your results are 100% confidential.

ALSO AVAILABLE: Flu shots, hearing and vision screenings, onsite healthcare professionals to answer questions, raffle prizes, and refreshments.

All this at no charge to H&W Plan participant members and their spouses.

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**2016 HEALTH FAIR LOCATIONS**

Health evaluations are by appointment between 7:00 a.m. and 12:00 noon.

You can schedule an appointment for any of these locations:

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Address</th>
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<tbody>
<tr>
<td>October 1st</td>
<td>Painters District Council 30</td>
<td>1905 Sequoia Drive • Aurora, IL</td>
</tr>
<tr>
<td>October 15th</td>
<td>Administrative District Council 1</td>
<td>660 N. Industrial Drive • Elmhurst, IL</td>
</tr>
<tr>
<td>October 22nd</td>
<td>Operating Engineers • Local 399</td>
<td>2260 S. Grove Street • Chicago, IL</td>
</tr>
<tr>
<td>October 29th</td>
<td>Teamsters Local 731</td>
<td>1000 Burr Ridge Pkwy. • Burr Ridge, IL</td>
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</tbody>
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**How to Schedule Your Onsite Health Evaluation**

1. Register online at myinteractivehealth.com. First time website users can register using sponsor code RVJDM.
2. Once registered, click the “Schedule Your Health Evaluation” box at the top of the page. Select your appointment location, date and time and complete your health assessment. You will be asked to identify IUOE Local 399 as your union and provide the ID number on your Local 399 H&W/BCBS ID card.
3. Health Plan Participants: Please bring your insurance card to your appointment.
4. Non-Plan Participants: The fee of $120 or $160 is due at the time of service. Cash, personal check, MasterCard and Visa are accepted.
5. You may also schedule your appointment by calling Interactive Health at (800) 840-6100 and using sponsor code RVJDM.

You will need to Fast before your appointment

Please fast for 12 hours before your test. Drink plenty of plain water – no food or other beverages. If you are diabetic, pregnant, on medication, or have a medical condition that will prevent you from fasting 12 hours, please follow your doctor’s instructions regarding fasting.

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Visit us on Facebook! https://www.facebook.com/buildingbridgeshealthfairs
ROSE FOLLENWEIDER

From the Fund Administrator:

The opposite page provides the good news about the return of the Health Fair to Local 399’s Union Hall and other local Union Halls in October.

I encourage you to schedule one of these Saturday events on your calendar this year. Interactive Health will do your blood draw and the 36-panel blood test results will give a comprehensive report to your physician that can be used during your annual check up – or simply for you to monitor your “counts”. Mariano’s pharmacy staff will be on hand to provide flu shots. Basic hearing and vision testing will also be available. And, professionals such as a pharmacist, dentist, nutritionist and chiropractor will be on hand to answer questions. If you are an enrolled participant in Local 399’s Health & Welfare Plan and have not already received information in the mail about our 2016 Health Fair, you should be receiving something in your mailbox soon. We hope our enrolled members will take advantage of this great opportunity!

Happy Retirement Sheila!

From the entire Health & Welfare Department, best wishes to our own Sheila Taylor, H & W Administrative Assistant, who will be retiring at the end of September. Sheila has been a valued member of our H & W family. We will miss Sheila and wish her a happy, healthy and relaxing retirement as she enjoys time with her family and friends! Thank you Sheila for your many years of service to the members of Local 399!

On another Saturday – Saturday, October 15th, I will be on hand for the union’s Retirement Readiness Seminar. There are many pieces that go toward retirement planning and one of those important pieces is getting signed up for Medicare and the Medicare ancillary programs AND applying for pension with the Central Pension Fund. When are you eligible? How soon should you apply? What are your costs for insurance and how do you estimate your pension income?

For those of you who are in the retirement planning stages, this is an informative Saturday morning session for you and your spouse.

Hope to see some of you at one or both of these Saturday morning events at the Union Hall!
EDUCATIONAL NEWS:

The Chicago Fire Department (CFD) offered the Fire Safety Director/Deputy Fire Safety Director Course at Local 399's Training Facility on August 1st, 2nd, and 3rd. The training consisted of three (3) class sessions on consecutive days with a focus on understanding fire behavior, managing people in critical situations, and making immediate judgements under strenuous conditions. Participants must pass a classroom exam to earn the designation of Fire Safety Director (FSD). Successful classroom participants seeking certification for their employer's property will then need to schedule and pass a site specific evaluation with CFD to be awarded Certified Fire Safety Director (CFSD) for that particular property. If a CFSD leaves one property to work at another, he or she will need to be recertified at the new property location. City ordinance categories for High Rise Emergency Procedures are as follows:

13-78-010 Definitions.
13-78-020 Buildings categorized by height.
Category 1 Over 780 feet
Category 2 Over 540 feet, up to and including 780 feet
Category 3 Over 275 feet up to and including 540 feet
Category 4 80 feet and over, up to and including 275 feet
13-78-030 Mixed-occupancy high-rise buildings.
13-78-040 Creation and filing of plan.
13-78-050 Required designated personnel.
13-78-060 Required designated personnel - On-site presence.
13-78-070 Required designated personnel - Duties.
13-78-080 Minimum plan requirements.
13-78-090 Safety drills.
13-78-100 Distribution of information.
13-78-110 Enforcement, rules and regulations, and penalties.

