



Sheet Metal LOCAL 18 NEWS



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FEBRUARY/MARCH 2012

President / Business Manager Report

By Patrick Landgraf (262-798-1818, ext. 112); plandgraf@smwlu18.org

At the Business agents conference in 2011 there was a resolution passed that all local unions that have not already done so will implement the Code of Excellence doctrine into the local unions by laws or policies. Local 18 has decided to adopt them as a policy of the local union. You will see printed in this newsletter a copy of the code for your records to keep on hand for future reference should you need them. Local 18 printed a copy about a year ago for adoption but has since been made aware that the original document as printed is the one that needed to be adopted not the one previously printed. The document as printed is guidelines for members to follow in their day to day dealings with contractors and customers as well. These are things that we learned from the time we started in the trade and things we continue to abide by on a daily basis. We want to show the end users of our product that we are the persons of choice that they should be hiring to complete their HVAC projects on time and that we are professionals in all aspects of what we do.

The trustees of the various funds continue to make decisions to make sure that all the funds continue to operate in the manner intended. The construction industry has been hit hard in this recession that we continue to climb out of and the trustees have made some great decisions recently to help the members get through these tough times. In some cases they were changes long overdue in this industry. Please be sure to read all of the information that is sent to you as these changes affect the way some benefits are administered in the health and pension funds. The health funds continue to perform as expected within the current budgets and in some cases are doing better than expected. The trustees continue to look at ways to maintain current benefits and will be holding meetings soon to discuss the upcoming budget which will be presented at the April meetings for both the Fox Valley and State Plan. The trustees welcome ideas from the membership as to what they would like to see the trustees do: make changes in the benefit structure to keep hourly contributions the same or to raise the hourly contribution rate to maintain the current benefits, please let us know at the upcoming satellite meetings in your area. The state fund is at 13.5 months of continuation or 17.3 months of reserve and the Fox Valley fund is at 15 months of continuation value.

We again will be holding elections for full time and part time officers of the local union this year. This happens on a three (3) year cycle and with this comes time for the membership to vote on the Election Standards as well. In the month of February there will be Special Call meetings immediately following the general membership and all official satellite meetings (see meeting schedule on back page of newsletter for times and places) for the purpose of approving the standards. The Executive Board has approved the Election Standards and these meetings will be for the membership to vote yeah or nah to the recommendation of your Executive Board. The Election Standards are rules by which the elections are run and they explain the duties and pay schedules for the officers of the local union. Please be in attendance if you wish to have your vote counted. Local 18 will be faced with many challenges again this year and it will take all of us working together to face them head on. As always, we welcome comments and ideas on how we can all get through these tough times and how we can help our fellow brothers and sisters. We are all in this together and that is what makes this union great: when we can all come together to do the best we can

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Financial Secretary / Treasurer

By Randall Krocka (262-798-1818, ext. 114); rkrocka@smwlu18.org

Another year is gone and we are faced with the challenges of the New Year ahead. Hopefully 2012 will be a better year than 2011 has proven to be. All indications point to a brighter year with the rumblings of new work coming out of the ground around the state. The Wausau area will see the new Bio-Mass plant get rolling along with work at the Harley Davidson plants in the area. Also the new Marriott Hotel in Downtown Milwaukee is an encouraging start to the year. Earl and I attended the ground breaking ceremony for the Marriott project and talked to Mayor Barrett about other projects in the Milwaukee area being assured that these are projects that will help the union sector of labor. Mayor Barrett assured us of that being his intent and in his words said "stay tuned this is only the tip of the iceberg, we are going to see a lot of new projects going forward this year." Let's hope this shapes up to be a more prosperous year for all of us.

I would like to clear up some false information that has been traveling around from member to member... it's like one of those games that you whisper a story in one persons ear and then he whispers the story in the next persons ear and so on and by the time the last person hears the story it is nothing like the original story at all.

Recently a member and I were talking about retirement options and the possibility of using the 55/30 option that is available to us. Now our National Pension has been showing signs of improvement since the Pension Protection Act has been imple-

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Eau Claire / La Crosse / Wausau Areas

By Craig Wagner: cell 1-715-498-1926; fax 1-262-798-1837; cwagner@smwlu18.org

I would like to start off by thanking all of you personally that took the D9.1 Welding Procedure. Now with 60 members in the Wausau area that have completed this procedure, I am hoping that more of you will sign up for the next round of classes. We will be setting up more of these classes in the Eau Claire, La Crosse and Wausau areas. Also with the Rothschild Bio-Mass project starting up, we will be setting up some more Hand Signal and Rigging classes along with some Lagging workshops.

With the New Year upon us, the Eau Claire and Wausau areas are open for wages only for the last year of the contract 2012-2013.

A Participant earns one month of Future Service Credit for every 100 hours he/she works – with a maximum of 12 credits per year. So, if he/she works 1200 hours he/she has earned the maximum 12 months of Future Service Credit per year. Sheet Metal Workers' National Pension Fund 703.739.7000 and/or www.smwnpf.org for more information.

Every SMWIA local union participating in SASMI is periodically (usually annually) classified into one of four (4) groups based on the average hours worked by active employees in the local union in the prior year (or another period based on availability of data).

The standard working hours — called "Group Hours" and the group hours for 7/1/2011-12/31/2011 period B are 700 hours. If you are eligible to collect underemployment benefits and need a SASMI form please contact Roger @ 715.866.5188 or myself @ 715.498.1926. Once you receive the paperwork, make sure you have it in to the State Headquarters before March 31, 2012.

When you have received Supplemental Unemployment or Underemployment Benefits for four (4) Stabilization Periods, you lose your eligibility. After you have lost your eligibility, you must once again work 1,200 hours in twelve (12) consecutive months, 2,000 hours in twenty-four (24) consecutive months, or 2,800 hours in any subsequent time frame to regain your eligibility. The process then starts over and you may qualify for benefits in four (4) more Stabilization Periods. You can also recycle, or start over, before receiving benefits for four (4) Stabilization Periods. This happens when, after receiving benefits for one, two or three Stabilization Periods, you work 1,200 or more hours within twelve (12) consecutive months, 2,000 hours in twenty-four (24) consecutive months or 2,800 hours in any subsequent time frame and do not draw benefits during any Stabilization Period that includes the hours you worked. You will then establish new eligibility.

SASMI member benefits are paid only for involuntary underemployment. A sheet metal worker must be available for and seeking suitable employment in the Sheet Metal Industry during the Stabilization Period in order to receive SASMI benefits. Suitable employment in the Sheet Metal Industry generally means the type of work covered under the trade jurisdiction of SMWIA and jobs in related building trades or other work to which they are referred or which they are able to perform because of their skills as a sheet metal worker.

The Sheet Metal Worker employees are also encouraged to work to maintain eligibility. A member will not be eligible for SASMI benefits if:

- You refuse an offer or opportunity of suitable work.
- Not willing to travel reasonable distances on referral from your home local union to secure suitable work.
- Refuse suitable work of the type for which they have been specially trained.
- In jurisdictions where a training program is available, refusing to attend a journeyman training and/or upgrading program.
- Fails neglects or refuses to pass jobsite drug testing requirements. This action will make the Employee disqualified from Supplemental Unemployment Benefits and Underemployment Benefits, unless the Employee is enrolled in a bona fide employee

assistance program. SASMI = Stabilization Agreement of the Sheet Metal Industry. 800.858.0354 and/or www.sasmi.org

A new state budget provision requiring a one-week waiting period before unemployed workers can begin collecting unemployment benefits takes effect 1-1-2012. The new provision will affect the newly unemployed and those already collecting benefits. In some cases, it will result in a laid-off worker receiving one less check than he or she would have in the past. State lawmakers made the change as part of the 2011-13 biennial budget, meaning Wisconsin will join more than three (3) dozen states that already have instituted waiting periods. State labor officials said the delay will save an estimated \$45.2 million a year by allowing additional time to determine eligibility and reduce improper payments by pushing the payment schedule back. In Wisconsin, those who are laid off are eligible for 86 weeks of unemployment and a maximum weekly benefit of \$363.

