

Representatives' Reports.....Pg. 3-28
 OrganizingPg. 14-16
 401(k).....Pg. 20
 Legal Report.....Pg. 21
 Health and Welfare.....Pg. 22-23
 EducationPg. 24-28

LOCAL 399

September 2019 No. LXVII www.IUOE399.org • twitter.com/399iuoe • facebook.com/IUOELocal399 Illinois & Indiana AFL-CIO



PRESIDENT'S MESSAGE

Greeting brothers and sisters.

We are staying busy meeting the many challenges confronting us from all sides. The State of Illinois is still

sorting out and trying to deal with the many "skeletons" left behind by the previous administration. Many of our state universities have been left in positions that will not be easy to turn around. Because of turmoil created in the past four years, many Illinois students are choosing to attend out-of-state universities, and, therefore, enrollment is down in our state system. Quite a few universities have had to suffer with layoffs and budget cuts. Changes made in Springfield will take quite some time before relief will be experienced. I hate saying the damage is irreparable, but it sure seems bleak for the many employees who have suffered layoffs and/or no raises (or minimal at best) because of the mismanagement during the Rauner years.

We are constantly pushing for vacancies to be filled in all public sector arenas. We are experiencing gains in some areas and delays in many others. Please keep us informed of all status changes due to retirements, transfers and terminations. **Never take it for granted that supervisors or management keep the union apprised of staffing changes.** Again, most agencies are still reeling because of prior bad decision making and recovery will be a slow process. There have been structural corrections to help get us back on a good financial footing, but nobody is throwing money our way or increasing staff back to previous levels.

We have some interesting times ahead of us in Indiana, with hope coming in the City of Fort Wayne. Lloyd Osborne is constantly pushing to get our collective bargaining rights restored for city municipal workers, and we have received promises from the mayor and others that they will support it. It has been a long time coming and the patience and persistence of Lloyd and our members will hopefully bear fruit. The fight we had in the City of Hammond was very disheartening considering we thought we had a friend in

the mayor's office. We hope that relationships can be restored between Local 399 and the mayor, we will keep you apprised.

Prior to this past July 4th, the President of the United States invited our General President, Jim Callahan to visit The White House. Jim asked me to accompany him in his visit to the Oval Office. While we disagree with many of the appointments and policies adopted by this administration, when the President extends an invitation we felt duty bound to appear. We thought it would be a great opportunity to voice concern over the issues which are causing great pains to the IUOE. The meeting with the President was pleasant, and during which he asked for our help and support on an issue he was working on. As the meeting was ending, our President, Jim Callahan, voiced our concerns over the National Labor Relations Board (NLRB) and the apprenticeship meddling that the non-union factions are waging against us. We left hoping to get acknowledgement and maybe (wishful thinking) some help. Of course, none came and with each passing day the rulings and appointments keep creating higher hurdles to overcome.

The nomination of Eugene Scalia (son of the late Supreme Court Justice Antonin Scalia) to head up the Department of Labor (DOL) is a slap in the face to all labor unions. Scalia's disdain for unions is not hidden nor does he pretend to be impartial. With him in charge, the DOL would function as nothing more than a hammer for employers to use against workers. There would not be a door open for the worker, let alone unions. The rulings coming down from the NLRB are getting worse by the day. The NLRB was enacted to protect the rights of workers. It's now a club being used to beat down workers. The people that were supposed to be helped are now being hurt. It's blatant what's happening in Washington, DC, and yet the President wants our support and (inexplicably) many union workers (whose livelihoods will be negatively affected) go right along and give it.

Brothers and sisters, it is time to wake up and remember what Samuel Gompers (the founder of the American Federation of Labor) said: **"As one voice labor must speak - to reward its friends and punish its enemies".**

The 2020 election cycle is just around the corner. As much as we may dread the robo-calls and commercials that come with every election, **we need every member who values the wages, benefits and safety rules that we've enjoyed to get active and get involved.** Your union fights these battles every day, but we can't do it alone. It's going to take all of us, working together and **VOTING TOGETHER** in mass, to elect labor-friendly candidates in the House, Senate *and, most importantly*, for President **so that we can turn the tide on the damage that's being done by the NLRB to YOUR RIGHTS AND WORKPLACE PROTECTIONS.**

Please stay up-to-date as we provide you with the names of the candidates we feel will best support and protect your union rights, wages and benefits in the 2020 elections. Please consider them carefully and **GET OUT AND VOTE!**

We had a great day at the Annual Family Picnic with tremendous turn out. I always like seeing our members enjoying the day with their families, and while the weather wasn't perfect members took it in stride and had a fantastic time. Thank you to everyone who came out to join us!

Finally, I want to recognize all our members and friends who supported our 2019 Golf Outing Event ... whether you golfed or through a sponsorship (hole, beverage, half-way house and/or dinner), you helped to make this year's outing the biggest yet. And we are so grateful for your continued backing of this event and of our Political Education Fund. I look forward to seeing you all at our Corned Beef Dinner!

Fraternally,

Brian E. Dickey

DATES TO REMEMBER

Be sure to mark your calendar and join us for these 2019-2020 events!

- ▶ **ANNUAL CORNED BEEF DINNER**
Friday, October 25, 2019
- ▶ **LOCAL 399 PHEASANT HUNT**
Saturday, November 9, 2019
- ▶ **LOCAL 399 DUCK HUNT**
Saturday, January 4, 2020

Local 399 Officers



Brian E. Hickey
*President &
Business Manager*



Neil Masterson
Vice President



Patrick J. Kelly
Financial Secretary



Vince Winters
Recording Secretary



Roger McGinty
Treasurer

Local 399 Business Representatives



Jim Coates
Ext. 4122



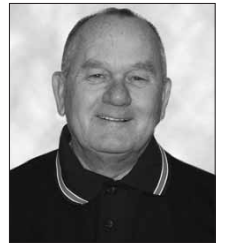
Valerie Jo Colvett
Ext. 2133



Ken Gauf
(309) 417-8846



John Hanley
Ext. 2153



Jerry Hiller
(618) 596-2185



Frank Hoskins
(217) 337-4399



Adelmo Marchiori III
(618) 254-6441



Mike Masterson
Ext. 2112



John O'Connor
Ext. 2185



Pat O'Gorman
Ext. 2187



Lloyd Osborne
(260) 413-9111



Kendall Paraharm
Ext. 2188



Ariel Perez
Ext. 2186



Tom Phillips
Ext. 4124



Jeff Withered
(317) 716-0319

Office Phone Numbers

Champaign/Urbana
(217) 337-4399

Chicago
(312) 372-9870

Indiana
(260) 413-9111

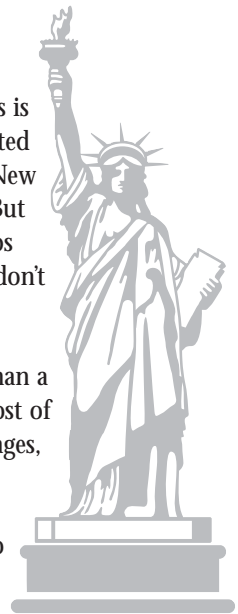
Peoria
(309) 417-8846

Wood River
(618) 254-6441

Zeigler
(618) 596-2185

NEIL MASTERSON – VICE PRESIDENT

“Give me your tired, your poor, your huddled masses yearning to breathe free, the wretched refuse of your teeming shore. Send these, the homeless, tempest-tost to me. I lift my lamp beside the golden door!” This is part of the engraved poem at the base of the Statue of Liberty. The Statue of Liberty was given to the United States by France as a gift. The statue was dedicated on October 28, 1886 and stands on Liberty Island in New York Harbor. “Lady Liberty” as she is known, has been welcoming immigrants for over a hundred years. But immigrants are no longer welcome in the United States. It has been claimed that immigrants take away jobs from Americans, but this is just not true. Most new immigrants are reduced to taking the jobs Americans don’t want.



After the recent news of the raids in the meat-cutting plants, the meat industry is a good example. More than a century ago Upton Sinclair wrote *The Jungle*. It was a story about the meatpacking plants in Chicago. Most of the employees were recent immigrants from Eastern Europe. They were employed for long hours at low wages, exposed to dangerous working conditions, sexually abused, injured on the job and then fired when injured. During the following decades, thanks to organizing efforts and the strength of labor unions, the lives of the meatpacking workers began to improve greatly ... better wages, benefits and working conditions. All due to union contracts. In the 1960’s, companies began to move meatpacking plants away from the urban areas where workers were unionized to rural areas. The land was cheaper, local government gave incentives and the local workers were not affiliated with organized labor. Over time these local workers also decided to form unions because of the bad working conditions. The organizing drives succeeded and working conditions began to improve. During the Ronald Reagan years the meatpacking companies began to recruit immigrants in Mexico to be used to break unions. Wages were cut by 50%, line speeds were increased, and government oversight was reduced. By the 1990’s the poultry industry expanded throughout the rural south, drawn by the warm climate and the absence of labor unions. Tens of thousand of immigrant workers arrived to cut meat. The corporations knew this, the federal government knew this, and the local government knew this. All of them looked the other way to help the corporations make more money.

What Donald Trump describes as an immigrant invasion is actually a corporate recruitment drive designed to exploit poor-undocumented workers who are paid low wages to do the work no one else wants to do. If we remember our recent history, it wasn’t that long ago in our country that Irish, Polish and Italian immigrants were the immigrants being discriminated against. We need a comprehensive approach to immigration. One that is fair to all, humane and treats all immigrants with dignity and respect. Remember that unless you have Native American ancestry, we are all immigrants!

CMS contract talks will be starting August 28th and talks with the Secretary of State will begin soon.

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

PATRICK J. KELLY – FINANCIAL SECRETARY

Thank you to all the members who made this year’s golf outing a great success. Whether you golfed in the event or helped with a golf hole sponsorship, your participation is appreciated. Funds raised from the event will be used to advance worker rights bills and to support those in public office that support Local 399 members.

We encourage all members to keep their skills updated by taking advantage of the classes and seminars held at our Training Facility or online. The building next door has been renovated and is up and running to accommodate the growing number of members who are pursuing their education goals. In 2018 the Education Department filled nearly 6000 seats but unfortunately still could not fulfill all of the student’s requests for class placement. With the opening of our new Technology Center and the increased number of classes it will accommodate, we should alleviate this issue. We have also added four new concentrations in the areas of Health Care, Hospitality, Critical Systems, and Mobile Maintenance. These industries have been identified as areas

(Continued next page)

PATRICK J. KELLY – FINANCIAL SECRETARY *Continued*

of job growth for our membership so providing top-notch training will allow members to secure employment in these fields.