The Chicago Fire Department provided examples of personal experiences and presented the material in a very comfortable format. Local 399's Training Facility is one of the sites used for the three day class, and new offerings will be posted as new dates become available. For a more in-depth understanding of the ordinance please visit:


We are working with the Illinois Institute of Technology (also known as Illinois Tech) to expand curriculum within the Industrial Technology and Management Program. The expansion will be related to facility management (FM) and include topics of interest that resonate with our craft.

If anyone has questions, please contact me.

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

THE NEW TARGET: The F.E.T. Associates Degree Program is the new target! For several semesters we have focused on the F.E.T. Certificate Program from which there have been over 110 members that have achieved that goal! Very impressive but now ask yourself, “Am I going to continue on toward obtaining my Associate’s Degree?” I hope your answer is “YES”!

The General Education classes offered here at Local 399 are a part of achieving that goal. Look at the Math 122, RHT 101, SPE 101 not as Gen-Ed’s, but as the soft skills classes that you need to succeed in the Boiler Room as well as the Board Room!

The skills gained/developed in the speech class will help with public speaking as well as enhancing your listening skills, cognitive thinking, and analytical skills. These soft skills are often overlooked. I hope you can recognize the communication skills that are needed in today’s work environment are key to an engineer’s success whether it’s building up the confidence of a new trainee or selling a project to an owner - it’s the soft skills that help get it done.

RAISING THE BAR: The increasing number of Certificates and Associate’s Degrees earned under the Facilities Engineering Technology Program tells the tale of the commitment of the Local 399 Operating Engineers when it comes to their education. The individual achievements are something to be proud of, but I hope you also realize that the overall achievement reflects your Union. Employers recognize “the product” that is produced here and are realizing the cost savings from your commitment in sharpening your skills so keep up the hard work, it does pay off for you individually and your union brothers and sisters collectively.

NEW INSTRUCTORS: Please welcome Tim Maloney to our team of instructors for the 2016 Fall and future semesters. Tim brings with him the electrical background needed to move you into the world of electricity safely and confidently.

YOUR BENEFIT: YES! Your Education is a benefit! The educational program that is offered at your Union has been in development for over 100 years. Remember your union brothers and sisters that helped increase your educational benefit and understand, that it’s your responsibility to use, and yours to pass forward.

QUICK QUESTION: If your employer offered you a dollar raise or an increase in the contribution to your pension, would you say, “Nah, I don’t want it” and ask yourself, are you taking full advantage of your educational benefit?

SHARE A RIDE: Winter is coming, and 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; this action will go a long way in cementing your belief in solidarity.

PLEASE NOTE: Check our website at www.iuoe399.org for updates on classes and seminars or if you have any questions about class cancellations.

E-Mail: tphillips@iuoe399.com
Ext. 4124

IMPORTANT
City of Chicago
LICENSE RENEWAL & EXAM INFORMATION

Attention Local 399 Members:

Please note that 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
2016 FALL CLASS SCHEDULE

Local 399 knows that education is the key to success. We believe our members should possess the highest level of skill to promote the reputation our fathers and grandfathers have built. We continually strive to provide an Advancement Program which will not only teach the trainee but to challenge the Journeyman Engineer.

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</tbody>
</table>
# Political Contributors

## Local 399 Platinum Contributors

- Beatty, Thomas O.
- Bentley, William R.
- Campbell, Sean F.
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- Donohue, Michael P.
- Downes, John F.
- Esposito, Michael
- Evans, Gary L.
- Fearon, Bernard J.
- Gallagher, John A.
- Gassman, Andrew M.
- Gavin, James R.
- Gunter, Charles A.
- Hernandez, Jose A.
- Hickey, Brendan
- Jobbe, Brian F.
- Jobbe, Mario J.
- Kenny, Timothy P.
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- Kreher, Dennis L.
- Lewis, Brian R.
- Lyman, Kevin T.
- Maher, Peter A.
- Mc Cague, James K.
- Mc Carthy, Brian
- Mc Dowan, Patrick J.
- Mc Guane, Gerard
- Mc Hugh, Kevin G.
- Mc Intyre, Thomas M.
- Mc Lean, Robert J.
- Mc Neal, Darryl W.
- Mc Sweeney, Joseph
- Meister, Robert J.
- Morales, Anthony
- Murphy, Kevin
- Nyhan, Daniel O.
- Padilla, Nick E.
- Piovano, Adam C.
- Plunkett, Bernard
- Ready, Patrick
- Skalatis, Christopher E.
- Stickney, Thomas C.
- Suits, Stephen R.
- Sweeney, Walter E.
- Torres, Joseph
- Winters, Nathaniel L.
- Woods, Ronald A.

Thank you to all our generous 2016 PEF contributors!

## Right to Work Legislation is at our Doorstep

We Are In A Fight For Our Future ... YOUR SUPPORT IS MORE IMPORTANT THAN EVER!

Make America Really Great Again ... SUPPORT UNIONS AND THE RIGHT OF WORKERS TO ORGANIZE! Unions BUILT the Middle Class

Trump Says: “OUR WAGES ARE TOO HIGH ... WE HAVE TO COMPETE WITH OTHER COUNTRIES”

When someone shows you who they are, believe them the first time.