Remember, you can check all of your claim information, dollar bank balance, HRA balance and Plan information and changes on the Fund website. Please go to www.bpajla.com click on client access and enter your login of WI Sheet Metal and password of Local 18. The NETime link at the bottom of the page will get you to your personal (secure) account information.

The next satellite union meetings will be:

February 7, 2012 in Eau Claire/
General Membership/special call meeting to follow.

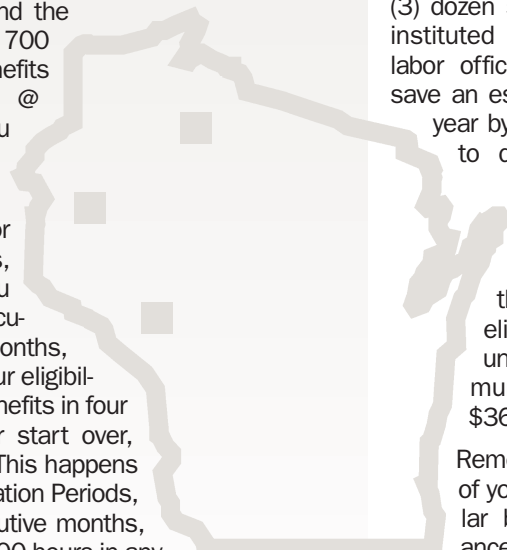
February 27, 2012 in La Crosse/
special call meeting to follow.

February 28, 2012 in Wausau/
special call meeting to follow.

March 26, 2012 in La Crosse

March 27, 2012 in Eau Claire

March 28, 2012 in Wausau.



Eau Claire / La Crosse / Wausau Areas

By Roger Jackson (715-866-5188); rjackson@smwlu18.org

At all union meetings held in Local 18 during the month of February we will be presenting the Election Standards as approved by the Local 18 Executive Board for approval by the membership, please make every effort to be in attendance.

For the areas of Local 18 that have SASMI in their Collective Bargaining Agreement: members have until March 31st 2012 to make application for SASMI Underemployment Benefit. The hours have been established at 700, if you have worked less than this amount of hours you may be eligible for an underemployment benefit; if you choose to apply. If you are interested to see how much money you have accumulated in SASMI please give me a call and I can look it up for you.

RENEWAL OF ELIGIBILITY occurs after initial eligibility has been gained and then lost eligibility. Eligibility can be renewed after completion of 1,200 hours within 12 consecutive months, or 2,000 hours within 24 consecutive months, or 2,800 hours within any period of time of the for which contributions have been made for the work by SASMI Employer(s).

RECYCLING OF ELIGIBILITY occurs when a member has received Underemployment or Supplemental Unemployment Benefits from SASMI in 1, 2 or 3 Stabilization Periods and then worked 1,200 hours within any 12 consecutive months, 2,000 hours within 24 consecutive months or 2800 hours within any period to time, for which contributions have been made for the hours worked a by SASMI Employer(s) and you do not receive any Underemployment or Supplemental Unemployment Benefit for the Stabilization Periods in which the member worked the required hours. The member has now “recycled” their eligibility and again is entitled to up to 4 more Underemployment or Supplemental Unemployment Benefits in up to 4 Stabilization Periods.

The actual check you will receive will be less, because Federal tax, Social Security, income tax and any other applicable taxes will be withheld and deducted from your check just as with your pay check. **Your benefits will also be reduced by the amount of Health Benefits paid to your local health and welfare fund to maintain your eligibility for Stabilization Period in which you are claiming benefits.**

You can lose your SASMI eligibility for the reasons stated below. These reasons do not apply to the Severance Benefit or Retiree Health Premium Benefits, except as otherwise noted below and in the sections on Severance Benefits and Retiree Health Premium Benefits. If you lose your eligibility, you have to re-establish your eligibility under the plan before you can receive any benefits.

- You lose your eligibility by receiving Supplemental Unemployment or Underemployment Benefits in four (4) Stabilization Periods, unless you have recycled your eligibility.
- You lose your eligibility for any benefit you would otherwise be paid if you accept permanent employment outside the Sheet Metal Industry. (The meaning of the term “Sheet Metal Industry” is explained in the section on Severance Benefits.)
- You lose your eligibility for any benefit if you accept any employment in the Sheet Metal Industry with an employer who is not signatory to an SMWIA Collective Bargaining Agreement. This will also cause a loss of Severance Benefits and Retiree Health Premium Benefits.

Please call with any questions that you may have about your SASMI benefits, or you can visit their website at www.sasmi.org.

★ Continuous Service Awards Notification ★

Local 18 will be hosting the Continuous Service Awards Dinners in the month of April. Members will be notified by mail of their eligibility during the month of February. If you do not receive a letter and feel you are eligible for your 25, 40, 50 or 60 year pin, please contact Julie at the State Headquarters, 262-798-1818 ext. 125 before March 1st, 2012.

Statewide Organizer

By Josh Garner

As I am writing this article we are just a few short days away from witnessing history again in Wisconsin. On the 17th of January petitions to recall our Governor and Lieutenant Governor will be submitted to the Government Accountability Board. With each signature we are showing those in power that 2012 is the year we take Wisconsin back, one signature and then one vote, at a time.

True organizing success is dependent on an informed and educated membership. With that being said, we will be holding COMET (Construction, Organizing, Membership, Education, Training) classes around the state starting this spring. Please contact myself or your area agent if you are interested in attending a class in your area.

Local 18 gained 12 new contractors in 2011. We finished the year strong with the signing of Keil Plumbing and Heating – Wausau area and Navarrette Mechanical – Milwaukee area.

Health Corner

By Sue Tazalla

OFFICE HOURS: Monday through Friday 7:30 a.m. until 4:00 p.m.
WI Sheet Metal Workers Health Fund Phone: 800-654-2329 or 262-798-1838
Fox Valley Sheet Metal Health Fund Phone: 877-365-2589 or 262-717-9385
Local Pension Phone: 1-888-719-9567 or 262-717-9567
 Fax: 262-798-1846

WISCONSIN SHEET METAL WORKERS HEALTH AND BENEFIT FUND and FOX VALLEY SHEET METAL HEALTH FUND

The Fund office would like to wish everyone a Happy New Year! Our fund representatives are available from 7:30 AM. until 4:00 PM Monday through Friday to answer your eligibility, claims related or general questions. If you are experiencing any problem with providers indicating that you are not eligible for services please contact the fund office immediately. We are able to confirm your eligibility and work with providers to update their records. Eligibility records are updated at least weekly at your PPO provider, Envision RX Options and other providers of service. It may happen that you mailed a payment for coverage but your eligibility was not updated with the provider yet.