Local 399 continues to organize, creating what were once sub-par jobs into good paying union jobs! We ask everyone to keep their eyes and ears open for any person that may be working as a non-union engineer or any new sites that have broken ground. Please contact our organizers with any information you may obtain. It takes all of us, working together, to organize new buildings and facilities which helps to strengthen and grow our union and ultimately provides job security to every union member.

As always, thank you for your continued support!

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

VINCE WINTERS – RECORDING SECRETARY

As Summer draws to a close and the Fall season with it's cooler weather approaches, I'd like to speak to our engineers working in buildings and hotels throughout our jurisdiction who are responsible for the comfort and safety of the facilities we maintain. This is the time when you begin your planning for the change-over to deal with Winter weather and the extreme shifts in temperature we can experience in our region at this time of year (today it's 70 degrees, tomorrow it could be -10!). Winterizing to keep your buildings comfortable as well as economically sustainable is why we train and keep our skills updated. You've all helped to cement Local 399's standard of excellence in the industry and gone above and beyond the call in so many instances. I can assure you that these efforts don't go unnoticed by us here at the Union Hall, or, I'm sure, by your employers. We've had so many members recognized with awards by their employers for outstanding performance. Your ongoing efforts to provide an exceptional work ethic not only makes you a valuable asset to your company today, but also provides your union with a strong "bargaining chip" to use during future contract negotiations. Also, we appreciate your enthusiasm to work in collaboration with your building's management to get the job done, create efficiencies where possible and work together toward successful project outcomes (without, of course, sacrificing personal or building safety or the terms of your contract). It's important that we build strong relationships with management knowing that we must be partners in providing exceptional service to the guests and/or tenants who ultimately keep our buildings filled and businesses successful and provide the jobs that we count on. A big thank you to all engineers for your outstanding efforts in the job you do every day. Keep up the good work!

In that same spirit of excellence, as always, I encourage all members to stay in school and continue to update your education and skills. Technology in our industry is constantly changing and evolving and it's important for our members to evolve along with it and stay on top of our "technical game". This not only provides you with the knowledge you need to keep your buildings up-to-date, but when an opportunity presents itself for you to move up the ladder to a larger position, you'll have the resume to compete for that position. Our newly opened Technology Center offers more class dates and times as well as additional class options for newly emerging technologies in our industries. Please take advantage of all classes available.

I look forward to seeing you at our Annual Corned Beef Dinner on Friday, October 25th!

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

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



ROGER MCGINTY – TREASURER

What a busy Summer we've had, and now Fall looks to be gearing up to be just as busy. I hope everyone had time to spend with their families. Local 399 has taken another monumental step in our education program with the opening of our Technology Center in the building behind the Union Hall. Our Technology Center will add six additional classrooms and multiple Labs and will provide extensive hands-on-training to students. I know members that have been around as long or longer than me and remember the days of the old Jackson Blvd building, taking classes in the main Hall with only one class.

I look back to those days and where we are at today, and it's nothing short of *amazing*. Our education program shows the commitment the union and our employers have in ensuring that our members have the tools, knowledge and skills to operate buildings and facilities as efficiently and safely as exceedingly possible. My job (as well as yours) is making sure you are taking classes – whether you are a trainee or an engineer – it's vital to continue to improve upon your skills.

This year's picnic was another huge success, and it's always great to see members with their families enjoying themselves outside of the workplace.

Our golf outing was yet again one of the largest we have ever held. I want to thank all of you that worked so hard on all of the sponsorships. We know we ask a lot of you in getting the sponsorships, but it's so important that we support our Political Education Fund which continues to fight the politicians and political leaders who are working to end unions and the rights of working people to have someone fighting for them on the job. The funds we raise aid in that fight and your continued support is acknowledged and greatly appreciated.

Our General President, James Callahan joined us for the September Union Meeting for the swearing in of the Officers. It is always great to have our General President at the Hall and have the opportunity to display all of the growth, strength and unity that our Local brings to the organization.

I will continue to be committed in the fight for you (the members), and I thank you for your support.

Together we can!

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



DO WE HAVE YOUR CURRENT EMAIL ADDRESS?

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

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

WANTED: SALTING MEMBERS

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

We are looking for skilled maintenance employees that have experience, to become SALT members. If you know of anyone that may be interested, please have them contact Pat O'Gorman at (312) 372-9870, Ext. 2187 or via email at: pogorman@iuoe399.com. or Ariel Perez @ (312) 372-3870, Ext. 2186 or via email at: aperez@iuoe399.com

Local 399 Legacy Brick Pavers

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



JERRY HILLER

Greetings from the South.

I grew up in Franklin County – For years a strong labor force in downstate Illinois. Many of my friends and relatives were union workers. Folks like to say now that unions are a thing of the past. I don't believe one bit of that thinking. I personally believe unions are becoming a new force to be reckoned with, one that is just beginning to mature and evolve for working people in our 21st century economy. With the rise of company mergers, mega-corporations and their assault on wages and benefits, workers around the country (and around the world) are realizing the value that organizing and unions can make in the lives of ordinary working people.

By the time this newsletter gets to your home, Labor Day will have come and gone. We hope that you all took a few moments out of our holiday weekend to think of the sacrifices made by those who came before us in the labor movement to strengthen and enhance the political, social and economic justice for all working men and women. Their ability and resilience to fight for better wages, benefits and working conditions are the reason that we are able to enjoy the many benefits that we at times may take for granted today. Please always remember that as union members, we stand on the shoulders of the giants who came before us. We owe it to them to keep up the fight for the next generation and all those who come after us. Do your part. Support your union. Organize!

Please join us for our Annual Local 399 Pheasant Hunt which will be held on Saturday, November 9, 2019. It will be a great day of hunting with other Local 399 members. Please feel free to call me for more information at (618) 596-2185. A map and directions are available on our website: www.iuoe399.org.

Please also mark your calendar for our Annual Local 399 Duck Hunt scheduled on Saturday, January 4, 2020.



Saturday, November 9, 2019



Saturday, January 4, 2020

I hope you and your families had a great Summer. I look forward to seeing you all at our upcoming Hunting Events.

Fraternally,

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



399 Chief Engineer Recognized by Hilton Rosemont

Congratulations to Local 399 Chief Engineer **Delbert Craven**. Del was recognized by the Hilton Rosemont as Manger of the Quarter (2nd Quarter 2019) at a meeting on August 30, 2019.

Del has been with the Hilton Rosemont since 2015 and a Local 399 member since 1989.

Pictured from left to right: Apprentice Engineer Craig Cruz, Engineer Brien Cichy, General Manager Andrew Finn, Chief Engineer Del Craven and Complex Director of Property Operations Justin Jameson.

FRANK HOSKINS

Greetings from Central Illinois!

Hope everyone has enjoyed their Summer so far.

I would like to take this time to recognize all our members for the hard work and diligence you show to your craft. It's you, our members, who make Local 399 one of the most respected local unions in the country! We don't always win all the battles, but we are *always* in the fight to win the war! The war on workers and organized labor is always there, from those who don't think unions are useful anymore. The war on our way of life is larger than ever, and we must remain in the fight and secure victories no matter how big or small.

In the workplace, continue to be part of the solution not the problem. Always remember, employees are the most valuable asset employers have – even if they won't acknowledge it! Supervisors come and go, but employees are there for their career!

As always a big thank you to all our spokespeople who work hard for us!

In Solidarity,

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

**STAND UP
FOR LABOR**

KEN GAUF

Our Local 399 members are some of the hardest working men and women in the labor movement. My hope is that as Summer comes to an end everyone was able to find a little time to enjoy family and friends and do the things that bring you joy.

In Central Illinois the weather has already started to change. It's a sure sign that Fall is on the way. In my house, we are looking forward to football games, bonfires, and chili on Sundays.

We are pushed every workday to do more with less. Our members are assigned more job tasks with fewer people to perform them. Management then seems surprised when overtime is needed to complete emergency repairs and tackle the ever-growing preventive maintenance list.

Our members work through lunch, stay late and come in early to make sure whatever is needed gets done. You busted your butt to get that chilled water line back up and running on a day the heat index hit 105 degrees even though you told supervision the pump needed serious attention two weeks prior. You do your jobs, even when you don't get the necessary support from management. Just another reason why Local 399 engineers are viewed as the finest in our industry!

It's great to see how much pride, effort, and dedication our members put fourth every day. "Thank You" and "Job well done" seem to be few and far between in most cases. Stay strong and keep getting after it like you do each and every day and know that your efforts do not go unnoticed among your union family.

I am very proud to call you my union brothers and sisters.

Fraternally,

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

JOHN HANLEY

Brothers and Sisters,

I hope everyone enjoyed the Summer even though it started a little later (which is becoming the norm). I'm hoping we have a pleasant Fall season.

The 2019 Illinois General Assembly was one of the most gratifying, **MOST PRODUCTIVE SESSIONS IN STATE HISTORY** according to many (and in my experience being down in Springfield). With our new Governor JB Pritzker and the rest of the leadership in Springfield we were all able to put forth some of the best legislation seen in this state in a very long time. Let me mention just a few ... Legislation to get us to a balanced budget (and we didn't have to wait 736 days to get it). Getting the Fair Tax referendum on the ballot which will make the mega-rich in our state finally pay their fair share. Raising the minimum wage to \$15.00 an hour. And, most importantly to our members, outlawing Right to Work zones!

Other legislation I was very proud to see accomplished was the Capital Investment Project worth \$44 billion including vertical (facilities) along with roads and bridges. This is a 10 year project that will help put Illinois back on the right path of growth for our state. It will help address the challenges our State Universities are facing with enrollment and attracting students from out of State. This Capital Investment will help put our brothers and sisters to work in high-paying jobs – projects that will be protected by prevailing wage rules. An estimated 540,000 jobs are projected to complete the capital improvement plan. Additionally, projects in the Capital Plan will invest in mass transit, early childhood education and pre-K through 12th grade. All of these are worthy projects that will move our state forward in being competitive in attracting new business to Illinois.

The State is counting on some of the revenue from the new gaming expansion bill that was passed to pay for most of this Capital Project. Our last Capital Project was at least 10 years ago under then Governor Pat Quinn. While that \$11 billion investment did not include any funds for education or major infrastructure, we supported it because of the jobs it created.