Maya Angelou

CHECK US OUT ON THE WEB: WWW.IUOE399.ORG
Dear Brian,

On behalf of the International Union of Operating Engineers, Local 825 Scholarship Fund, I would like to extend a heartfelt thank you for your support of our 4th Annual Golf Outing. Your contribution has helped us in achieving our goal of awarding the children of Local 825 Annual Scholarships.

Thank you once again for your continued generosity in making our IUOE Local 825 Scholarship Fund Golf Outing such a great success.

Gregory Lalevee
Business Manager
IUOE Local 825

Dear Brian,

Thank you so much for your generous contribution to my campaign for Illinois Comptroller.

It has been my immense honor to serve the people of Illinois as a six-term member of the Illinois House of Representatives from 2001-2011, and currently as the first woman ever elected to run the Office of the Chicago City Clerk.

I absolutely love the work that I do, and it is because of your support that I have been able to be a successful and effective public servant. I am excited about this campaign and for the opportunity to serve the people of Illinois in a greater capacity.

I am sincerely grateful for your support and ongoing friendship. We have a serious race ahead of us, and I need you with me every step of the way leading up to the General Election in November, when I will challenge Governor Rauner’s handpicked appointee for the office of Illinois Comptroller.

If we have learned anything during the 2016 primary elections, it’s that Governor Rauner and his allies will spare no expense to promote his agenda. He poured record-breaking millions into state legislative races, with one house race exceeding $6M in spending. You can bet this will be the most expensive Comptroller’s race in Illinois history. However, while my opponents may outraise me and outspend me, I guarantee you that no one will ever out-work me.

Again, I want to thank you for your generous contribution. Your support will put us on the path to victory in November.

Thank you, and all my best to you and your members.

Sincerely,

Brandon Phelps
State Representative
118th District

Dear Mr. Hickey,

This is to commend Jim Coates for his participation on a panel of energy industry experts defining the roles of technicians including in emerging areas, as well as assessing future trends. Jim was a major contributor to our group, given his hand-on knowledge of the energy industry and technician-level jobs generally, as well as his positive attitude, training perspective, and willingness to share his expertise.

As background, ATEEC is a National Science Foundation (NSF) National Resource Center located in Davenport, Iowa. It is part of NSF’s Advanced Technological Education (ATE) Program that supports the development of innovative approaches for educating highly skilled technicians for the industries that drive the nation’s economy.

ATEEC partners with employers as well as schools and universities to devise and test model programs that generate career pathways for students to follow from certificate and two year degree programs to employment in established and emerging industries.

The Defining Forums are an important part of our work with business and industry to ensure community colleges are producing technicians who are needed in your industry and can begin contributing soon after hiring. The information generated at this event on occupational categories and job types will be provided on our website as well as in printed form.

In summary, we are thankful for your support of this critically important work. Please let us know if we can be of help to you and your organization in the future.

Best Regards,

Ellen Kabat Lensch
Executive Director of ATEEC
Vice Chancellor of Economic Development and Workforce Development
Eastern Iowa Community Colleges
Dear Brian,

Thank you for the donation from IUOE Local 399 to my campaign for State Representative of the 20th District.

I really appreciate your support. Know that your contribution will help me run a very aggressive grassroots campaign this election season. I am out knocking on doors every single day, and your support will help me reach even more voters in order to be successful on Election Day.

I look forward to the opportunity to serve as a new voice for the residents of the 20th District and to working with you and other labor leaders in order to move our state forward.

Thank you again for your support.

Sincerely,

Merry Marwig
Candidate for State Representative 20th District

Dear Mr. Hickey,

I am writing to express my gratitude to Local 399. In May of 2012, I was awarded the student scholarship and I am grateful for the impact this award has had on my studies at the University of Illinois at Urbana Champaign. The award assisted with the cost of necessary books and supplies and eased the great financial burden of a college education. Local 399 has been a part of my life and my father’s life in so many different ways and I am profoundly thankful.

Sincerely,

Sean M. McQuinn

Dear Mr. Hickey and Local 399 Executive Board Members,

I am most grateful and honored to be chosen as the recipient of the Local 399 Anne Gindorf Scholarship Award. Thank you so much for all the effort and time of Local 399 Board Members on behalf of myself and my family.

I am proud to accept this award from Local 399, and am most appreciative of the opportunities it will provide for my college education.

Thank you!

Olivia Jones
Dear Local 399 Staff & Members,

As I reflect on all my years working in Local 399’s Health & Welfare Fund office, now retiring, of course I feel a bit melancholy. But, it is time for me to start the next chapter in my life.

I left the corporate world and came to Local 399 as a temporary employee. I walked in, saw boxes stacked to the ceiling due to a recent fund raising drive, and a gigantic metal “Union Rat” in the corner. My thoughts at the time were ... “I will not be here long.” But time really does fly when you’re around a great group of people.

It’s been a wonderful ride, and I will miss every person on the Local 399 staff and every member that I’ve encountered. I’m looking forward to enjoying my family, a new grandson due at the end of September, and being free to travel. Mostly, I’m looking forward to relaxing and taking life one day at a time.