I would like to remind you that your Fund has its own website. The Fund website address initial log on ID and Password are listed here:

FUND	WEB ADDRESS	LOG ON ID	PASSWORD
Wisconsin Sheet Metal Health Fund	www.bpajia.com	WI Sheet Metal	Local 18
Fox Valley Sheet Metal Health Fund	www.bpajia.com	foxvalley	sheetmetal

***NOTE:** Log on and pass word are case and space sensitive. You must enter exactly as shown.

You are able to view your Summary Plan Description, notices and download Forms. There is also a link to your provider networks and NETime. NETime is a secure website which allows you to view your eligibility, dollar bank balance, HRA account, claims (print EOBs) and contributions. You are also able to view claims for dependent children under the age of 18. Due to HIPAA regulations, your spouse and older dependents must create their own accounts and can only view their claims. Once you click on the NETime icon you will need to request a user name. You will be asked to enter your Social Security number (this is the only time you will be asked to provide your SS number), date of birth and five digit zip code. Enter your name exactly as it appears on your ID card. Follow the prompts to establish your username and password.

HRA CLAIM SUBMISSION:

If at the end of the calendar year you do not have the minimum of \$100 in claims to submit for AN HRA reimbursement, you will be allowed to submit a claim for the lesser amount. This claim will be accepted until March 31 of the following year.

WI SHEET METAL WORKERS HEALTH AND BENEFIT FUND ONLY

The Fund office has processed Open Enrollment for 2012. If you did not return a Spousal Verification Form your spouse did terminate December 31, 2011. Coverage certificates along with another Spousal Verification Form have been mailed to all spouses who terminated. Please complete and return this form immediately. Your spouse's eligibility will be updated once received. *If you spouse has insurance offered through her employer, SHE MUST ENROLL IN THAT INSURANCE IN ORDER TO BE ELIGIBLE UNDER THIS PLAN.*

MegTec Systems

By Bruce Benotch, Chief Steward

As another New Year is here, we will have many opportunities and challenges to face. Workload is good and the way it looks some departments are above capacity which results in the chances of overtime. Product mix has changed and employees are being moved to various areas to keep everyone employed. This being the case, when moved to another department, make sure you are aware of your new surrounding and also use the appropriate forms provided to insure you do not get injured. We already had one (1) OSHA recordable for this year.

By the time you read this letter we will know whether or not we are eligible for the Safety Bonus and Labor Effectively Rate for 2011. If we reach both of these the bonus you will receive is based on your total gross wage from your W-2 for the 2011 year.

Be sure to review your paystub for some changes that have occurred. The first thing to check is your Health Insurance Premium. If the dollar amount does not reflect changes from your HRA (Health Risk Assessment) be sure to see Human Resources to get it changed to the correct tier. The second thing you will see is the company contribution for the 401(k). This is the \$1.80/HR with a maximum of 2080 Hours which will equate to \$3744.00.

If you have not submitted your election to the 401(k) you will have the contribution defaulted to the nearest Target Fund based off your retirement age. Anyone who would elect to make changes to their selections, it can be done on line thru Paychex.com.

Our next meeting will be Wednesday, February 8th at 3:00 P.M. at Chicago Street Pub & Grill. We would like to see better attendance at our monthly meetings. I hope to see you there.

Fond du Lac / Manitowoc / Sheboygan Areas

By Brian Billman (920-904-7574); bbillman@smwlu18.org

As we welcomed 2012 and leave 2011 behind us one can't help thinking that last year was a year we would like to forget. Politically 2011 was a wake up call for all working families as to how some of our elected officials can turn our worlds upside down with a stroke of a pen and erase 50 years of policies that worked. I don't think names are needed! 2012 is ramping up to be another political battle year. We all need to do our part in stopping these anti working family agendas that some of our politicians have rammed down our throats and smile about it! These policies are now showing detrimental effects on not only union families but all the working class. If you are called upon to help out this year, get involved, one act of volunteering can make a difference because like it or not politics affect all of us!

Once in awhile our craftsmen are presented with a unique challenge. Our Brothers at Crafts Inc. were approached with such a challenge. The Nothstine House, (see photos) a private residence in the Green Bay area called for not only extreme craftsmanship but functionality and beauty. Those of us who do architectural sheet metal can appreciate what was accomplished on this curvy futuristic home design. Local 18 members Brian Georgenson (Project Manager) explained that Foreman, Brian Basken was on this project nearly a year as he and his crew navigated through one challenge after another. He was assisted throughout the project by Journeymen Roger Miller, Al Loughhead, Dean Seehafer, apprentices Adam Fruzen, Peter Davis and pre apprentices Joe Fischer and



The Nothstine House – a private residence in the Green Bay.

Kyle Meyer. This project was a true display of sheet metal craftsmanship and worthy of showcasing. The owners were extremely pleased. GREAT JOB MEN!

Remember to keep your personal information current with the Local and as you plan financial decisions remember to use Don Hammond and Mark Hanna of the Maritime Financial Group for advice at no charge. See you at the meetings.

Area meetings as follows:

Sheboygan Satellite Meetings – February 8, 2012 6PM
Sheboygan Labor Hall (Special Call Meeting to follow)

Note: Sheboygan March Satellite meeting cancelled due to the **General Membership Meeting** in Sheboygan March 7, 2012 4:30 PM

KEES Inc. Meetings: February and March meetings cancelled due to Quarterly meeting schedule

More news from Fond du Lac / Manitowoc / Sheboygan Areas on next page

Racine / Kenosha / Walworth Areas

By Keith Kemper (262-945-1996); kkemper@smwlu18.org

There will not be a Racine/Kenosha Area Satellite Union Meeting in April. Instead of a union meeting we will be having a combined PIN Banquet and Apprentice Graduation Banquet. The Banquet will be held at Roma Lodge in Racine at 5:00 PM on Thursday April 19th. Members who are eligible for 25, 40, 50, or 60 year PINS, and graduate apprentices, will be notified soon with more details.

Graduate Apprentices will receive a Carhartt Jacket embroidered with the Union Logo. I would like to let the rest of our members know that the jackets are also available to them. If you would like to purchase a Carhartt jacket with the Union Logo on the back and your name embroidered on the front, let me know. The cost is \$108 for a regular size and \$112 for a tall. If you would like to see what they look like, I will have one at the February Satellite meeting.

We would like to set up classes for Crane Hoisting and Signaling, OSHA 10, OSHA 30, and First Aid/CPR. More and more of the companies that hire our contractors require certificates from these classes in order to work on their job-sites. It is important that we pay attention to their requests. After all they are the customers. It is part of presenting ourselves as the highly skilled craftsmen we are and selling our union contractors as the best in the industry. The local training fund will pay for the classes at no cost to you. The classes will be held at the Racine Union Hall. We are flexible as to times and the day of the week. If you are interested call me at 262-945-1996.

Reminder, a Special Call meeting will be held following the February 15th Satellite meeting to have the membership approve the Election Standards.

Racine / Kenosha / Walworth Areas Retirees

By Ed Robb

We had a good turnout and meal for the Christmas party. It was nice to get together again and see some old friends.

Our meetings are held on the first Wednesday of the month, 11:00 AM at the Racine Union Hall. We have pizza for lunch after the meeting. We would like to invite the recent retirees to come join us.

President/Business Manager

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for all union members. With the political climate the way it is in the state, with the recall elections coming and with the election later in the year for the White House, we need to be ever remind-

ed of just which party will look out for the best interests of working families. Together we can make the difference in all of the lives of working people. See you in two (2) months.

Fond du Lac / Manitowoc / Sheboygan Areas Retirees Club

By Dan Lensink

Our Christmas party was enjoyed by all. I wish to thank all who attended and brought in food to share. A special thanks to Rosie Gordon for coordinating the meal and to all who helped with setup and clean up. Thanks also goes to the V.F.W. for the use of the hall and to Local 18 for their financial support.