I'm hoping all members are taking advantage of the expansion of our Education Department with the opening of Local 399's new Technology Center. I couldn't be more proud of everyone here who had the vision for this new building and saw it through to completion. For those of you old enough to remember taking classes at the old Union Hall at 763 W. Jackson, you know what a giant step forward this is. Our new state-of-the-art facility is capable of educating and training engineers for years to come and shows the forward thinking of President and Business Manager Brian Hickey and our Education Department. Leadership saw where the future of technology in our industry was moving and acted on it. And because of that, we are well positioned to be the premier training ground for stationary engineering and skilled maintenance workers. And, the envy of other local's in Illinois!

This has been a busy Summer for us in meeting new members of the General Assembly and the newly-elected Alderman in the Chicago City Council.

We are swiftly moving into the primary for the 2020 election. I will be keeping all of you posted on what's going on throughout the State as we gear up with our Get Out The Vote (GOTV) initiatives and phone banks in support of those candidates (democrat, republican and independent) who support Organized Labor and the interests of Local 399 members, your jobs and your families.

We will be gathering signatures for union-friendly candidates throughout the State. If you would like to help your union by getting involved in our efforts, please don't hesitate to contact me via email jhanley@iuoe399.com or by phone (312) 372-9870 Ext 2153. I also want to thank everyone who came out and assisted with signatures for Senator Cristine Castro (22nd District) in the Elgin area.

I look forward to seeing you at our upcoming events!

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

MIKE MASTERSON

What does the Union do for me? That's a question that has been asked on a regular basis especially by public sector members. This is a question that has varied responses, some pointed towards the individual asking the question and many answers that encompass all members.

The general answers that address all members is the "strength in numbers" and the effect on wages, benefits and working conditions that we maintain as an organized group. Employers must compete with other employers to attract and keep talented workers. When unions set wages and benefits through collective bargaining, employers must compete with those wages and benefits or suffer from the difficulty of attracting and keeping talented workers. Employers who don't pay the union negotiated wages and benefits will lose their workers to employers who do. The Union sets the general wage for the trade in the area.

Many of the people that ask me this question are new hires. The new hires are hired into the position that has been negotiated by the Union in their Collective Bargaining Agreement (CBA). These new hires receive the wages and benefits that their co-workers helped negotiate in prior negotiations. These new hires walk into their position with these wages and benefits because the Union (the organization of workers) negotiated and fought for those wages and benefits for the benefit of ALL.

Sometimes we need to look back into actions taken in the past. During a recent meeting with members at a public sector job site, they complained that they receive the same percentage increase as the non-union workers. A long-time member spoke up and answered the question with a little bit of history. We had a collective bargaining agreement in place with guaranteed wage increases each year. When the economic downturn occurred, we continued to receive our negotiated wage increases, the non-union workers at that job site did not receive a wage increase for three years. This was the same situation that many in the public sector shared; union workers receiving their negotiated wage increases while the non-union workers didn't receive any raise at all.

Another important issue is the grievance procedure contained in our collective bargaining agreements. If the employer violates the CBA, our members can file a grievance that can ultimately lead to a neutral third-party arbitrator making a binding decision. Most non-union workers do not have the benefit of a grievance procedure and the non-union grievance procedures that I've read leaves the final decision is made by the employer. At one public sector job site, we had negotiated a CBA that included two 2% raises per year. The employer failed to pay the second raise that year (2%). A grievance was filed and eventually the employer paid the 2% wage increase. In effect, that grievance and the subsequent 2% pay increase has paid for the union members union dues for the rest of their careers at that job site.

With the rise of ever larger corporate structures and mega-mergers, the value of having organized labor (A UNION) fighting for the protection of workers is more important than ever. Workers without the benefit of an organized workplace and a CBA find themselves at the mercy of employers who put profits over workers.

I hope this helps answer the question for those of you that have asked.

Enjoy the Fall season.

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

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

JOIN A UNION!

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

KENDALL PARAHARM

As our Summer nears an end, I hope that we all have taken some time to relax a little and enjoy the lives that we've work so hard for. While diligent stewardship of our buildings is what we are renowned for, there's a reason why we fight for sufficient vacation time and, at one point or another, we all need to utilize it. This is yet another benefit afforded to us by the Organized Labor Movement and another one of the constant reminders of why we all must continue to fuel the organized labor movement in whatever respective ways possible, whether it be commendable job performance, political activity, or any other actions that strengthen our cause. Moving forward, I challenge you all to execute at least one new action that better our union and the Organized Labor Movement.

I have had a little more time now to settle into my new role, and I appreciate everyone who's made my transition such an enriching experience. One project that I've become extensively involved with is out-of-work member outreach. While we try to always have our fingers on the pulse of what's going on with each individual member, it tends to be a little more difficult with those members who don't stay in touch, so if you are out-of-work please make sure your agent knows what your next step is whether it be finding a new union job, retirement, or anything in between. We are stronger as a whole if everyone who is willing and able to work is working. Let's try to make that a reality. Feel free to reach out to me if there's anything I can give you a hand with.

Thank You.

E-Mail: kparaharm@iuoe399.com

Ext. 2188

Local 399 Engineer Awarded by Sheraton Grand Chicago



Congratulations to **Mike Dukelow**, Chief Engineer at the Sheraton Grand Chicago. Mike was recently awarded as the Sheraton Grand's "Stellar Leader" for January 2019.

The Sheraton Grand recognized Mike for being "instrumental during the rooms renovation coordinating hotel responsibilities while working with several contractors. His hands on approach kept the project on time and energized the Engineering team. His willingness to do "whatever it takes to get it done" makes him a great team player."

Mike has been with the Sheraton Grand Chicago since May 2018 and a Local 399 member since December 2002.

GET YOUR NEXT NEWSLETTER VIA EMAIL!

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

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

To receive your e-newsletter, please email Pat Kelly at pkelly@iuoe399.com Please reference "e-newsletter" in the subject line.

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



STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

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

Want to Help Organize Non-Union Jobsites?



- GET INVOLVED!
- STRENGTHEN YOUR UNION!
- PICK UP A SECOND JOB!
- PROMOTE THE UNION MOVEMENT!

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

WHEN: The first Thursday of every month

TIME: 8:30 AM and 5:00 PM

LOCATION: Local 399 Union Hall

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

Pat O’Gorman:
Ext. 2187

Ariel Perez:
Ext. 2186

pogorman@iuoe399.com aperez@iuoe399.com

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

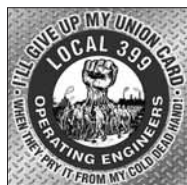


Local 399 Member Recognized as Illinois Hotel & Lodging Association (IHLA) 2018 STAR Maintenance Employee

Congratulations to **Marcelino Mata**, Chief Engineer at the Westin Hotel Michigan Avenue who was recently recognized as their 2018 Maintenance Employee of the Year. Marcelino was honored for “always putting the hotel’s best interest forward”. Marcelino has been with the Westin Michigan Avenue for over 22 years and has been a Local 399 since 1991.

Thank you Marcelino for your years of service to your building and for being a loyal 399 member!

SHOW YOUR LOCAL 399 UNION PRIDE!



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

ALL NEW WINDOW AND BUMPER STICKERS NOW AVAILABLE!

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!*

JOHN O'CONNOR

Brothers and Sisters,

I hope you had an enjoyable and safe Summer! A few key points that I'd like to touch on which I'm sure you've heard before – Education, Communication and Participation.

Education – We pride ourselves on having the best trained engineers and skilled maintenance employees in the business. That means ... stay in school, stay in school, stay in school! Our trade is constantly changing, and we need to stay current in our skills and abilities in order to keep up with the changes in our industry. As I'm certain other agents are writing about, we have opened the new Technology Center. We now offer concentrations in specific industries. One of those industries is in Healthcare. If you currently work in a hospital, you already know that these are tough contracts to negotiate in order to obtain the economic gains that we deserve. Taking the Healthcare classes that we offer allows us to show our value to the employer and gives us more leverage at the bargaining table which helps us to drive up wages and benefits. This is true in all the industries not just Healthcare.

Communication – As members, you are the eyes and ears out on the job sites. This means you should be letting your business agent know if there are any openings so we can send our members to those sites to apply. You also should be keeping your agent in the loop if there are any issues arising with your building/employer. If we know about issues ahead of time, we may be able to get out in front of them and stop it before it becomes a problem. If you are a Trainee, you should be contacting your agent before every semester starts to let them know what classes you're taking and at every mid-term and final to let them know how you are doing.

Participation – We are only as strong as our membership is active! Right now, we have an active membership, so we have a strong union. We need to continue to be active and get more of our members involved. The more our members are involved, the louder our voice and our bargaining power becomes. There are several ways to get involved. Just to name a few ... attend an organizing meeting on the first Thursday of every month at 8:30am and 5:00pm this will help grow our market share. Volunteer for political actions when the call goes out to work the phone banks or work with our endorsed candidates (contact John Hanley for information). Other ways to help the Local include sponsoring a hole at our golf outing, attending the Corned Beef Dinner and, of course, donating to our Political Education Fund (PEF).

Take pride in your union. Help to grow and strengthen your union. GET INVOLVED!

Fraternally,

E-Mail: joconnor@iuoe399.com

Ext. 2185

Mark Your Calendar!
Pheasant Hunt
SATURDAY,
NOVEMBER 9, 2019
Please join
us for a great day of
Sport Hunting!



Details and registration information is available online at iuoe399.org

Veteran's Day • November 11, 2019
Honoring all those who are serving or who have served
in defense of our Country.
Thank You!



ADELMO MARCHIORI III

As I write this article ... I wonder ... September 2, 2019. Just exactly what does this mean? What comes to mind? One first must look on the calendar – realize that it is the first Monday in September and then ... A three-day weekend!

What a great opportunity to spend time with family and friends! I think I'll plan a get away with the family. Or I will plan on grilling out and having friends over. Maybe we'll take the camper out one more time before winter and spend time at the lake or on the boat. Or it's time for our annual family reunion – looking forward to Aunt Penny's bean casserole!

For others, it is a signal that Summer is over, and Fall begins. The kids are finally back in school. For some towns or communities, this weekend coincides with a homecoming or carnival rides for kids, fried foods and beverage tents for adults. And don't forget the parades, with bands and candy for the kids. For politicians, this weekend (or day) – it may depend on the year - usually kicks off their campaign season. And yet for others ... It's a time to look back and reflect on exactly what this Monday in September truly means. **Labor Day.** It is the culmination and efforts of those before us – members of Organized Labor – who came together during a period in our country where many workers put in 12-hour days, seven days a week – just to feed their families. They faced unsafe working conditions and low wages. They banded together and fought for better working conditions, benefits and wages.

The first official Labor Day Parade was held on September 5, 1882 – 10,000 workers marched in New York City. And yet those parades have continued for 137 years.