So, Farewell, Adios, and Zaijian to All!

Sheila Taylor
H&W Department

Dear Local 399,

Thank you for your love, prayers and support. The flowers were beautiful and very appreciated.

Pat & Conor
Joyce

Dear Rose and all our Local 399 Friends,

Many thanks for the beautiful flowers and for all of your assistance during this difficult time. Your thoughtfulness is greatly appreciated!

Sincerely,
Kay Hamohan & Family

Dear Local 399

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

Sincerely,
The Thayer Family

Dear Local 399

A very sincere Thank You is being sent to you today. It’s during times like this we realize how much our family and friends mean to us. We cannot express how grateful we are for the outpouring of love and kind expressions of sympathy we all received. It warms our hearts and this will always be remembered.

On behalf of
The Boulahanis, Ramelli & D’Angelo Family

Dear Local 399

Congratulations to Martin Sheehan, winner of the Bill Hite Scholarship. Martin is the son of John Sheehan, an Engineer at 190 S. LaSalle. Martin is a graduate of Brother Rice High School.

Martin was awarded this scholarship in honor of his family’s dedication to the International Union of Operating Engineers, Local 399 in conjunction with his commitment to excellence.
The businesses listed below do not support the rights of working men and women to join a union and have a voice in the workplace.

Please DO NOT PATRONIZE these businesses with your hard-earned union dollars!

Advocate Health Care  
Chick-fil-A  
Hobby Lobby  
Jimmy Johns  
Menards  
Napleton Auto Group  
Nordstrom  
Walmart

Tell the candidates …

HANDS OFF OUR COLLECTIVE BARGAINING RIGHTS!

---

Fairmont Hotel Engineer is Employee of the Month

Congratulations to John Tuttle, an Engineer at the Fairmont Hotel, who was recognized as their Employee of the Month (June 2016).

John has been with the Fairmont since 2003. Thanks John for the care you show to your building.

Pictured with John are (left) Director of Engineering, Rui Rego and (right) Hotel Manager, Frederic Pare.

---

399 Engineer Sets Illinois State Record for Whitefish Catch at Montrose Harbor

Congratulations to Ricardo Cruz, an Engineer at 350 E. Cermak. Ricardo was recently fishing on the east side of Montrose Harbor with his wife Angela and his family when he caught a state record-breaking 2lb. 7.8oz. lake whitefish.

Ricardo (and his catch) were spotlighted in an article in the Sunday Chicago Sun-Times on July 31, 2016.

Great job Ricardo on your really BIG catch (which didn’t get away)!

---

As we commemorate the 15th Anniversary of the September 11th World Trade Center attacks, we honor our IUOE Local 94 brethren who gave their lives on that day.

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

Vito Dello  
John Griffin, Jr.  
Charles Magee  
David Williams

We will never forget!

Please be sure to follow Local 399 on Facebook and Twitter.

---

Veteran’s Day - November 11, 2016

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

Thank You!
Engineer Recognized with Sterling Ovation Award

Congratulations to Local 399 member Dean Conners, an Engineer at Sterling Bay, who was awarded with their Sterling Ovation Award (June 2016). Dean was singed out for his willingness to go above and beyond in his job, taking on new challenges and introducing positive changes that result in a better experience for tenants and owners.

Thank you Dean for your exceeding drive to bring the best of union expertise to your building!

Pictured with Dean is Engineering Manager, Patrick Biesty.
2016 Local 399 Annual Family Picnic

Our 2016 Family Picnic was a great success. Our members came out to enjoy a variety of foods, family fun and games. Thanks to everyone who joined us for this yearly event.

We look forward to seeing you next year!
Our 2016 Annual Golf Outing was a tremendous success with our members and many loyal friends enjoying a beautiful day of golf and a great time at the evening’s dinner. Thanks to everyone who came out to support this year’s event!
Thank you to all of our very generous Golf Outing sponsors. Only with the support of our members and friends is this annual event such a great success. We ask that you please support our event sponsors as they support the highly-skilled, hard-working members of Local 399.

2016 Dinner Sponsors

Anonymous
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Bushman Construction
Chase/CBRE Mobile Route Tech's
Chicago Park District
Lake Front Engineers
Cory Cosentino
Country Financial
John Cullerton
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The Union Labor Life Insurance Company
Brian Windle

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IUOE Local 15

Local 399 Triton College Instructors
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Friends of Susana Mendoza
The W Lakeshore Hotel
UIC Engineers
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Illinois Secretary of State

2016 Beverage Sponsors

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Tim Bossard
Cafe Bionda
Cal-Giglio Group
CBOT Building Engineers
CCDOFM Division 5
CEI - Jim O'Shea, CEI - Mike Sim lethal, Joe Sutherland, Mark Fournier, Ron Tudina, Bob Pelegrino, Mike Conroy, Kevin Callahan, Osage Elorobo, Mike Shaughnessy