Our next meeting will be held April 10th at Arabellas. I hope to have a speaker for that meeting, possibly someone from the health fund.

February 14th will be our Valentine's Day dinner at Frankie's Bar and Grill located at 2218 Indiana Avenue. This will be a buffet dinner. The cost will be \$10.00 per person plus tax and tip.

Please call Rosie Gordon at 920-457-9577 if you plan on attending. We will need to know by February 7th. I hope to see you there.

DECEASED MEMBERS

Local #18 extends condolences to the families and friends of the following members who have passed away:

Brian Neils	10/06/2011	Milwaukee
James O'Connor	11/11/2011	Eau Claire
Ervin Plautz	10/02/2011	Wausau
Mirko Podgornik	10/22/2011	Milwaukee
Eugene Sanrope	11/22/2011	Madison
Daniel Traeder	12/04/2011	Wausau



RETIREES

Local #18 extends congratulations and best wishes to the following retirees:

James Bartz	10/01/2011	Milwaukee
Thomas Becker	11/01/2011	Milwaukee
Clinton Blanke Jr.	11/01/2011	Milwaukee
Glenn Gartzke	09/01/2011	Milwaukee
Thomas Grant	12/01/2011	Madison
Steven Hardy	11/01/2011	Fox Valley
Larry Heimes	11/01/2011	Racine
Gary Lando	09/01/2011	Milwaukee
Steven Livingston	11/01/2011	Racine
Gail Pond	12/01/2011	Wausau
Robert Robers	12/01/2011	Racine
Dale Schultz	12/01/2011	Milwaukee
Mitchell Thompson	11/01/2011	Eau Claire
Steven Wargolet	10/01/2011	Milwaukee

NEW MEMBERS

If you see one of these members, please extend your welcome.

Matt Alaniva	Pre. App.	Milwaukee
Kyle Ambroziak	Pre App.	Wausau
Dave Bast	Pre. App.	Fox Valley
Brennan Duke	Pre. App.	Wausau
Cody Evers	Pre. App.	Fox Valley
Kyle Flesher	Pre App	Madison
Robert Froemming	Ind. Add.	Milwaukee
Daniel Hitsman	Production	Sheboygan
Kenneth Johnson	Production	Milwaukee
Robert Jones	Pre. App.	Wausau
Andrew Kerlin	Con. Jry	Milwaukee
Justin Krider	Production	Milwaukee
Stephen Kuklinski	Res. Jry	Wausau
Nathan Kurzynske	Pre. App	Fox Valley
Gregory Larson	Con.Jry	Fox Valley
Caleb Mooney	Pre. App.	Milwaukee
Jason Oconnor	Res. jry	Milwaukee
Spencer Phifer	Con. Jry	Madison
Thomas Smith	Con Jry	Wausau
Travis Thiel	Pre. App.	Fox Valley
Nick Valentine	Pre. App	Madison

FORFEITED

Robert Alumbaugh	Fox Valley
Mark Baumgartner	Sheboygan
Kevin Boehm	Racine
Gregory Carroll	Fox Valley
Craig David	Wausau
Scott Elblein	Racine
Kevin Gill	Madison
Traton Gossink	Milwaukee
Aaron Hall	Janesville
Kevin Hebbe	Fox Valley
Randal Herrick Jr.	Madison
David Hoffman	Fox Valley
Caleb Huelsbeck	Milwaukee
Jason Jones	Fox Valley
John Justinger	Fox Valley
Justin Kabacinski	Fox Valley
Matthew Krohn	Madison
Paul Lamers	Fox Valley
Sue Mahlum	Madison
Michael Manthei	Madison
Jayson Minor	Fox Valley
Nathan Mistele	Madison
James Olson	Madison
Brian Peterson	Madison
Ronald Prescott	Madison
Robert Prokop	Fox Valley
Brian Raymond	Milwaukee
Benjamin Ricker	Sheboygan
Dusty Roberts	Milwaukee
Jeff Ruediger	Fox Valley
Sanford Sell	Racine
Chris Skrzypchak	Milwaukee
Chad Spelich	Milwaukee
Joseph Stark	Milwaukee
Daniel Strauss	Fox Valley
Jaymeson Trempe	Sheboygan
Ryan VenRooy	Fox Valley
Bart Wellner	Fox Valley
Larry Wilks	Madison



SMWIA CODE OF EXCELLENCE PROGRAM

WHAT IS THE CODE OF EXCELLENCE POLICY

Our members demonstrate on a continuing basis skills and professionalism that are the industry standard. While we have and continue to recognize the commitment of these individuals, our Code of Excellence Program is designed for SMWIA local unions to promote and establish a uniform best practices format that will instill a sense of pride in the union and bring out the best from all our members. The SMWIA Code of Excellence Program is our action plan to establish policies designed to demonstrate and showcase the skills and professionalism of SMWIA members. In essence, the Code of Excellence Program is a marketing and action policy designed to develop a pride of ownership in our members that demonstrates the professional workmanship and productivity provided by SMWIA members every workday on every jobsite.

The basic tenets of the Code of Excellence Program shall be to provide to the SMWIA, the employer, and the client:

- Members of the SMWIA who provide the highest level of quality at the highest level of performance;
- Who use superior craft skills; and
- Who have proven best work practices.

The Code of Excellence Policy is therefore a written policy of the culture of the SMWIA designed to instill a sense of pride and professionalism in our membership. When adopted and implemented, the uniformity of this Code of Excellence Policy shall demonstrate to employers and their clients that contracting the services of SMWIA members is synonymous with contracting excellence.

The Code of Excellence Program is an internal SMWIA program and therefore not dependent on external forces. This allows the success of the Code of Excellence Program to rest solely within the control of the SMWIA leadership and members.

The Code of Excellence Program, therefore, must have the total support of the local union membership at all levels, and in particular the full commitment of local union leadership who must set the example in promoting the policies set forth.

With adoption and implementation at the local union level, it shall be incumbent upon the Business Manager with the assistance of their Business Representatives to participate actively in enforcement of all provisions set forth in the Code of Excellence Program.

CODE OF EXCELLENCE PROGRAM DESIGN COMPONENTS

The Code of Excellence Program is designed to be flexible and to be used in every local union within the SMWIA. Specific issues of concern to local union leaders and memberships can be incorporated into the Code of Excellence Program; however, the key components of the Code of Excellence Program must be consistently applied if the program is to be successful.

The key components of the Code of Excellence Program which must remain consistent are:

1. Commitment – The Code of Excellence Program requires a commitment by the local union at every level of leadership, with membership acceptance, to abide by the responsibilities stated within the program.
2. Business Manager – The Business Manager or his/her designee is empowered to address workplace issues with members and to communicate to employers the individual workplace needs requiring management involvement.
3. Member Professionalism – SMWIA members have a responsibility to their union and fellow members to present themselves and represent their local union in a professional manner. This includes meeting employer and end user expectations about the work we perform.
4. Member Responsibility – If a member is failing to meet the standards we have set for ourselves, it is incumbent upon each member to assist each other in meeting our standards.
5. Consequences of Failure – SMWIA members must clearly understand the consequences if we fail to meet the customer's needs. Our ability as a union to ensure good wages and working conditions is directly related to our ability to perform.

IMPLEMENTATION OF THE CODE OF EXCELLENCE

The Code of Excellence Program is an internal SMWIA program. Therefore, implementation of the program shall be accomplished at the local union level using the following steps:

1. Presentation to all Local Union Officers – The program shall be presented by an SMWIA International Representative to the officers and leaders of the local union.