There was a lot of unrest during these times and finally Congress passed an Act making Labor Day a legal holiday in 1894. Organized Labor continued their battles to improve the working conditions of men and women. Labor Day is a celebration and recognition of those social and economic accomplishments. But that work is not over!

And just like those parades, the work of Labor will continue while we push forward for those in the present and for those of the next generation. For as Mother Jones once said, "The next generation will not charge us for what we've done; they will charge and condemn us for what we have left undone."

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

LAS VEGAS UNION HOTELS & CASINOS

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



Aquarius (Laughlin)	Harrah's Las Vegas
Aria	Hilton Grand Vacations - <i>Karan Property (Timeshare)</i>
Bally's Las Vegas	Jockey Club (Timeshare)
Bellagio	The Linq
Binion's Gambling Hall and Hotel	Luxor Hotel and Casino
Ceasars Palace	Mandalay Bay
California Hotel and Casino	MGM Grand
Cancun Resort (Timeshare)	The Mirage
Circus Circus – Las Vegas	Monte Carlo
The Cromwell	NewYork-New York
El Cortez	Paris Las Vegas
Excalibur Hotel and Casino	Planet Hollywood
Flamingo - Las Vegas	Plaza Hotel and Casino
Four Queens	Rio All-Suite Hotel
Four Seasons Hotel	Signature at MGM Grand (Timeshare)
Fremont Hotel and Casino	Westgate
Grandview Las Vegas (Timeshare)	

LLOYD OSBORNE

Greetings from Indiana! After a long fight with the Hammond Sanitary District (HSD), I'm happy to report that our brothers and sisters there are back working under a Collective Bargaining Agreement. I would like to thank our members at HSD for their integrity, high standard of work ethics and always putting the community first as they faithfully served the citizens and ratepayers. A special thanks to **Joe MacCarthy**, **Smitty**, and **Al Dutro** (our negotiating team) and also the members for their patience during this very difficult time. We are looking forward to rebuilding a good relationship with the management team and the administration.

We have also negotiated a new three-year agreement with Global Water Technology/Horseshoe Casino with wage increases and a few other new benefits. Thank you to everyone who participated to reach this new agreement.

At the Indiana State AFL-CIO we are creating a political program called Path to Power. It is a program designed to maximize our influence, labor density, and ability to educate member to member to get (union members) elected to public office. Getting union members elected to office is the best way to ensure that we keep our freedoms in the workplace to have a voice at the table in order to negotiate fair wages and safety in the workplace, etc. You will be hearing much more about this program in the near future. I will keep you updated.

In the City of Fort Wayne we are working diligently to get worker-friendly people elected to the Mayor's office, City Clerk's Office and City Council. For example, currently when one party dominates (such as seven Republicans and two Democrats on Fort Wayne City Council) working people lose their freedom to choose. Remember five years ago when six Republicans voted to take away over 600 hard-working men and women's freedom of choice to belong to a union. Brothers and sisters we need balance. We need the elected officials to start working for the people and at least offer them the freedom to make a choice whether they want to be union to negotiate for wages and working conditions safety or not, but at least they have the choice. Below are some good people running for local offices here in Fort Wayne who have been endorsed by the Northeast Indiana AFL-CIO Labor Chapter because they have agreed to stand with US and offer YOU the freedom to make a choice. Again, please stand with those who stand with US!

Let me close by saying organizing is a critical aspect of what we do. We must work diligently to organize the unorganized and to give the unorganized the same opportunities that we have. If you have a family member, friend, or neighbor who wants to get into the union, please have them reach out. If they work in hospitals, hotels, or buildings, again, please have them reach out.

Let's help build a better future for us all!

Wishing you and your family all the best!

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








UNION PEOPLE
American Families Need 'Em

**Ft. Wayne Workers,
Let's Stand with Those
that Stand with Us!**

Local elections matter. That's why Ft. Wayne workers are teaming together to make sure Ft. Wayne's City Hall reflects the needs of working families.

The Northeast Indiana AFL CIO sent out surveys to every candidate on the ballot and these were the candidates that were proud to stand with organized labor.

The following candidates have committed to standing up for Ft. Wayne workers!

 Mayor Tom Henry	 City Councilman Glynn Hines At-Large	 Michelle Chambers for City Council At-Large	 Steve Corona for City Council At-Large	 Katie Zuber for Fort Wayne City-Clerk
 City Councilwoman Sharon Tucker 6th District	 City Councilman Geoff Paddock 5th District	 Patti Hays for City Council 4th District	 John Henry Jr. for City Council 3rd District	 Misty Meehan for City Council 1st District

ARIEL PEREZ • PAT O'GORMAN

In the spirit of the Labor Day holiday that we just celebrated, I think it's wise to reflect on some significant moments in labor history that allowed us the workplace rights and benefits that we enjoy today. It's important to remember that the comfort we experience in our workplaces were not given to us. They were fought for and won by those in the Labor Movement who came before us. I ask that you read the following stories and remember them as you go to work, spend time with your families, and enjoy the victories of those whose shoulders we stand on.

In 1894, 4,000 railway workers went on strike against the Pullman Company for better working conditions and better wages. The Pullman Company hired private companies to break the strike and kill workers who were standing up for themselves and their families.

The March of the Mill Children was led by Mary G. Harris, also known as Mother Jones in 1903. Mother Jones marched with the children who were working in the steel mills to the hometown of Theodore Roosevelt demanding they be allowed to go to school instead of work. This was the first major step in ending child labor in the United States.

The Triangle Shirt-Waste Fire happened in 1911 in New York. Women and men working in the Triangle Shirt Factory were barricaded into the workplace to prevent them from taking breaks. Excess material in the room caught fire and killed 146 factory workers who could not escape.

In 1921 the United Mine Workers went on strike in Logan County, West Virginia. This led to the Battle of Blair Mountain where the company owner persuaded the government to issue the first ever air strike on its own citizens in order to try to break the strike.

In 1968 the sanitation workers in Memphis, Tennessee went on strike for equal pay for black and white workers. On April 4, 1968 Martin Luther King Jr. was shot and killed speaking in support of this issue of both civil rights and labor rights.

Our union is only as strong as our participation. Our collective vote is even stronger. In a time when labor is being attacked from all directions, we can call on the strength of these men and women of past labor disputes to fight back against those that want to take away our rights in the workplace. It is up to us to secure the future for ourselves and the Operating Engineers of the future.

We are hosting organizing meetings the first Thursday of every month at 8:00 am and 5:30 pm. If you are interested in helping to organize job sites, you can attend these meetings or contact us directly – Pat O'Gorman (312) 372-9870, Ext. 2187 or Ariel Perez at (312) 372-9870, Ext. 2186.

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

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

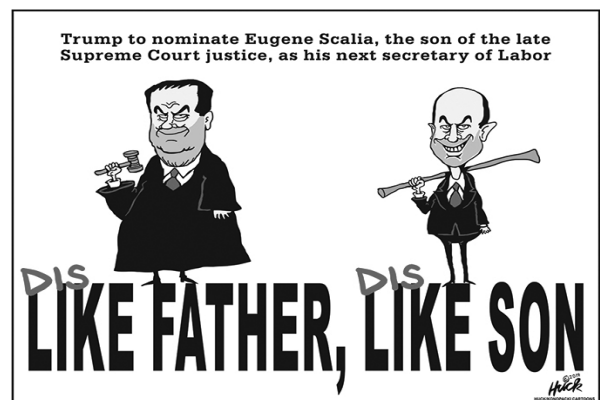
399 Engineer Recognized by the Intercontinental Hotel



Congratulations to **Tim Erdmann** an Engineer at the Intercontinental Hotel, Chicago. Tim received the "Heart of the House" Award (1st Quarter 2019). Tim was acknowledged for his outstanding hospitality and performance.

Thanks Tim for upholding the tradition of Local 399 Engineers as the best in our industry!

Tim has been with the Intercontinental Hotel since 2004 and has been a Local 399 member since 1999.



JEFF WITHERED – INDIANA

Hard to believe Summer is over, I hope everyone had some time to spend with family and friends.

In the last newsletter I talked about the organizing drive at the Indiana Grand Casino. At the time I wrote that article Caesars, Inc. had verbally committed to a neutrality agreement. Caesars had asked Local 399 and UNITE HERE! Local 23 to help at the Statehouse to get amendments added to the new gaming bill. After many calls and visits with legislators, the following amendments were added. The first was to move up the date that Indiana Grand could start using live dealers by one year. The Second was allowing sports betting and online gaming (plus a few others). All of these will help generate much larger profits for the company. Also, since the last newsletter Eldorado, Inc. bought the majority shares in Caesars. They now own 52% and will be running the two companies. The Eldorado Casino is NOT union-friendly and has stated they do not intend to honor the neutrality agreement we had with Caesars even though we have a large majority of cards signed and we assisted them at the statehouse. After meeting with our committee, they have decided they want to move towards an election. We have started mobilizing our committee to start preparing their co-workers for a possible anti-union campaign. At this time the company has not signaled they will do that. But we are sure they will once we file for the election. We held a blitz from September 4th thru 14th, during this blitz we held meetings and did house calls. We were able to speak with most of the employees. There were several people from out of town who came to help. They came from properties in Las Vegas, Atlantic City, Detroit and Southern Indiana. We have had great support from these properties through the entire process. It has been special to watch the relationships grow between the Southern Indiana property and the Indiana Grand. They are attending each other's committee meetings. I am so proud of our Local 399 members in Southern Indiana that have made the trip to Shelbyville to support them.

I would also like to update our members at the Horseshoe, Southern Indiana, about your upcoming negotiations. First, if you are not aware our committee has been meeting every two weeks. It has grown to around 40. In the last month we have handed out and collected almost 300 surveys. If you did not receive one, please contact your committee person or contact me. As I stated above, The Eldorado Casino will now be calling the shots regarding how the company will run. We are anticipating a tough negotiation which is why we started early. We have a tentative date of the first week of November. Your committee is ready to fight for a good contract, one that includes better increases, better and more affordable health care and the holidays you gave up when the company was struggling. **IF YOU BELIEVE YOU DESERVE BETTER, THEN YOU MUST BE WILLING TO GET IN THE FIGHT.** You will only get what you are willing to fight for! This company owes you better. If not for the employees, they have no company. Between now and the time we start negotiating we will be doing delegations to management. We will be growing our public and political support.

We are preparing to do what we need to do, but you must do your part because without strong support from each of you it will be just like the last contract. I believe you deserve better. I am willing to do my part. **ARE YOU?**

If you have any question or would like to get involved, please contact your committee person or myself.