Citizens for Cassidy
Chicago Park District South Engineers
Chicago State University Engineers
The Cochrane Family
In Loving Memory of Don Cochrane
Local 399 Business Agent & Executive Board Member
Marc Costas
Mike Costas
Tom Costas
Jerry F. Costello, II
Nicholas Deliberto
Deutsch, Levy & Engle, Chartered
Scott R. Drury
Dan Egan
Chief Engineers Association
Citizens for Gregory Harris
Citizens for Sara Feigenholtz
James J. Costello
John Cullerton
Illinois Senate President
Barbara Currie
State Representative • 25th District
Monique Davis
State Representative • 27th District
John D’Amico
State Representative • 9th District

Door Service, Inc.
Marcus Evans
State Representative • 33rd District
The Ferguson Family
Flood Brothers Disposal
Mary Flowers
State Representative • 31st District
Michael J. Flynn
Fort Dearborn Enterprises
Robyn Gabel
State Representative • 18th District
Bridget Gainer
Cook County Commissioner • 10th District
Dan George
Dan Grabski
Harold Washington College Engineers
Joe Hermle
The Hickman Family
In Loving Memory of Marilyn Hickman
Jay Hoffman
State Representative • 113th District
Hunt Insurance Group
Fran Hurley
Illinois State Representative • 35th District
ISP Painting Inc.
IUOE Local 12
IUOE Local 37
IUOE Local 137
IUOE Local 542
IUOE Local 625
Gene Janowski
John H. Stroger Hospital Engineers