2. Adoption by Officers – Local union officers and leadership shall discuss the provisions of the program and develop necessary local provisions for inclusion into the document. Local union leadership then commits through a recommendation by the local union executive board that implementation of the Code of Excellence Program be adopted by the full membership.
3. Presentation to Membership – Following adoption by local union leadership, the program is presented to local union membership for approval.
4. Local Officers and Leadership Training – Upon request of the local union, the International will assist in training local union leadership on the goals and implementation of the program.
5. Local Membership Training – Training will be provided to the membership by the local union with assistance from the International. Through the training process, the expectations necessary to achieve the acceptable level of professionalism and productivity for each SMWIA member will be discussed and defined.
6. Presentation to Employer – Once the local union adopts the Code of Excellence Program, the Business Manager or his/her designee presents the program to the Employer.

SMWIA MEMBERSHIP COMMITMENT

As we face unprecedented competition for the services provided by the membership of the SMWIA, we must recognize our primary marketable qualities are our skills, productivity and professionalism. To succeed we must present to the end user, be it contractor or end user clients, the value in using SMWIA members. This requires that each member conforms to and supports the Code of Excellence Program responsibilities set forth below. As a result, our promise of professionalism and productivity is met everyday by every member. The future of our membership and the SMWIA is dependent upon our ability to establish our added value to the employers and end users within the sheet metal industry.

SMWIA RESPONSIBILITIES:

The Business Manager of the local union will have ultimate responsibility for implementation and administration of the Code of Excellence Program. The program structure is designed to insure that the Business Manager or his/her designee shall be the first point to resolve Code of Excellence Program issues quickly and effectively.

Our responsibilities include the following:

Working Time

- First and foremost, our members shall adhere to our core principle of productivity, eight hours work, for eight hours pay.
- All members shall adhere to established contractual starting and quitting times and shall meet their responsibility to their fellow members and employers by arriving to work on time and ready to work.
- Break and lunch periods are limited to the time allowed by the contract or agreement(s).
- Members shall meet their responsibility not to leave the jobsite without proper approval.
- When absent the member shall contact supervision in advance of their established starting time to confirm such absence.
- All members shall be productive and efficient, with idle time kept to a minimum.
- Personal cell phone usage shall be limited to appropriate break times or lunch periods, or emergency use as defined by the local union Business Manager.
- Members shall meet their contractual responsibility to eliminate work disruptions on the job.
- All members shall work toward the goal of completion of projects on or under the allotted time.

Safety

- Safety, being a primary concern for both our members and contractors, members shall meet their obligation to perform work safely and effectively, following employer and industry established rules.
- Members will meet their contractual and personal responsibility to utilize proper safety equipment and safety methods.
- Members will participate in OSHA courses as offered by the local union and when required by their collective bargaining agreements.

Tools

- In meeting their responsibility as highly skilled and qualified craftsmen, all members shall carry the necessary and proper tools as required by the collective bargaining agreement.
- Members shall meet their responsibility in taking care of the equipment and tools provided by the employer.

Fitness for Duty

- Members shall meet their responsibility of being fit for duty by accepting work for which they have the requisite skills and training.
- Members shall exhibit and maintain a level of craftsmanship recognized to be within the industry standard.
- Members shall meet their responsibility to be fit for duty, and adhere to the policy for substance abuse as described in the collective bargaining agreements and substance abuse policy booklets in place in their particular bargaining area.
- As representatives of their local union and their employers, all members will be professional in appearance.
- The wearing or display of inappropriate materials shall not be tolerated.
- The Business Manager or his/her designee and leaders on the job shall work with other members who have displayed unacceptable work habits so that each member on the job meets a standard of quality and productivity second to none.

Labor/ Management Relations

- Members shall respect the property of the contractor and end users, and graffiti and other forms of destruction and waste will not be tolerated.
- Members shall respect all legal facility rules of the client and or end user.
- Activities which cast the International Association or the local union in disrepute shall not be tolerated.
- Any inappropriate behavior toward another member or group of members shall not be tolerated.
- Inappropriate behavior toward customer representatives or employer representatives shall not be tolerated.
- The goal of the SMWIA Code of Excellence Program is to promote professionalism within the total membership of the SMWIA and a sense of pride in our membership.

EMPLOYER RESPONSIBILITIES:

The ultimate responsibility of managing the work and projects falls within the control of the employer. With such responsibility our signatory employers, and if applicable our employer associations, have a responsibility to manage their jobs effectively. Therefore, to build confidence and trust in the Code of Excellence Program, the employer must meet its responsibilities in addressing job performance issues, including the following:

- To address ineffective supervisors, including superintendents, general foremen, and foremen.
- To insure proper job planning, supervision and layout, to minimize down time.
- To make available the proper types and quantities of tools, equipment and materials to ensure job progress.
- To ensure proper maintenance, care, storage, and security for employer-provided and employee-provided equipment and tools.
- To demonstrate to the customer the efficiency of our partnership, the employer will ensure there are adequate numbers of employees to perform the work efficiently and, conversely, to limit the number of employees to the work at hand.
- To provide the necessary jobsite leadership to eliminate problems and provide effective solutions.
- To instill in supervisors the necessary positive attitude that the SMWIA local union, their members and the employer are working together.
- To ensure that jobsite leadership takes the necessary ownership of mistakes created by management decisions.
- To eliminate unsafe work conditions and ensure that proper safety training, equipment, and methods are utilized.
- To address concerns brought forth by the Business Manager or his/her designee. If the problem is not resolved at the lowest level of management, the Business Manager or his/her designee may choose to address the issue with higher levels of management.
- If the issue is not resolved, the local union or employer may call for a labor-management meeting to resolve concerns or issues.

MEMBERSHIP DISPUTE RESOLUTION CRITERIA

Overview

The success of the Code of Excellence Program is dependent upon the acceptance and understanding by each member of the scope of their responsibilities as established within the program.

It must be understood that a truly successful workplace environment can only be achieved by participation of both the SMWIA and the Employer in meeting their responsibilities. The union's role is to address with its members any individual problems that are brought to its attention to ensure the Union's obligation to live up to the promise of providing a skilled and professional workforce to the employer and the end user is maintained and improved.

UNION RESPONSIBILITIES:

- The Business Manager or his/her designee will work with members through a process of mentoring to correct and solve problems related to job performance.
- On a regular basis, the Business Manager or his/her designee will communicate with management on Code of Excellence Program issues. This will then be communicated to SMWIA members through the local union leadership and workplace stewards.
- If an individual member is not meeting established responsibilities under the program and the correction of such adverse behavior cannot be achieved through mentoring between the local union leadership, member peers and the individual member, the local union Executive Board shall have the responsibility to review, evaluate, and address such problems with the individual member. If the member is unwilling or unable to meet his/her obligation under the Code of Excellence Program, the local union Executive Board shall be empowered to take necessary action up to and including filing of appropriate charges under the Constitution and Ritual of the SMWIA.

The following is inconsistent with the conduct required under the Code of Excellence Program.

- Refusal of jobs or unavailable (no returned call) upon call from the dispatcher for work shall upon the third violation result in removal from the out of work list and placement in the "Inactive file".
- Not showing for work when dispatched, which shall be deemed to be a violation of the Constitution and may subject the member to local union charges and trials.
- Acceptance of employment or job under false pretenses, such as no adequate skills for the job, which shall also be deemed a violation of the Constitution and may subject the member to local union charges and trials.
- Conduct resulting in termination by an employer for cause, which shall be documented on the attached form which is to be supplied by the local union. If the employer indicates that a terminated employee is not eligible for rehire, such designation shall be honored by the dispatch office for a minimum of 180 days. Provided that, if the local union determines to process a grievance contesting such a termination, such termination shall not be considered as being for cause until a Local Joint Adjustment Board, a Panel, the National Joint Adjustment Board (or any alternative procedures negotiated by the local parties) determines that such termination was for cause, or the grievance process is otherwise completed without invalidating the termination.