In Solidarity,

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



"Being a Democrat is not a qualification for our endorsement. And being a Republican isn't a disqualifier. Simply put, it doesn't matter if there's a D, R or I next to your name. If you support us...and I mean really support us...we will support you. But you better come with more than platitudes and a party label."

AFL-CIO President Richard Trumka (UMWA) speaking to the Iowa Federation of Labor's Convention

MEMORIAL NOTIFICATIONS

If you would like to be added to our Memorial Notification email list, please contact Pat Kelly at: pkelly@iuoe399.com



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



As we commemorate the 18th 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!


COALITION OF UNION LABOR CREDIT UNION

THE CREDIT UNION WILL PAY YOU!

Receive up to \$500
when you finance your vehicle
with the Credit Union*

Refinances and Purchases of
Cars, Trucks, Motorcycles, Boats and RVs

Call us at (708) 482-9606
and mention this ad



*Subject's credit approval. Offer valid August 1, 2019 and further notice. Offer does not apply to existing credit lines or the refinancing of existing credit lines. Borrower will receive \$500 in every \$10,000 financed up to \$50,000. Bonus will be deposited into the member's Credit Union account after payment is in good financial condition.

A STRONG UNION NEEDS TO HONOR ITS STRUGGLES & HISTORY!



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

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

**2019-2020 LOCAL 399
AREA MEETING SCHEDULE**

- | | |
|--|--|
| October 3, 2019
CHICAGO
General Meeting
6:00 P.M. | January 2, 2020
CHICAGO
General Meeting
6:00 P.M. |
| October 15, 2019
WOOD RIVER
3:30 P.M. & 5:30 P.M. | January 21, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M. |
| November 7, 2019
CHICAGO
General Meeting
6:00 P.M. | January 27, 2020
SPRINGFIELD
4:30 P.M. |
| November 13, 2019
DANVILLE
6:00 P.M. | February 6, 2020
CHICAGO
General Meeting
6:00 P.M. |
| November 19, 2019
WOOD RIVER
3:30 P.M. & 5:30 P.M. | February 20, 2020
CENTRALIA
6:00 P.M. |
| November 21, 2019
CENTRALIA
6:00 P.M. | February 18, 2020
WOOD RIVER
3:30 P.M. & 5:30 P.M. |
| November 25, 2019
SPRINGFIELD
4:30 P.M. | February 19, 2020
DANVILLE
6:00 P.M. |
| December 5, 2019
CHICAGO
General Meeting
6:00 P.M. |  <p><i>With the ongoing attacks on workers' rights, it's more important than ever for our members to attend their area Union meeting!</i></p> |
| December 12, 2019
PEORIA
6:30 P.M. | |
| December 17, 2019
WOOD RIVER
3:30 P.M. & 5:30 P.M. | |
| December 18, 2019
DANVILLE
6:00 P.M. | |

YOUR SUPPORT MAKES THE DIFFERENCE!

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

RETIREMENT READINESS SEMINAR

If you are 45 years old or older it's time to start putting together a plan for the transition to retirement. Pre-retirement planning is especially important in these challenging economic times.



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

Topics of Discussion Include:

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

Please join us on

THURSDAY, NOVEMBER 14, 2019
6:00 pm

Local 399 Union Hall
2260 S. Grove Street • Chicago

Please RSVP the 401k Department at 312-372-9870 Ext. 5127

FINANCIAL WELLNESS SEMINAR

In our 21st century economy, financial wellness is more important than ever!

The staff in the Local 399 401k Department want to provide you with the strategies, tools and tips you need to lead a healthy financial life.

Local 399 members are encouraged to join us for this important and informative seminar (spouses are also welcome).



Topics of Discussion Include:

- **Basics of Financial Planning**
- **Building a Budget**
- **Emergency Funds**
- **Short, Mid and Long Term Savings**
- **Understanding the Power of Your IUOE Local 399 Benefits**

Please join us on

TUESDAY, NOVEMBER 19, 2019
4:00 pm

Local 399 Union Hall
2260 S. Grove Street • Chicago

Please RSVP the 401k Department at 312-372-9870 Ext. 5127

IUOE Local 399 401(k) Update Planning is the Best Plan of Action...

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

As I write this, Summer is coming to an end and kids are starting school again. Summer in Chicago is beautiful, hot and too short. But as we prepare for the transition into Fall we have much to be thankful for. The Bears are good again, jobs and the general economy in Chicago remain strong and the market (S&P 500) is up so far YTD.



As the lead consultant for the International Union of Operating Engineers Local 399 401(k) Plan, my work for the past 14 years has been to grow the trust and ensure that more members can retire on their own terms. To do that, I have always argued it is less about the market and more about creating a savings culture. The market will do what the market does. It typically goes up, periodically goes down, and every so often scares the hell out of us. But the key is to have a well thought out plan, and let the plan not the emotions of a wild day, create actions.

I think we have been in large part successful there. It always only works when there is a true partnership, engaged participants, engaged plan sponsor and engaged consultants who can drive the discussion. Let's start first with you, the participants. As of the last board meeting, our average deferral percentage was 8.2%. That is a fantastic savings rate that exceeds all benchmarks. Keep that up. If you have not increased your deferral percentage in a while, consider it. If you have had any life changes, make sure your beneficiary information is up to date. Finally, know where you are invested and make sure that your investments match your personal risk comfort level.

That brings me to the second member of the partnership, my team. Myself, Megan, Lisa, Elvia and our newest team member Taylor are here to help. We want you to make informed decisions because informed decisions tend to be ones that stand through rocky periods. In the last quarter alone we went to 12 buildings and spoke with countless members. Some needing help to sign up, others needing to make changes, and some simply needing to be reassured when the market volatility in months like May and August got a little scary. Point is the team is here to help you, at the Hall, at your jobsite (schedule via the 401(k) office in the Hall), over the phone and in seminars such as our Retirement Readiness and Financial Wellness sessions.

That brings me to the final leg in the partnership, Local 399 itself. Under the leadership of Mr. Hickey, Chairman Winters and our entire Board of Trustees, they have created a unique environment of fiscal responsibility. First by hosting events like the two I just mentioned, run by non-sales people simply for the benefit of member's knowledge is unique. But it goes beyond that. When we meet quarterly, we proactively make changes. We recently added low-cost BlackRock Index Target Date Funds, making them the default investment,

to accompany our active John Hancock solutions. We also recently added the Vanguard Dividend Large Cap Fund to continue to expand our offerings.

So many of us focus on family and maybe take some time off in the Summer. As you transition the kids back to school, focus on some of your year-end goals. I encourage you to revisit your 401(k) and ensure that the rocky year of 2019 and no daily headline keeps you from achieving your goals.

As always any questions on the investments, how to schedule a meeting or general support, please feel free to call the IUOE Local 399 401(k) Department, and we are happy to help.

.....
Below is a brief synopsis of some upcoming JH fund changes.

- Two funds have "name changes" but no material impact as a result of John Hancock's Fall 2019 Due Diligence Report.
 - BlackRock LifePath 2020, will become BlackRock LifePath Retirement
 - Oppenheimer Developing Markets, will become Invesco Oppenheimer Developing Markets.
- Two funds have an underlying manager change which will create minor changes to the underlying expense ratio. Changes were made for better performance.
 - Utilities Fund, will become the MFS Utilities Fund and see an increase of 5 bps or 0.05% expense ratio.
 - International Small Cap, will become the Templeton Institutional Foreign Smaller Companies Fund and see an increase of 32 bps or 0.32%.

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

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

Trustees
Sallie Fulwiler
Tom Loughlin
Matt McManus

James Kata
Jack O'Rourke

VALERIE COLVETT

The U.S. Supreme Court stated the duty of the National Labor Relations Board (NLRB) is to adapt the National Labor Relations Act (“Act”) to the changing patterns of industrial life. The current Board is not interested in the future of work but instead want to make American labor law obsolete.

America’s private sector workforce desperately needs the Act, and impartial Board members, more than ever. Today, the majority Board members brought the same hateful ideology of union members and unions as they had in their large, management side law firms. The current Board members (except for the one lone member who supports working people, their unions and knows the law) are no more than frontmen for their corporate cronies. This Board has no vision of how the Act should promote healthy and productive labor relations. Their mission is to reverse the hands of time to the day when there was no labor law. The goal of the Board’s General Counsel is to reverse decisions of previous Boards’ that had significant positive impact on working people. This Board has total contempt for procedural norms and fairness. What’s worse is these Board members will not recuse themselves from cases that involve their former clients, an absolute conflict of interest. The Inspector General found this was “a serious and flagrant problem.”

We’ve made the point over and over that “Elections have consequences”. The reality of those words have never been more relevant to working families and union members than they are today. The current administration and a republican-held Senate are pushing through appointments and judges at a record pace, and it’s having *dire* effects on the hard-fought workplace rights and benefits that we have achieved. It also threatens to roll back a torrent of worker protections that keep your jobs and workplaces secure and safe. As we head into the 2020 election cycle, *please* keep in mind that elections aren’t just about the larger offices. Who we elect effects us on levels big and small and in *every* agency of government.

ELECTIONS DO MATTER: In 2017, Local 399 won a very significant case at the NLRB. The judge ordered the employer to pay years of back pay to the members and years of contributions to the health and welfare, pension and education funds. We were not surprised the employer appealed, after all, they were liable for damages amounting to several million dollars. The last week of August, we got the horrible news that the employer won their appeal. The case was worth approximately 6 million to our members which was wiped away by this horrible NLRB decision!

Since the last election we have closely watched the appointments made to the NLRB, the National Mediation Board and the courts. We’ve seen the litmus test for those appointed by the current administration – those who support corporations, are PLEDGED TO DISMANTLE UNIONS, and who enthusiastically believe in “Profits Over People”. This ideology is shared by all the individuals appointed to these very important positions making decisions that effect every union member and those who support unions.

ELECTIONS DO MATTER: If we don’t get the next one right, more and more Local 399 members could be hurt as these members were. In 2020, we must elect a President who *honestly* supports working people and their union ... a President who doesn’t just give us lip service!

VOTE YOUR POCKETBOOK AND VOTE SMART!

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

CONGRESS ENACTED THE NATIONAL LABOR RELATIONS ACT IN 1935 TO PROTECT THE RIGHTS OF WORKERS, TO ENCOURAGE COLLECTIVE BARGAINING AND PROTECTING THE EXERCISE BY WORKERS OF FULL FREEDOM OF ASSOCIATION, SELF-ORGANIZATION, AND DESIGNATION OF REPRESENTATIVES OF THEIR OWN CHOOSING FOR THE PURPOSE OF NEGOTIATING THE TERMS AND CONDITIONS OF EMPLOYMENT.