Stephanie Kifowit
State Representative • 64th District
Lou Lang
State Representative • 16th District
Camille Lilly
State Representative • 76th District
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<tr>
<th>Business/Name</th>
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<tr>
<td>Tom Setina</td>
<td>Mike Smiddy for State Representative</td>
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<td></td>
<td>Standard Cartage Company, Inc. Machinery Movers &amp; Riggers</td>
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<td>Stars &amp; Stripes, Inc.</td>
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<td>Robert Suszko</td>
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<td>Jeffrey Tobolaki</td>
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<td>Cook County Commissioner • 16th District</td>
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<td>Tri-Electronics</td>
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<td>Jim Troy</td>
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<td>UIC Engineers (2)</td>
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<td>University Club of Chicago Engineering Department</td>
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<td>Jim Vail</td>
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<td>Pat Vescschoore</td>
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<td>State Representative • 72nd District</td>
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<td>Mark Vetos</td>
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<td>Larry Walsh Jr.</td>
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<td>Illinois State Representative • 86th District</td>
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<td>Emanuel “Chris” Welch</td>
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<td>Illinois State Representative • 7th District</td>
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<td></td>
<td>Kathy Willis</td>
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<td>State Representative • 77th District</td>
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<td></td>
<td>W.R. Weis Company, Inc. Stone Systems</td>
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<tr>
<td>2016 Hole Sponsors</td>
<td></td>
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<table>
<thead>
<tr>
<th>Engineers at 1K Fulton</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mike Worsowski - Chef, Jeff Napoli - Assistant Chief, Al Botello - Engineer, Joe Ruzella - Engineer</td>
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<tr>
<th>2 Pierce Place Engineering</th>
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<tr>
<td>10-1 Systems, LLC</td>
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<tr>
<td>Mechanical Insulation and Fire Protection</td>
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<tr>
<td>11th Ward Democratic Party</td>
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<td>11th Ward Democratic Party</td>
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<tr>
<td>John P. Daley - Cook County Commissioner, Patrick D. Thompson - Alderman • 11th Ward</td>
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<tr>
<td>19th Ward Democratic Organization</td>
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<tr>
<td>30 W. Monroe Engineers</td>
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<tr>
<td>Jeff Edueus, Mike Quinlan, Mike McGowan, Kyle Liston</td>
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<tr>
<td>33 N. LaSalie Engineers</td>
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<tr>
<td>35 W. Wacker Engineers</td>
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<tr>
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<tr>
<td>Michele Smith - Alderman • 43rd Ward</td>
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<tr>
<td>69 W. Washington Engineers</td>
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<tr>
<td>71 S. Wacker Drive Engineers</td>
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<tr>
<td>111 W. Jackson</td>
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<tr>
<td>111 S. Wacker Engineers</td>
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<tr>
<td>150 N. Michigan Avenue Engineers</td>
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<tr>
<td>155 N. Wacker Drive</td>
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<tr>
<td>John Orabutt, Mike LaMarche, Mike Dunne, Patrick Olphart, Tim Maloney, Mike Soapes, Mark Hansen, Matt Tigger</td>
</tr>
<tr>
<td>200 S. Michigan Avenue Engineers</td>
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<tr>
<td>225 W. Washington Engineers</td>
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<tr>
<td>Engineers at 300 E. Randolph (BCBS)</td>
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<td>300 SRP Engineers</td>
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<tr>
<td>350 E. Cermak Engineering Team</td>
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<tr>
<td>The Guys from 547 W. Jackson</td>
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<tr>
<td>600 W. Chicago Engineering Team</td>
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<tr>
<td>600 W. Madison Engineers</td>
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<tr>
<td>A. Messe Supply</td>
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<tr>
<td>Abbott Industries, Inc.</td>
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<td>Aberrnathy</td>
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<tr>
<td>Able Engineers at Hotel Sofitel</td>
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<td>Able Engineers at Trump Tower</td>
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<tr>
<td>Aberon Filter Supply</td>
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<tr>
<td>Admiral Heating and Ventilating, Inc.</td>
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<td>Advance Mechanical Systems - AMS</td>
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<tr>
<td>Affiliated Steam &amp; Hot Water</td>
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<tr>
<td>Affliate Customer Service, Inc.</td>
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<tr>
<td>David Jackson • Vice President</td>
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<tr>
<td>AGAE Contractors, Inc.</td>
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<tr>
<td>Brendan Ahern</td>
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<tr>
<td>Air Filter Engineers</td>
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<tr>
<td>Air Products Equipment Company</td>
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<tr>
<td>Airways Systems, Inc.</td>
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<tr>
<td>Alert Fire Protection</td>
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<tr>
<td>Greg Allen</td>
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<tr>
<td>Amalgamated Bank of Chicago</td>
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<td>Amalgamated Services, Inc.</td>
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<td>AMC Mechanical</td>
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<td>American Combustion Service, Inc.</td>
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<tr>
<td>Friends of Carol Ammon</td>
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<tr>
<td>AMS Mechanical Systems, Inc.</td>
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<td>Jeff Amundson</td>
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<td>Anchor Mechanical</td>
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<td>Jim Anderson</td>
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<td>Everardo Angulo</td>
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<td>Rigoberto Angulo</td>
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<tr>
<td>Arlington Glass &amp; Mirror Co. (2)</td>
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<tr>
<td>Chris Aronson</td>
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<tr>
<td>Luis Arroyo, Jr.</td>
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<tr>
<td>Cook County Commissioner • 8th District</td>
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<td>Article 2</td>
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<tr>
<td>The Arvans</td>
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<tr>
<td>Dave, John, Joe &amp; Jackie</td>
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<tr>
<td>Automatic Building Controls, LLC</td>
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<td>Joe Arollo</td>
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<tr>
<td>Axis Apartments &amp; Lofts</td>
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<tr>
<td>QDE: Dermot Kenny, Engineers: Adam Will, Denis Sexton</td>
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<tr>
<td>David Badame</td>
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<td>Louis Badame</td>
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<tr>
<td>The Banducci Family</td>
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<tr>
<td>Bansley and Kiener, LLP</td>
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<tr>
<td>Certified Public Accountants</td>
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<tr>
<td>Reggie Barnett</td>
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<td>Brian Barron</td>
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<td>Scott Bennett</td>
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<tr>
<td>Illinois State Senator • 52nd District</td>
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<td>Bill Bentley</td>
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<td>Gaige Bentley</td>
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<td>Jennifer Bertino-Tarrant</td>
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<tr>
<td>Frank Bertucci</td>
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<tr>
<td>Best Wishes</td>
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<tr>
<td>Mitch, Pat, Mike, Brandon</td>
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<td>Jeff Bienick</td>
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<td>BigDiamondsUSA.com</td>
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<td>Big Muddy Prison</td>
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<td>Tom Caliper, Jerry Hart</td>
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<td>Illinois State Senator • 9th District</td>