The Business Manager and or his/her designee, as well as the employer, must endeavor to correct performance problems with individual members at the workplace, so that their performance meets the standards of the Code of Excellence Program. However, there will be instances where the local union ultimately must withhold contractual referral privileges from those employees that have demonstrated that they are either unwilling, or incapable, of meeting acceptable standards of workplace behavior. In such circumstances, employers have a reciprocal obligation to terminate such employees for cause, rather than merely laying them off, so that such employees are not simply referred for employment with another employer. A disciplinary action plan shall be implemented which establishes a "Three Strikes Policy" for violation of the Code of Excellence Program provisions. Such plan shall provide that, in any case where there are three separate instances within a 24-month period where the employee has been convicted of constitutional violation under points 2 or 3 or has been subject to termination under point 3, in any combination, the employee's referral privileges shall be suspended indefinitely.

The employee may appeal the suspension to the Local Joint Adjustment Board, a Panel, the National Joint Adjustment Board (or any alternative procedure negotiated by the local parties), which shall have authority to reduce the period of any suspension of referral privileges, if it determines that fairness and equity require such action under the circumstances of the particular case or to terminate the suspension when it determines that the underlying causes for the suspension have changed so that the employee deserves to be restored to referral privileges.

Milwaukee Area Training Coordinator

By Kurt Nickel (262-798-1812); MilSheetMetalJATC@msn.com

Each year the Masonic Lodge awards a \$100.00 tool grant to the outstanding 1st year EST and Sheet Metal Apprentices. Pictured at right are this year's recipients: Sheet Metal Apprentice Jamie Bradway and his wife Linda, and EST Apprentice Jeff Lemay and his wife Katie. Jamie works at Zien Mechanical and Jeff works at Illingworth-Kilgust.



The Milwaukee Area Technical College ECAM lab was recently accredited by the ITI as a certified TAB testing facility. Howard Pecard from Dillett Mechanical, Ryan Monday from Total Mechanical, Stu Goforth from Professional Systems Analysis and Ty Andrus from Aldag-Honald were the first members to pass the performance test and become certified TAB Technicians at the new facility. See related photo below.

Other certifications achieved by our members were welding certifications received by James Plato from Duwe Metal Products and Daniel Goelzer from MSI General Corporation and a TAB Supervisor Certification received by Glen Pederson from Balance Technologies.

Congratulations also to the Milwaukee area contest participants. The results are as follows:

HVAC: 1st place Zachary Sowin from Butters-Fetting Co., 2nd place Mathew Prudhomme from Total Mechanical Inc.

Industrial: 1st place Blaze March from Butters-Fetting Co., 2nd place Antonio Pusateri from Butters-Fetting Co.

Architectural: 1st place James Alsteen from Nations Roof North LLC

Service: 1st place Andrew Bastian from Raab Mechanical Inc., 2nd

place Keith Shcattschneider from J&H Heating, Inc. and 3rd place Miles Hibbs from Mared Mechanical.

TAB: Casey McElwee from Professional Systems Analysis

The first place winners will go on to the international competition to be held in Las Vegas, Nevada in March.

Congratulations to everyone for their hard work and accomplishments.

As I mentioned in the last newsletter we have been awarded a grant by the State of Wisconsin. We are in the process of purchasing the latest energy efficient equipment to train on which will "green" our trade. Once it is all purchased every apprentice in the state will receive a letter from the State Department of Workforce Development indicating they may be eligible for benefits through the grant. **Do not throw the letter away without reading it.** Based on your income you may be eligible for \$1,800.00 in benefits such as tuition, books, tools, job clothing, job equipment, transportation, childcare, auto repair, etc. Journeymen taking courses may also be eligible for some of these benefits. Journeymen will receive a form when they attend the class.



Pictured here from left to right are: Fran O'Leary: judge, Howard Pecard, Cary Norberg, ITI representative, Stu Gofort, Ryan Monday, Nick Triscari, MATC instructor, Jim Page, ITI representative, Jeff Krawczyk, judge, Pat Pico, judges trainer from California, Kurt Nickel, proctor, Tom Schmidt, MATC instructor and Ty Andrus.

Milwaukee Area By Mike Mooney (262-798-1818, ext. 116); mmooney@smwlu18.org

For months the media has been covering the protests around the world and throughout the United States and yet there is a large percentage of the public that does not realize what is going on. The media does not want the public to support these rallies and/or protests. If the general public supported these protesters, just think how large these rallies would become. More people would realize they have a lot in common with this struggle than the media and corporate America want them to think.

As people are frustrated with the economic conditions and gather in protest throughout the United States, their message or demands may seem unclear. The economic situations we face today are affecting people in different ways: many have lost their jobs, others are affected by the lack of health care and many more are losing their homes. Current college graduates and the unemployed cannot find work or are not being paid enough to cover basic living expenses. Most of the problems we face come down to not enough good paying jobs. Yet every day in the news we hear of more lay-offs and cutbacks while corporate profits are going through the roof. It's sickening to watch both political parties try to spin all this to their own advantage. President Obama blames it on corporate greed while the Republicans refuse to pass legislation to move his agenda forward. The Republicans have said that the protests are against the failed policies of Obama's administration. With non-stop finger pointing and playing the blame game nothing is coming out of Washington, D.C. to actually address the problems.

This whole financial mess wasn't caused by any one President or Administration. It started when President Reagan deregulated corporations; then President Bush Sr. initiated the first free trade bill; President Clinton deregulated banking and brought more trade agreements; and the worst blow was when President Bush Jr. gave corporations the same rights as citizens. Corporations now have the power to financially influence any election of their choosing. President Obama continued this trend by passing three (3) more trade bills. In the past, legislation was enacted to protect the citizens of the United States against the abuses by corporate influence in our election process. They understood the dangers to a free election process by allowing too much influence of corporate money. We need to strengthen and enforce those rules today to help level the playing field. Corporations are not people and should not have the same rights as citizens.

In 2012 we will face some tough choices in the upcoming presidential election. The country is not happy with the present state of the economy. The Republican Party wants to put the entire blame on Obama. What we need to remember is that a President sets policy and the agenda; he does not have the power to pass legislation. That job is the responsibility of the U.S. Congress and the U.S. Senate. Remember the Republicans have blocked every piece of legislation that has come their way from the Obama administration. The only recommendations they have made are to eliminate Social Security, Medicare and Medicaid and pass more corporate deregulation, which will only put more burdens on the middle class.

We need to pay close attention to the Republican candidates running for office in 2012. The current candidates are not proposing anything that will actually help the middle class. When they speak of a tax break, which sounds appealing to everyone, we need to be careful because they are actually proposing corporate tax breaks and more deregulation. This is exactly what got us into this mess.

The conservative economics have not provided more jobs; it has only led to higher profits for the wealthy by giving them all of the control with none of the responsibility.