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.



2019 “Building Bridges to Health” Health Fair

Sign up Today! – 6 Events – 5 Locations

Onsite preventive health evaluation, which includes a health assessment, blood pressure screening and a comprehensive blood test. Your results are 100% confidential and will not be shared with your fund.

Also available: Flu shots, Hearing Screenings, and onsite healthcare professionals to answer questions.

Earn Prizes! Complete your Interactive Health biometric screening at a Health Fair for a chance to win one of five \$50 gift cards at each location!



2019 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:

Date	Building Name	Address	Max Appt
September 7 th	Plumbers Local 130	31855 N US Hwy 12 Volo, IL	250
September 14 th	IUOE Local 150 – District 1	6200 Joliet Road, Countryside, IL	650
September 28 th	IUOE Local 399	2260 S. Grove Street, Chicago, IL	500
October 5 th	Administrative District Council 1	660 N Industrial Dr. Elmhurst, IL	300
October 26 th	IUOE Local 150 – District 2	1050 NE Frontage Road, Joliet, IL	400
October 27 th	IUOE Local 150 – District 2	1050 NE Frontage Road, Joliet, IL	350
Sunday	8 am start this day only		

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 your Union Name and Number or Trust Fund Name and Number.**
3. **Health Plan Participants:** Enter your Insurance Number and Group ID. *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.



Your Wellness Program Provider

Visit us on Facebook! <https://www.facebook.com/buildingbridgeshealthfairs>



CARRIE GATH

MARK YOUR CALENDARS: 2019 “Building Bridges to Health” – Health Fair

If you are enrolled in Local 399’s Health & Welfare Plan, you, your spouse and your eligible dependent children (who are at least age 18) have the opportunity to participate in one of the “Building Bridges to Health” Fairs being offered this Fall. By now you should have received a flier in the mail with this information.



Please pre-register to secure your appointment. Additional information is on page 22.

Local 399 Health & Welfare Fund



Carrie Gath
Benefit Fund Administrator
Ext. 3137

Fund Office Personnel

Claudia Erazo
Ext. 3108

Veronica Mister
Ext. 3106

Laura Whiteford
Ext. 3109

Trustees

Brian E. Hickey

Eric Centazzo

Valerie Colvett

Maureen Ehrenberg

Neil Masterson

IMPORTANT REMINDER ABOUT LIFE CHANGES

As a reminder, it is your responsibility to keep the Health and Welfare Fund Office informed of any life changes, including marriage, divorce, birth of children, etc. You (the member) will need to complete a “Dependent Change Form”. This form is located on our website: www.iuoe399.org under the Health and Welfare tab (see H&W Forms). Timely enrollment in this Plan is necessary to activate coverage, complete this within 30 days. The following sections are to notify the Health & Welfare Fund that the following dependent(s) ARE NOW ELIGIBLE for the Plan:

SECTION 1 ADD A NEW SPOUSE: Attach a copy of the Marriage Certificate.

SECTION 2 ADD A NEWBORN OR CHILD: Attach Birth Certificate or provide when received.

SECTION 3 DELETE AN EXISTING DEPENDENT: This section is to notify the Health & Welfare Fund that the following spouse/dependent IS **NO LONGER ELIGIBLE** for the Plan, Divorce: Provide Divorce Decree and ex-spouse’s address, if applicable. Failure to notify the Fund within 60 days of loss of dependent coverage will result in the loss of rights to elect COBRA continuation coverage.

Your information is kept confidential. If you have any questions about this process, please contact the Fund Office, (312) 372-9870 Ext 3000.



GET THE MOST OUT OF YOUR DENTAL BENEFITS

Be a smart mouth, schedule regular Preventative Care dental appointments by a Delta Dental PPO provider, and most Preventive services are covered at 100%! (Including but not limited to: oral exams and prophylaxis, TWICE in a calendar year!) Visit deltadentalil.com to find a network dentist in your area. A healthy smile improves social interactions, communication and work performance. Oral health is connected to overall health so there are many more reasons to maintain great oral health.

LOCAL 399 HEALTH & WELFARE PARTNERSHIP WITH ABSOLUTE SOLUTIONS

The Health & Welfare Fund continues to partner with Absolute Solutions. Absolute Solutions offers a national network of medical diagnostic imaging providers. Through this Absolute Solutions network, your claims will be paid at 100%. Absolute Solutions will schedule and provide most of your Diagnostic Radiology needs including MRI’s, CT Scans and PET Scans. This is available not only for yourself but also for your eligible dependents. Simply call (800) 321-5040 to schedule.



Please note, if you decide to utilize a provider outside of the Absolute Solutions network, the normal deductible and co-insurance charges will apply.

Finally, I would like to take this opportunity to thank **Katie Scott** for her years of dedication being an Employer Trustee on the Health & Welfare and HRA Board of Trustees.

“Health, Wealth, Love and the time to enjoy them.” Author Unknown.

JIM COATES

EDUCATIONAL NEWS:

IUOE Local 399 Technology Center is now open!

The IUOE South Property (2290 S. Grove) will allow Local 399 class participants to expand their knowledge base. This re-developed facility was designed with careful thought and planning to target our crafts competency-based learning objectives. At the inception, we focused our

attention on a training platform that included a functional central plant that behaves like traditional commercial properties. A liquid Carrier chiller provides managed chilled water to Carrier's air handling unit (AHU) using a redundant pumping network. The AHU along with a Trane 20 Ton rooftop unit (RTU) provide supply air to fan power boxes (FPB), variable air volume boxes (VAV), and dif-



fusers at the mezzanine level where students can perform real world maintenance tasks using a variety of tools. The chiller's heat removal is supported by an Evapco cooling tower using redundant condenser water pumps to complete the system loop. Ancillary chemical treatment stations and expansion tanks provide for a well-designed system and learning environment. A Cleaver Brooks firetube Clear-Fire H boiler complete with feedwater heater, chemical station, water softener, and common boiler fittings/accessories provide steam to the AHU coil. A Tridium-based, BACnet compatible, building automation system (BAS) is integrated throughout the lab and classrooms with generous expansion possibilities. Six (6) second floor smart classrooms blend industry-specific equipment with state-of-the-art interactive audio visuals for maximum comprehension. Items mentioned above will provide learning capabilities far beyond this brief introduction, and our goal is to explore as many as possible.

NATIONAL POOL CERTIFICATION:

The 16-hour National Swimming Pool Foundation (NSPF) course was well received and allowed our members a path to satisfy pool operators regulatory compliance through certification. Due to the success and positive feedback, we will schedule more offerings to support the demand.

CLASSROOMS AND LABS AT THE UNION HALL (2260):

I have received inquiries regarding continued class and lab work offered at our existing 2260 location. Please be assured, classes will continue in both buildings. The lab areas may look different as some training equipment gets repositioned and space within becomes more versatile.

SAFETY:

Safety is always our highest priority. Please remember to seek advice when you are unsure of a task to avoid unnecessary risks. Let's continue to look out for each other and grow our knowledge base.

For questions regarding any of the above or to discuss your educational needs, please consider me a resource.

Wishing all a great Fall season.

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



Local 399 Educational Training Fund

E-Mail:
etf@iuoe399.com

Brian E. Hickey
President & Business Manager
Ext. 2115

Educational Training Fund
Phone (312) 372-9870

Pat Kelly, Ext. 2116
Managing Director

Jim Coates, Ext. 4122
*Training Director &
Fund Administrator*

Thomas Phillips, Ext. 4124
Assistant Training Director

Nancy Carey, Ext. 4123
Education

Jamie Howard, Ext. 4125
Education

Veronica Tinley, Ext. 4121
Education

Trustees

Joe Belsan

Ryan Egan

Maureen Ehrenberg

Harold Hacker

Steven O'Mara

William Schuch

Eric Wylie

TOM PHILLIPS

PROGRESS REPORT:

SHOW AND TELL IS OVER: The IUOE Local 399 Technology Center has been the highlight of the year without a doubt. The forward thinking of President Brian Hickey as well as the business agents, trustees, organizers and members that put education in the forefront will ensure the Operating Engineers of Local 399 will meet the future with success. In some classes, we were constrained to using a textbook and visual aids as teaching tools. Today, all the senses will be engaged so the trainees can have a real sense of the facilities that they are going to enter during their careers.

THE TOUR: The IUOE Local 399 Technology Center's main floor houses a central plant that mimics those that are encountered in most commercial and industrial properties. The addition of these systems will now allow us to train on everything from the simple procedure of blowing down a boiler to learning the complexities of programming a controller. As we move up to the mezzanine level, you'll quickly realize the systems and components you come across are those that you would see in the ceiling of a commercial building's ceiling. The medium and low-pressure air distribution systems give a good mixture of the types of fan powered boxes (FPB), variable air volume boxes (VAV) and diffuser operating in the field. All of which will raise the bar for many of our F.E.T. classes. Continuing up to the six (6) classrooms located on the second floor, that were designed to be completely versatile. This versatility will allow us to bring the lab into the classroom so we can break down the major systems into smaller more digestible pieces. The classrooms are also equipped with Smart Technology to help keep the students actively engaged. These resources and the equipment that are being utilized at The IUOE Local 399 Technology Center are unmatched in our industry.

NEW INSTRUCTORS: We would like to welcome Michael Dukelow and Patrick Brennan to our team of instructors for this Fall and future semesters. Michael will be instructing Hotel Maintenance Systems, and Patrick will be instructing Understanding Plan Drawings.

ETF STAFF: Jamie Howard, Nancy Carey and Veronica Tinley all appreciated the courtesy and patience displayed by our students during the class check-in periods, and they will appreciate the same consideration in the future as they meet your educational needs. When visiting the Education Department, please take a moment to thank the ladies for the diligence they show in working with members and students.