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<td>Boilermakers Union Local No. 1</td>
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<td>BOMA/Chicago</td>
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<td>Bornquist, Inc.</td>
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<td>Al Botello</td>
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<td>Alex Brandt</td>
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<td>Danielle Brandwein (2)</td>
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<td>Dan Brennan</td>
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<td>Brookfield Express Car Wash</td>
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<td>Dennis Brown</td>
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<td>The Kevin Brown Family</td>
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<td>The Brownes</td>
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<td>Matt, Mike, Tom, Bob</td>
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<td>Brucker Co.</td>
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<td>Eileen Buck</td>
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<td>Builttech Interiors Group</td>
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<td>Bullock, Logan &amp; Associates Inc.</td>
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<td>Dennis Burns</td>
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<td>Burns Mechanical</td>
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<td>The Honorable Edward M. Burke</td>
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<td>Bill Burkhardt</td>
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<td>Geoffrey Burris - Taylorville CC</td>
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<td>Anthony Cacciottolo</td>
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<td>James Cacciottolo</td>
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<td>Calamos Engineering</td>
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<td>Cameron Electric Motor Corp.</td>
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<td>Brian Canny</td>
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<td>James Capplemann</td>
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<td>Alderman • 48th Ward</td>
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Sam Cardella
George A. Cardenas
Alderman • 12th Ward
Don Carey
Carmell Charone Widmer Moss & Barr
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Brian, Brad, Gavin, Patrick
Sean Casey
Kevin Casserly
CBRE/BP Napperville Engineers
Raymond Knox, Phillip Guccione, Jeffrey Conrad,
Pete Varvara, William Starkey, Mike Rahn,
Chris Madiro, Mark Mathiasen, Mark Buehler,
Alex Brandt, Santiago Campos, Jonathon Boehe
CEC Environmental, Inc.
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Centralia Correctional Center
CF Taffe Plumbing Co. Inc. (2)
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Chase Tower Engineers
Mike Byrne, John Dziezgas, Tony Fasano, Rich Furjanic, Pat Noone, Tom Young
Chase Tower Engineers
Tom Broderick, Dennis Burns, Tom O’Connor, Mike Boswell, Pat Noone, Bob Montgomery,
Tom Young, Peter Schneegas, Brian O’Dea, Tim O’Sullivan, Vince Reed, Jorge Madarado,
John Dziezgas, Mike Byrne, Rich Furjanic, Mike Muhr, Matt McHugh
Chicago & Cook County Building & Construction Trades Council
Chicago Electrical Company
Chicago Firefighters Union Local No. 2
Chicago Locksmith Service, Inc.
Chicago Park District – North Side
Engineers
Ivan Vasia, Pat Ryan, Arthur Brooks, Thomas Bush, Steve Forrest, Jeff Haas, Ken Madura,
Joe McDermott, Mark Meker, John Ryan, Bill Sexton, Michael Sullivan, Robert Siga,
James Kozeluh
Chicago Water Department
Alex Pavone & Jack Luzin
Chota Center Engineers
Chris Cibulskis
Thomas Cichocki
Chris Chichowicz
City of Centralia & Salem Public Works Department
City of Chicago Water Department
Chicago Ave. Rovers / Control Center
City Fence Solutions
Citywide Elevator & Mercpam Ld.
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C. J. Construction
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Jim Clarke - YC Murphyshboro
Tim Clarke
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Dave Cleary
Jim Cleary
Jim Cleary, Jr.
John Cleary
Martin Cleary
Sean Cleary
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Diane, Sherry, Jack & Gabriella
Kate Cloonen
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Cobra Concrete Cutting Services
John Kprim (773) 775-1111
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Connolly - Hanley
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Cory Cosentino
William Cotter
In Memory of Bridget
Sean Cotter
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Brian K. Craig
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P. Crowley
Crowne Plaza Metro
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Cubs Fan
Cubs Fan Too
Cubs Fan Won
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Tom Cullerton
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Bill Cunningham
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Mike Darwin
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Tony Delcorse
Nick Delberto
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Pete Dippolito
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Mike Doeden (2)
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Phillip Doman
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Donnelly
Jerry Donnelly III
Mark Donovan
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Vivian Doyle
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Michael Drew
Bob Drzewiecki
DSI Construction
Mike Dudeck
Henry Duff
Patrick Duff
Patrick Duff, Sr.
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Johnny Duncan
Marty Durkan
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Matt Earley
Earley Insurance, Inc.
Kyle Edwards
Ewards Decorating Corp.
Ryan Egan
Adam Elloer
Emerald Society of Illinois
Matt Eng
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S. Phillips, M. Frantzi, E. McConville
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Fanning Communications
Fasan Florist
David Fasken
FBI Regional Office Engineers
Frank Gallina & Tom Rountree
Bernard Fearon
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Tom Feeney
Ed Ferguson
Matt Ferguson
The Ferguson Family
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John Fish
Kevin Fitzgibbon
FLAGS SAC • Canaviley
The Flannigan’s
The Flemings
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Liam Forde
Brian Foster
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Tom Foy
Mauro Franzese
Frank Fratto
Phil Fratto
Vince Fratto
Michael Flereichs
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From Roosevelt
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Sean Gallagher
James Galen
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Joseph Gartin
Friends of Susan Sadlowski Garza
Bob Gaul
Emilo Gayton
Gehrke Group
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David Murphy
John Murphy
Laura Murphy
Illinois State Senator • 28th District
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Sean Murphy
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MWRD Stickney
Jason Myslinski
Kevin Nagle
Bernie Nash
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N.E.I.U Engineers
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Killian Noonan
Sean T. Noonan
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Northwest Indiana Federation of Labor
Northwest Side Crew
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Jeff Norville
NPC
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George Nugent
J.P. O’Brien
Tim & Dave O’Brien
Trump Tower
Patrick O’Callaghan
Vincent O’Callaghan
Maurice O’Connell
Sean O’Connell
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Kevin O’Connor
Michael P. O’Connor
James R. Thompson
Mike O’Connor
O’Connor Nakos (312) INJURED
Kevin O’Connor
Michael P. O’Connor
James R. Thompson Center
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O’Connor Nakos (312) INJURED
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Don O’Donnell
O’Donnell’s Bar
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Paul O’Grady
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O’Hare – COE & ACOES
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Brian O’Kane
Ed O’Leary
O’Malley Construction Co.
Owen O’Neill
The O’Shea Family
Richard O’Shea
Zach O’Herlihy
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Christopher Olsen
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One North Wacker Engineers
One South Dearborn Engineering Team
Corey Osms
John Orlic
Omni-pump Repairs, Inc.
One Magnificent Mile
Palm House Engineers
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PBP
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Franco Parente
Bob Pawzyz
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Earl Peel
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Matt Pfeiffer
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Plant 4 Enwave Chicago
Chris Plegar
Plumbing Mechanical Contractors
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Jeremy Pociask
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Powerhouse/Central Plant
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Proven Business Systems
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Don Puchalski
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Brian Quinn
Dan Quinn
Joe Quinn
Peter Quinn
Sean T. Quinn
Stephen Quinn
Kevin Quirk
Matt Raatz
James Rabitto
Raul Racey
Andrew Radtke
Matthew Radtke
Radisson Blu Chicago Engineers
Podge Raferty
The Rafferty’s
Joe Raimondi
Raja for Congress
Kwame Raoul
Illinois State Senator • 13th District
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Rick Ramirez
Stan Ramirez
Terry Rasmusen
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In Loving Memory of Bridget Rafferty
Joe Raisi
The Reidy Family
The Relley Family
Brendan Reilly
Alderman • 42nd Ward
Vincent Reed
Retirement Solution Group
Sal Reyes
Rice Mechanical
Todd Riney
Keith Rios
Ritz Carlton Engineers
Robert Environmental Control Corp.
John Roche, Sr., John Roche, Jr. & Kevin Roche
In Memory of Michael Roche Sr. & Michael Roche, Jr.
Brian A. Rooney (2)
Rotating Equipment Specialists, LLC (2)
Tom Rountree
Pat Ruane
Congratulations to our 2016 Scholarship Winners!