There are bumper stickers out there that sum up this political standoff we are facing today: **Republican Party – Keeping 13 Million Americans out of Work to Try and Get One Man Fired!**

Mark your calendars for the locations and times of the upcoming Milwaukee area meetings:

February 14, 2012 – 2201 Springdale Rd. Waukesha – 5:00 pm – Satellite Meeting
(Special Call Meeting to Follow)

March 13, 2012 – 2201 Springdale Rd. Waukesha – 5:00 pm – Satellite Meeting

April 3, 2012 – 2201 Springdale Rd. Waukesha – 4:30 pm – General Membership Meeting (Special Call Meeting to Follow)

Milwaukee Area Retirees By Chuck Williams

Our first meeting for 2012 will be held March 29th at 1:30 PM. at the State Headquarters. Our following meetings will be April 26th, May 31st, June 28th and July 26th. All meetings start at 1:30 PM.

Our Christmas meeting was well attended and everybody left with a door prize. Food, beer and door prizesit doesn't get any better than that.

See you at the next meeting.

Milwaukee Area

By Earl Phillips; (262-798-1818, ext. 113); ephilips@smwlu18.org

This winter has been mild to say the least, with no snow or cold weather things we normally do during this time of year have been nonexistent. If you're into any of the winter sports as far as snowmobiling, skiing or even ice fishing, it doesn't look like we are going to have much this month in our area. The only good thing about this weather is any jobs that are ongoing are not slowing down because of the weather.

At this year's January Satellite meeting a discussion arose with a group of members about demolition work. The members were questioning the language in the contract on dismantling. Does this language mean demolition work? The answer to this is YES; dismantling (demolition) is covered work by the Sheet Metal Workers Local #18 claims per Article I Section 1. If you are on a job and you see someone doing demolition work, ask them for their dues receipt; if they won't show you it, call the Business Agent in your area. Little over a year ago I was on a jobsite where I found out that one of our contractors was using a non-union minority contractor. He told me they needed minority contractor participation, however, I informed him we have union minority contractors. The next time you see someone doing our work, like testing and balancing, go over and card them. Think about it – if non-union workers are doing our work and your union brother or sister is sitting without a paycheck, it could be you next time.

This year is going to be very busy politically with the recall of the governor of Wisconsin. On the local level, Local #18 will also be busy in 2012 with upcoming contract negotiations. As always, if you want your voice to be heard you must get out and vote. This also means we need your vote at any special call meetings with regard to contract proposals. There will be special call meetings coming up, please make every attempt to make these important meetings. When looking for the time and location of Special Call meetings and other information for your area take a look at your newsletter, it will be listed on the back page, as this is our official

continued on back page

Fox Valley Area

By Nick Liesch (920-766-0842); nliesch@smwlu18.org

The past few months have actually been the best as far as members getting back to work is concerned. We still have some contractors that are continuing to work short weeks or rotating crews week to week.

I have been told that there are many projects being bid at this time which is always a good sign for possible future work. There are quite a few large projects that are in the various planning stages including a new \$50 million corporate office building for Schrieber Foods in downtown Green Bay on the Fox River on the site of the old shopping mall. Kaukauna Utilities is planning to build a \$37 million Hydro-Electric Plant, NWTC is adding onto the Agri-Science Building and UW Green Bay will be replacing four (4) air handling units.

FVTC in Appleton wants to lease 75 acres from the Outagamie County Airport and build a \$32.5 million Public Training Center as well as a \$11.9 million Health and Technology Center. The total of the seven (7) projects is around \$66.5 million and as it stands at this time will most likely be decided by a referendum vote next spring. These projects along with the VA Clinic, Lambeau Field Renovation and the addition to the KI Center and proposed New Business Convention Center in Appleton plus the work in the area paper mills, healthcare facilities and schools should keep us busy for awhile.

For those members that may get laid off and will be starting a new benefit year, the first week you file you will not receive a check. You will also see application question #33 regarding union membership (Will you accept a non-union job?). Our attorney recommends that you do not check either yes or no but write "see my answer to the previous question." You can thank our present state administration for this change, saving money off the backs of the blue collar workers. Don't forget recall Walker!

The Wisconsin Labor History Society is having its annual essay contest. Anyone interested should contact me.

We will begin negotiations soon with Val-Fab. Their Specialty Agreement expires the end of February.

Local 18 will be holding pin banquets in April of this year. In the upcoming month or so those that are eligible will be sent an invitation to attend a banquet honoring them for their years of service in the union. If you do not receive a notice and think you are eligible, call the state headquarters. The banquets will most likely be held the same date replacing the regular area meetings. Watch the next newsletter for exact date and location.

Please note that following all Satellite meetings and the General Membership meeting in the month of February there will be a Special Call meeting to vote on the Election Standards. See the back page of this newsletter for schedules regarding the February and March meetings.

Hope this year is better than last. Watch out for thin ice, the water is colder than you think, I know!

Fox Valley Area Apprentice Coordinator

By Dave Wydeven (920-713-6474); DWydeven2@new.rr.com

By the time this newsletter goes out we will have contracted three (3) new sheet metal construction apprentices to our program at our January JATC meeting.

I will be setting up a journeyman welding class and a Hoisting and Rigging class that will begin sometime in late April or May. I will have more details for these classes in the April/May newsletter and will contact those members that have shown interest.

There will be a 21 hour First Aid/CPR class and a Architectural Sheet Metal class starting in the spring for apprentices. There will be room in both these classes for any Journey-men who may want to update their skills in these areas. Please call me if you are interested.

continued in next column

Just a reminder to members who have the OSHA 10 hour or 30 hour cards. I have received calls from members who have lost their cards and are looking for replacements. The only person that can apply for a replacement card is the instructor who originally issued it. In many cases the Instructor may be hard to reach. OSHA has also implemented a fee for replacements and will no longer replace a card if it is more than three (3) years old, which means the class would have to be taken over again.



Congratulation again to Bill Overbeck on his recent retirement. Bill was presented with a plaque and gift cards on behalf of the Fox Valley Area and the Central Wisconsin Area JATC's at the general membership meeting held in Wausau on December 6, 2011.

Fox Valley Retirees

By Melvin Klamer

Thanks to Local 18 for another wonderful Christmas dinner. A special thanks to President, Patrick Landgraf, Business Agent, Nicholas Liesch and Apprentice Coordinator, Dave Wydeven for stopping by and bringing us up to date on the main issues. Our guests were Mary (Don) Alesch, Mary (Bob) Weyenberg and Jean (Jerry) Rew. Thanks to everyone who helped make the Christmas Dinner a success. A total of 32 members and guests attended.

At our January meeting Elroy Marsceau (Oshkosh) was made an honorary member of the Retirees Club. From all of us a special hello.

The members of the Fox Valley Retirees Club send our condolences to the family and friends of Arthur (Art) Timm of (Gillett) 9/4/2011, Thomas (Tom) Protheroe (Menasha) 12/28/11 and Richard (Dick) Duchateau (Green Bay) 1/2/12.

Get well wishes go out to Thomas (Tom) Schwaller (Winneconne) and Donald (Don) Voldsness (Greenville)

Happy Birthday wishes to club member Donald Voldsness (Greenville) celebrating in February and retirees Russell Delvaux, David LLoyd,

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Ask Your Lawyer

By Thomas J. Flanagan

PREVIANT, GOLDBERG, UELMEN, GRATZ, MILLER & BRUEGGEMAN, S.C.

2012 WORKER'S COMPENSATION RATES

The maximum temporary total disability rate in 2012 is \$854 per week. Temporary total disability is paid while a worker is off from work and healing from an injury. It is two-thirds of his or her gross weekly wage. If two-thirds of your wage is greater than \$854 per week, then that maximum is all you will receive. It is not taxable.