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

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

E-Mail: tphillips@iuoe399.com

Ext. 4124

Important
City of Chicago

LICENSE RENEWAL & EXAM INFORMATION

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

City of Chicago
**LICENSING
& EXAM**
Information

K KEEP
E EDUCATING
Y YOURSELF

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

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

2019 FALL CLASS SCHEDULE

BOILER OPERATION (AM)

Day: Tuesday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/03

BOILER OPERATION (PM)

Day: Wednesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

COMMERCIAL HEATING & COOLING I (AM)

Day: Monday
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

COMMERCIAL HEATING & COOLING I (AM)

Day: Wednesday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

COMMERCIAL HEATING & COOLING II (AM)

Day: Wednesday
Time: 9:00 am - 2:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

COMMERCIAL HEATING & COOLING II (PM)

Day: Thursday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/29 • End Date: 12/12

CHIEF ENGINEER (PM)

Day: Monday
Time: 4:00 pm - 7:00 pm
Course Sessions: 10
Start Date: 08/26 • End Date: 11/04

CHIEF ENGINEER (AM)

Day: Wednesday
Time: 9:00 am - 12:00 pm
Course Sessions: 10
Start Date: 08/28 • End Date: 10/30

CRITICAL SYSTEMS (PM)

Day: Wednesday
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 08/28 • End Date: 10/30

ELECTRICITY FOR ENGINEERS I (PM)

Day: Monday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

ELECTRICITY FOR ENGINEERS I (PM)

Day: Tuesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/03

ELECTRICITY FOR ENGINEERS I (PM)

Day: Wednesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

ELECTRICITY FOR ENGINEERS II (PM)

Day: Monday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/26 • End Date: 12/09

ELECTRICITY FOR ENGINEERS II (AM)

Day: Tuesday
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/10

ELECTRICITY FOR ENGINEERS II (AM)

Day: Saturday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/24 • End Date: 12/14

FACILITIES SUSTAINABILITY (PM)

Day: Wednesday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

HEALTHCARE MAINTENANCE SYSTEMS (AM)

Day: Tuesday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/10

HOTEL MAINTENANCE SYSTEMS (PM)

Day: Thursday
Time: 5:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/29 • End Date: 12/12

INDOOR AIR QUALITY (PM)

Day: Thursday
Time: 4:00 pm - 9:00 pm
Course Sessions: 15
Start Date: 08/29 • End Date: 12/12

INDOOR AIR QUALITY (AM)

Day: Friday
Time: 8:00 am - 1:00 pm
Course Sessions: 15
Start Date: 08/30 • End Date: 12/13

MOBILE MAINTENANCE (PM)

Day: Monday
Time: 4:00 pm - 8:30 pm
Course Sessions: 10
Start Date: 08/26 • End Date: 11/04

PLUMBING REPAIR & MAINTENANCE (PM)

Day: Tuesday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 08/27 • End Date: 10/29

PNEUMATIC CONTROLS & DDC (AM)

Day: Thursday
Time: 8:30 am - 1:30 pm
Course Sessions: 15
Start Date: 08/29 • End Date: 12/12

TESTING AND BALANCING (PM)

Day: Wednesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/28 • End Date: 12/11

CERTIFICATE CLASSES

FIRE ALARM SYSTEMS (PM)

Day: Monday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 08/26 • End Date: 11/04

FIRE ALARM SYSTEMS (AM)

Day: Friday
Time: 8:00 am - 12:30 pm
Course Sessions: 10
Start Date: 08/30 • End Date: 11/08

INDUSTRIAL MAINTENANCE (PM)

Day: Monday
Time: 4:00 PM - 8:30 PM
Course Sessions: 12
Start Date: 08/26 • End Date: 11/18

INDUSTRIAL MAINTENANCE (PM)

Day: Tuesday
Time: 4:00 PM - 8:30 PM
Course Sessions: 12
Start Date: 08/27 • End Date: 11/12

INDUSTRIAL MAINTENANCE (PM)

Day: Wednesday
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 08/28 • End Date: 11/13

LABOR HISTORY (AM)

Day: Monday
Time: 8:00 am - 11:00 am
Course Sessions: 7
Start Date: 08/26 • End Date: 10/14

LABOR HISTORY (AM)

Day: Monday
Time: 8:00 am - 11:00 am
Course Sessions: 7
Start Date: 10/21 • End Date: 12/02

LABOR HISTORY (PM)

Day: Tuesday
Time: 4:00 pm - 7:00 pm
Course Sessions: 7
Start Date: 08/27 • End Date: 11/19

LOCKSMITH (PM)

Day: Thursday
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 08/29 • End Date: 10/10

LOCKSMITH (PM)

Day: Thursday
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 10/17 • End Date: 11/21

LOCKSMITH (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 09/07 • End Date: 10/12

LOCKSMITH (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 10/19 • End Date: 11/23

VARIABLE FREQUENCY DRIVE (PM)

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 08/30 • End Date: 09/27

VARIABLE FREQUENCY DRIVE (PM)

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 10/04 • End Date: 11/08

VARIABLE FREQUENCY DRIVE (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 09/07 • End Date: 10/05

VARIABLE FREQUENCY DRIVE (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 5
Start Date: 10/12 • End Date: 11/09

BLENDED/ONLINE CLASSES

ENERGY CONSERVATION (PM)

Day: Tuesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 15
Start Date: 08/27 • End Date: 12/03

INDOOR AIR QUALITY (PM)

Day: Wednesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 08/28 • End Date: 11/13

GENERAL EDUCATION CLASSES

MATH UP (PM)

Day: Friday
Time: 5:00 pm - 8:00 pm
Course Sessions: 4
Start Date: 07/19 • End Date: 08/09

MATH 122 (AM)

Day: Thursday
Time: 9:00 am - 11:45 am
Course Sessions: 16
Start Date: 08/22 • End Date: 12/12

MATH 122 (PM)

Day: Friday
Time: 5:00 pm - 7:45 pm
Course Sessions: 16
Start Date: 08/23 • End Date: 12/13

RHETORIC 101 (PM)

Day: Monday
Time: 7:00 pm - 9:45 pm
Course Sessions: 15
Start Date: 08/19 • End Date: 12/02

PRINCIPLES OF EFFECTIVE SPEAKING (PM)

Day: Thursday
Time: 5:00 pm - 9:00 pm
Course Sessions: 5
Start Date: 08/22 • End Date: 12/05

INTM

INDUSTRIAL TECHNOLOGY AND MANAGEMENT

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

BACHELOR OF INDUSTRIAL TECHNOLOGY AND MANAGEMENT (BINTM)

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

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

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

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

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

INDUSTRIAL FACILITIES (IF) SEQUENCE

INTM CORE COURSEWORK (45 credits)

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

FACILITIES-RELATED (IF) ELECTIVES: (21 credits)

- Choose seven (7) courses:
- INTM 314 Maintenance Technology & Mgmt (3)
 - INTM 407 Construction Technology (3)
 - INTM 411 Functional Facilities Management (3)
 - INTM 413 Contract Admin for Constr (3)
 - INTM 415 Advanced Project Management (3)
 - INTM 416 Integrated Facilities Mgmt (3)
 - INTM 417 Construction Estimating (3)
 - INTM 418 Industrial Risk Management (3)
 - INTM 423 Sustainable Facilities Operations (3)
 - INTM 461 Energy Options in Industry (3)

*Course substitution with IF elective possible

SUGGESTED COURSE SEQUENCE

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

Semester 1 Semester 2

- 301 Comm in Workplace 322 Indust Project Mgmt
- 315 Industrial Enterprises 407 Construction Tech
- 314 Maint Tech & Mgmt 425 HR Management

Semester 3 Semester 4

- 411 Funct Facility Mgmt 423 Sustainable Facility Ops
- 410 Operations Mgmt 4XX IF elective
- 459 Issues in Sustainability SOC SCI 300-level elective

Semester 5 Semester 6

- 418 Industrial Risk Mgmt 416 Integr Facility Mgmt
- 4XX IF elective IPRO 497 Interprof Project
- HUM 300-level elective SOC SCI 300-level elective

Semester 7 Semester 8

- 408 Cost Management 413 Contract Admin
- IPRO 497 Interprof Project HUM 300-level elective

CREDIT HOUR REQUIREMENTS

TRANSFER CREDIT: **60**

COMPLETED AT IIT: **66**

TOTAL FOR DEGREE: **126**

IIT Scholarships for Undergraduate Transfer Students

Full-time students (12 hours or more/semester) are considered for merit-based scholarships when the application for admission is reviewed. Full-time scholarship offers cannot be prorated for part-time students.

▶ Transfer Tuition Scholarship

Awards start at \$12,500/year, based on GPA from the transfer institution(s).

▶ Phi Theta Kappa (PTK) Honor Society Scholarship

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

▶ Presidential Scholarship

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

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



IUOE Local 399 Educational Training Fund (ETF) Tuition Benefit

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

Apply for Admission to Illinois Tech

Two-step application process:

1. Complete the Transfer Application for Undergraduate Admission at <http://admissions.iit.edu/undergraduate/apply/transfer-applications>
2. Request official transcripts from all colleges/universities attended and forward those to:

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

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

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

TRANSFER TO ILLINOIS TECH FROM...

TRITON COLLEGE • MORAIN VALLEY • COLLEGE OF DUPAGE

HARPER COLLEGE • JOLIET JR COLLEGE • OAKTON

CITY COLLEGES OF CHICAGO • ELGIN • WAUBONSEE

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

Local 399 Platinum Contributors

Arce, Hector, M.
Barred, Brian, J.
Brennan, John, F.
Buck, Eileen, P.
Buehler, Mark
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Civito, Anthony, V.
Cunningham, Kevin, M.
Cusack, John, F.
Doeseckle, Christopher, J.
Dzugan, Michael, J.
Esposito, Edward, A.

Esposito, Joe, C.
Fessler, Floyd, E.
Fiore, Alex, J.
Forde, John, P.
Godley, John, E.
Godley, Patrick, G.
Guerin, Mackenzie, P.
Gum, Greg
Gunter, Tammie
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Heneghan, Mark, G.
Hickey, Brian, E.

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Koehne, Thomas, W.
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Lyman, Kevin, T.
Mahon, Robert, C.
Mahoney, James, J.
Martinez, Presiliano
Mc Donagh, John
Mc Gowan, Kevin, M.
Mc Guane, Michael, J.

Mc Sweeney, Kevin, B.
Meany, Joseph, P.
Meen, Daniel
Mehalek Sr., Michael, B.
Melander, Jeremy
Moran, Thomas, G.
Murphy, Ryan, P.
Nehf, Robert, C.
Nestor, Dan, P.
Niedzwiedz, Jim, T.
Noone, Patrick, J.
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We thank all our members and friends for their cards, comments and feedback. We encourage any and all submissions, but please know that space prevents us from publishing every correspondence received.

Operating Engineers

LOCAL 399 Technology Center

A Note from President & Business Manager Brian Hickey:

I am so proud to say that our new Technology Center is now open! This new building boasts state-of-the-art classrooms and training equipment and was designed from the ground up to provide students with a diverse environment and curriculum meant to keep you on top of our ever-changing industry. I encourage every member to take advantage of this great new facility and the abundance of classes available.

I would also like to acknowledge everyone who helped to make the vision of this new building a reality. Over several years of planning, collaboration and construction, our

Technology Center came to fruition with the help and hard work of so many. Special acknowledgement goes to **Roger McGinty, Jim Coates** and **Tom Phillips** who were our point people in moving this project forward.