Olivia M. Jones  
Graduated from Lincoln Way East High School and will be attending Bowling Green State University. Olivia is the daughter of Robert S. Jones, Chief Engineer at City Colleges of Chicago, Westside Tech.

Kyle P. Swalec  
Graduated from Lemont High School and will be attending Illinois State University. Kyle is the son of Mark D Swalec, Chief Engineer at One South Dearborn.

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.

APRIL 2016
Robert Fellin

MAY 2016
James M cPhillips  
Kurt Quitschaw  
Anthony Tagler

JUNE 2016
Joseph Cline  
William C roft  
Matthew Joyce  
Brian M cCracken  
Richard M ohr

JULY 2016
Thomas Hanrahan  
D iane H unt  
James Toomey  
Victor Wimsett

AUGUST 2016
Jerry D’Angelo  
Kevin Hansen  
Richard M cGathey  
Steven Russell

“A plain truth is that labor is the chief representative force that keeps the real special interests from dominating American political life.”

Lane Kirkland

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

Ralph Waldo Emerson

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
INVEST IN YOU FUTURE!

IUOE Local 399 401(k) Deferred Compensation Plan

Savings 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 investment objectives

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

STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

Due to numerous layoffs throughout Illinois and Indiana, President and Business Manager Brian Hickey has instructed Business Representatives Pat Kelly 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 Pat Kelly at (312) 372-9870 Ext. 2116 for the Chicago and Indiana areas, and Frank Hoskins at (217) 337-4399 for Central and Downstate Illinois.

PARENTS’ NAME | CHILD’S NAME | BIRTH DATE
---|---|---
Mr. & Mrs. Jonathan Booe | Andrew Booe | 04/18/16
Mr. & Mrs. Matthew Borger | Landon M. Borger | 05/19/16
Mr. & Mrs. Thomas Chooch | Benjamin Chooch | 04/01/16
Mr. & Mrs. Robert Costello | Robert W. Costello | 03/21/16
Mr. & Mrs. Matthew D'Amico | Harper D'Amico | 05/12/16
Mr. & Mrs. Mitchell Davison | Ryder J. Davison | 01/14/16
Mr. & Mrs. Todd Dunlap | George Dunlap | 05/10/16
Mr. & Mrs. Michael Ervanian | Isaiah Ervanian | 04/15/16
Mr. & Mrs. John Faklaris | John Faklaris | 04/27/16
Mr. & Mrs. Michael Foushi | Vincenzo A. Foushi | 06/21/16
Mr. & Mrs. David Garcia | Julian A. Garcia | 05/13/16
Mr. & Mrs. Juan Gonzalez | Belle E. Gonzalez | 03/06/16
Mr. & Mrs. Luke Hannon | Sophia Hannon | 07/05/16
Mr. & Mrs. Scott Hefner | Deegan Hefner | 02/04/16
Mr. & Mrs. Dennis Hickey | Colin Hickey | 03/31/16
Mr. & Mrs. James Koncza | Mason Koncza | 06/27/16
Mr. & Mrs. LaQuinlan Leonard | Abigail Q. Leonard | 06/25/16
Mr. & Mrs. Anthony Liace | Edward Liace | 05/29/16
Mr. & Mrs. Patrick Lyman | Moe K. Lyman | 05/13/16
Mr. & Mrs. Matthew Malinger | Joseph M Malinger | 06/14/16
Mr. & Mrs. Richard McConnell | Ronan McConnell | 04/04/16
Mr. & Mrs. Brian O’Donnell | Declan A. O’Donnell | 06/13/16
Mr. & Mrs. Timothy O’Keefe | Robert O’Keefe | 05/24/16
Mr. & Mrs. Kevin Perich | Taylor Perich | 05/05/16
Mr. & Mrs. Joseph Ruzich | Joseph Ruzich | 03/30/16
Mr. & Mrs. Kristopher Sustek | Audra Sustek | 03/07/16
Mr. & Mrs. Joseph Sutherland | Joseph Sutherland Jr. | 05/02/16
Mr. & Mrs. Nicholas Tate | Alice M. Tate | 03/15/16
Mr. & Mrs. George Terrell | Patrick T. Terrell | 06/02/16

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

Harry Bridges
Union News and Information

2016 Building Trades Softball Tournament

Congratulations to our Local 399 Softball Team who took first place in this year’s Annual Building Trades Softball Tournament. This was Local 399’s 7th win in this tournament!

Thank you to all our team members who played a great game!

Give Us A Shout!

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

Please mail or email any photos to 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!