Also, a huge thank you to the ladies in our Education Department who kept the class schedules and registration periods running efficiently and have been instrumental in making it a smooth transition to classes in our new building. **Jamie Howard, Nancy Carey, Veronica Tinley** along with **Bridget Daniels** and **Patty Murray** did a fantastic job, and we appreciate all their hard work.

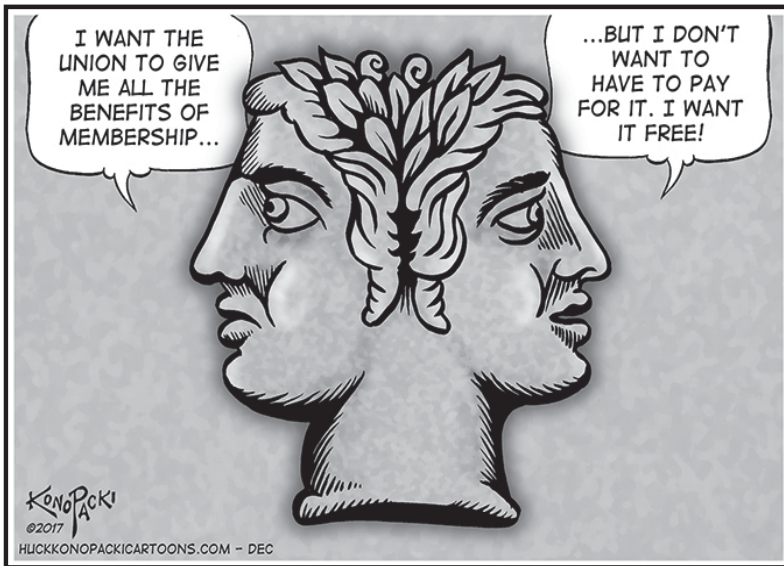


IUOE GENERAL PRESIDENT JAMES CALLAHAN ADDRESSES MEMBERS AT SEPTEMBER GENERAL AREA UNION MEETING



International General President James Callahan was on hand for our September General Area Union Meeting and we were honored to have him address the members and swear in our officers. President Callahan made an impassioned speech and spoke of his commitment to the fight for worker/union rights, saying forcefully *“As long as I have breath in this body, I will fight to protect unions and organized labor”*.

While we know that challenges for labor unions are ongoing, we can be confident in the dedication of our membership and our leaders to stand strong and meet any challenge head-on. Thank you to President Callahan for joining us. And thank you to every member who attended the meeting. It is your devotion to staying involved in our events and especially our monthly union meetings that keeps your union **STRONG!**



FREE RIDERS
and why
they are a
THREAT
to your
UNION
CONTRACT!

“FREE RIDERS” is a strategy employed by anti-union forces to pit co-workers against each other with the aim of breaking unions. The concept is a simple one, allow non-union workers to unfairly receive the benefits that their union counterparts receive under the union’s negotiated contract.

SO HOW DOES THIS EFFECT YOU AND PUT YOUR WAGES AND BENEFITS AT RISK?

After the recent Supreme Court JANUS Decision **“FREE RIDERS”** are allowed to benefit from union contracts without paying a dime. This is in an attempt to reduce union membership which will eliminate YOUR power in the workplace. **Without strong union members companies can lower wages, eliminate benefits, reduce safety standards and place you at the will of employers and big corporations.**

The following Local 399 members
HAVE CHOSEN to turn their back on their former union brothers and sisters to become “FREE RIDERS”:

Jackson Bird	University of Illinois
Harry Caliban	Metropolitan Water Reclamation District of Greater Chicago
Grant Dimmick	Western Illinois University
Brandon Jay Finch	Western Illinois University
Steve McCarty	Southern Illinois University Springfield, School of Medicine
Timothy L. Moore	Western Illinois University
Kirt Ormesher	Southern Illinois University Edwardsville
Gerilee K. Vail	Western Illinois University
Ann Webster	Southern Illinois University Springfield, School of Medicine

2019 Local 399 Family Picnic



Our 2019 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 Annual Family Event.

We look forward to seeing you next year!







2019 Local 399 *Golf Outing*



Our 2019 Annual Golf Outing was the largest yet and a tremendous success with our members and many loyal friends enjoying a beautiful day of golf at our three challenging courses. We also had a great time at the evening's dinner. Congratulations to all our event raffle winners!

Thanks to everyone who supported this year's event!







2019 LOCAL 399 GOLF OUTING

Thank you for making our event a success!

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.

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JLL Engineers

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Trey Lascola,
Michael W. Doeden,
Jim Banasiak, Victor Jones
& Dave Campbell**

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Your Balls!!

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& Victor Almanza**

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O'Hare Airport

The Dukelow family

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Conor Durcan

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Brian Limbach
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Jason Halack, Stan Ramirez
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Robert Browne, Shane Donnelly

& Bernard Fons

Engineers IYC Harrisburg

Enriquez Brothers

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Engineer Mike Walsh,

Engineer Brendan O'Dwyer,

Apprentice Austin Davenport

Enwave Chicago Plant 2,

Plant 3 & Plant 5

Enwave Chicago Plant 4

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A.Chiaromonte, R. Bastien,

R. Mohring, T. Salas, F. Mulcrone,

K. Allison, C. Murphy, V. Saldana,

J. Lyons, R. Ready, J. Wraznyniak,

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How Many Mulligans You've Taken!

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Ryan & Brennan Ferguson

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Flags SAC Canaryville

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International Brotherhood

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Congrats 399!

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The Kozar Family

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Dave Kruczek & Brian O'Donnell
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Sterling Bay Engineers at Fulton West
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Sterling Bay Roving Engineers

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Our 2019 Golf Outing Event was our most successful to date.

Thank You to all the Generous Event Sponsors who made this day possible. We ask our members to please support our event sponsors as they support the hard-working men & women of Local 399!

Additional Donations By:

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**Congratulations to our
2019 Scholarship Winners!**



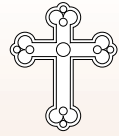
Lauren Ortiz
Graduated from Lemont Township High School and will be attending The University of Missouri. Lauren is the daughter of **Reynaldo Ortiz**, an Engineer at ABM, Midway Airport.



Dale Schneberger
Graduated from Palatine High School and will be attending Harper College. Dale is the son of **Gary Schneberger**, Chief Engineer at The State of Illinois, SOI/SOS, Elgin.

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.



"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."

DECEASED MEMBERS

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

APRIL
*RICHARD CICHY

JULY
ROBERS BLOISE
MARTIN DE PASS
MICHAEL FINNEGAN

MAY
JAMES FLEMING
EDWARD VALCHAR
*CLARK WELLS

AUGUST
JOSE PADILLA
MARIAN SUSZKO
CRAIG WALEGA

JUNE
*DAN HYDE
PAUL KULERSKI
THOMAS SIEFERT
CLARICE WAHLFELDT

SEPTEMBER
JOSEPH BUSSE

** Denotes Gold Card Member*

IMPORTANT NOTICE REGARDING MEMBERSHIP RECORDS

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

A reminder to our Members about keeping your information current

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

Local 399 MEMBERSHIP • UPDATED ADDRESS FORM

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

Member Name: _____

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

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

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

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

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

Department(s) to be notified: (please circle) Local 399 401(k) Health & Welfare CPF

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Vice President

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Recording Corresponding Secretary

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YOU FUTURE!**



**IUOE Local 399 401(k)
Deferred Compensation Plan**

Saving for retirement is important for all of us. Our 401(k) plan was redesigned last fall to incorporate several good suggestions made by plan participants. It now has more participants than ever and provides the following important benefits:

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

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

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

Harry Bridges

LOCAL 399
New Additions

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

<u>MEMBERS' NAME</u>	<u>CHILD'S NAME</u>	<u>BIRTH DATE</u>
Victor R. Bolanos	Roxana P. Bolanos	07/31/19
Alex W. Brandt	Violet M. Brandt	05/22/19
Barry F. Broderick	Nellie M. Broderick	07/07/19
Joseph N. Farinella	Emery R. Farinella	05/14/19
Patrick R. Fine	Makenna Fine	05/10/19
Colby J. Fox	Scarlet M. Fox	06/30/19
Ryan J. Galloway	Graham R. Galloway	04/20/19
Michael T. Goshorn	Hannah Goshorn	05/11/19
Carlos Hernandez	Jonathan E. Hernandez	04/20/19
Martin Hynes	Anne M. Hynes	04/04/19
Joseph R. Johnson	Daniel J. Johnson	06/01/19
Frank K. Kelly	Wyatt M. Kelly	06/14/19
Craig R. Kolar	Penelope A. Kolar	08/01/19
Joseph J. Little	Emilia K. Little	05/09/19
James P. Lynch IV	James P. Lynch V	05/23/19
Brian P. Maguire	Seamus B. Maguire	06/20/19
Daniel A. Manzella	Anthony J. Manzella	05/30/19
Michael J. Murphy	Patrick Murphy	06/24/19
Michael S. Neylon	Jack Neylon	06/28/19
Patrick J. Noone	Fiona R. Noone	04/23/19
Erik J. O'Carroll	Wyatt J. O'Carroll	07/18/19
Shannon K. Owens	Liam G. Owens	06/01/19
Salil B. Shastri	Thea R.S. Shastri	05/24/19
Brian C. Talty	Mila M. Talty	04/29/19
Thomas P. Tumpane	Walter B. Tumpane	06/25/19
Jonathan D. Vail	Adam Vail	04/01/19
Christopher M. Weber	Topher J. Weber	06/14/19
Nicholas White	Scott J. White	05/30/19
Bart Winters	Winifred A. Winters	06/20/19
Marty D. Winters	Maeve Winters	06/30/19
	Molly Winters	06/30/19
Donald R. Wirz	Colin R. Wirz	04/27/19

If you would like to announce your child's birth, please call Claudia Erazo at (312) 372-9870, Ext. 3108.

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

Attention Chief Engineers

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



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

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Union News and Information

UNIONS SUPPORTING UNIONS!

Local 399 Union Members (and Fathers) supporting striking University of Chicago Medical Center Nurses (and Daughters). Family Supporting Family!



UC Nurses pictured above (left to right)
Morgan and Tyler Roche (Marty Roche)
Katie Liston (Pat Liston) • **Mary Hickey** (Brian Hickey)



UC Nurses pictured above (left to right)
Sisters: **Gretchen Jager** and **Bridget Hunter**
Nora Bansley (Andy Bansley) and **Mary Tuzik**

America Works BEST When We Say ... UNION YES!