The maximum permanent partial disability rate in 2012 is \$312 per week once the Legislature passes the new Worker's Compensation bill. At this point, it will probably be Spring, 2012 before the new permanency rate takes effect. Any injuries in 2012 before the new law goes into effect will be paid \$302 per week for permanent partial disability. Permanent partial disability is paid when the doctor has released the injured worker from active medical care and has set a percentage of disability. The amount of permanent partial disability one receives is dependent upon the part of the body that was injured and the percentage of disability given at that part of the body according to a statutory formula.

If you have questions about worker's compensation, personal injury or social security disability, call the Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman law firm at 414-271-4500 or toll free at 1-800-841-5232. See our website at www.previant.com. Listen to the "Previant Legal Show" on Saturdays at noon on WTMJ radio 620 AM.



Madison / Janesville Areas

By Todd Blair (608-576-3563);
tblair@smwlu18.org

In order to recognize our members in Continuous Good Standing, the April Madison and Janesville area satellite meetings will be cancelled and replaced with a presentation of 25/40/50 Pin Banquet. We have roughly 30 area members who are being verified for eligibility. Once verification is made, recipients will receive notice in the mail from our Waukesha office. At the gathering, prior to the presentation of the awards, a light meal and refreshments will be served. Further details will come with April's newsletter.

As the Madison Area Labor Agreement is up this spring for wage negotiations only, a Special Call meeting for the purpose of formulating our proposal will take place immediately following our regularly scheduled **February** satellite meeting. There will also be a special call meeting in February and the purpose of that meeting will be to approve the Election Standards. Please make every effort to be in attendance.

Congratulations to our Brothers and Sisters working at the State of Wisconsin under the State Building Trades Agreement on your recent recertification election win. Of the 428 eligible craft workers to vote, 320 voted for representation and 11 against. Although this is an impressive showing of strength and solidarity, it is not a guarantee of anything and a contract still has to be negotiated. Solidarity!

Due to scheduling conflicts of my attendance of the Partners in Progress and National Sheet Metal Contest the March Madison area satellite meeting will be cancelled.

Financial Secretary/Treasurer

continued from front page

mented and our recovery plan has been in place. Knowing that, I still make it a point to always make the member aware that if you are planning to retire you should call the National Pension Fund to make sure that 1.) you are vested and 2.) If you are not vested you should do so ASAP. I also told this member to call and check all his options with the National Pension Fund as he wanted to continue to work a few more months or as long as work lasted for him. Again I told him that by calling the National Pension Fund they would be able to tell him if it would make more sense to retire now or work as long as possible and how his pension could possibly be affected if any changes to the pension plan are projected in the future. Each of us will have different hours worked each year of our careers in the construction industry which will give each of us a retirement benefit unique to our personal work history.

From this conversation we have been getting calls from members asking if the National Pension Fund is in trouble and going under. Please, all benefits are still in place and available for all those who qualify.....the only message I want you to take from this is that when you are ready to retire or even thinking of retiring the best advice that any of us can give you is for you to call the National Pension Fund on your own and get your specific retirement information straight from the horse's mouth. Call the NPF @ 1-800-231-4622

As I do every year in January, I like to make mention that this is a good time the beginning of the year, to take a minute to make sure that you are starting off on the right foot. Take a look at your pink dues receipt or give us a call at the state headquarters to make sure that your dues are paid for the month before the month starts.....that means that by the end of January you should be paying your February dues. By doing this you will qualify for all the benefits that the union and the International union has to offer like your accidental death and dismemberment insurance of \$7,500 for your beneficiary which reminds me, this is a good time to make sure that your beneficiary information is up to date and make any changes if necessary.

Another thing that we struggle with is keeping up with your change of address or phone numbers...if you have moved lately or have a new phone number please give our office a call and fill us in on the new contact information. It would be greatly appreciated.

Again, as I mentioned earlier, I would also encourage everyone who has been in the trade for five (5) or more years to get in contact with the National Pension Fund and file your vesting papers. With your vesting papers on file it makes it very easy for the National Pension Fund to give you an estimate of your monthly benefits when you are thinking of retiring.

I hope every had a wonderful holiday season and that this New Year will bring you health and prosperity!

Sheet Metal Workers Local 18

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General Membership Meetings

<u>Location</u>	<u>Date</u>	<u>Time</u>	<u>Meeting Site and Address</u>
Eau Claire	Tuesday, February 7th	4:30 PM	Eau Claire Labor Temple – 2233 Birch Street – Eau Claire *
Sheboygan	Tuesday, March 7th	4:30 PM	Sheboygan Labor Hall – 1104 Wisconsin Avenue – Sheboygan
Milwaukee	Tuesday, April 3rd	4:30 PM	State Headquarters – 2201 Springdale Road – Waukesha

FEBRUARY 2012 and MARCH 2012 Regular Monthly Meetings

<u>Location</u>	<u>Date</u>	<u>Time</u>	<u>Meeting Site and Address</u>
Eau Claire	Gen. Membership Mtg Feb. 7	4:30 PM	Eau Claire Labor Temple – 2233 Birch Street – Eau Claire
	Tuesday, March 27	4:30 PM	Eau Claire Labor Temple – 2233 Birch Street – Eau Claire
Fox Valley	Monday, February 13	5:00 PM	Appleton Labor Temple – 2828 N Ballard – Appleton *
	Monday, March 12	5:00 PM	Appleton Labor Temple – 2828 N Ballard – Appleton
Janesville	Thursday, February 16	4:30 PM	Janesville Labor Temple – 1605 Center – Janesville *
	Thursday, March 15	4:30 PM	Janesville Labor Temple – 1605 Center – Janesville
La Crosse	Monday, February 27	4:30 PM	Baus Haus – 1920 Ward Avenue – La Crosse *
	Monday, March 26	4:30 PM	Baus Haus – 1920 Ward Avenue – La Crosse
Madison	Thursday, February 9	4:30 PM	Madison Labor Temple – 1602 S Park Street – Madison **
	Thurs., March 8 CANCELLED		
Milwaukee	Tuesday, February 14	5:00 PM	State Headquarters – 2201 Springdale Road – Waukesha *
	Tuesday, March 13	5:00 PM	State Headquarters – 2201 Springdale Road – Waukesha
Racine	Wednesday, February 15	6:00 PM	Racine Union Hall – 1840 Sycamore Ave. – Racine *
	Wednesday, March 21	6:00 PM	Racine Union Hall – 1840 Sycamore Ave. – Racine
Sheboygan	Wednesday, February 8	6:00 PM	Sheboygan Labor Hall – 1104 Wisconsin – Sheboygan *
	Gen. Membership Mtg Mar. 7	4:30 PM	Sheboygan Labor Hall – 1104 Wisconsin – Sheboygan
Wausau	Tuesday, February 28	5:00 PM	Wausau Labor Temple – 318 S 3rd Avenue – Wausau *
	Wednesday, March 28	5:00 PM	Wausau Labor Temple – 318 S 3rd Avenue – Wausau
Kee's, Inc.	February Meeting CANCELLED		
	March Meeting CANCELLED		
MegTec	Wednesday, February 8	3:00 PM	The Chicago Street Pub and Grill
	Wednesday, March 14	3:00 PM	The Chicago Street Pub and Grill
Valfab	Wednesday, February 22	5:00 PM	Appleton Labor Temple – 2828 N Ballard – Appleton
Valfab	Wednesday, March 28	5:00 PM	Appleton Labor Temple – 2828 N Ballard – Appleton

* Special Call Meeting to be held following the General Membership Meeting and all Satellite Meetings in February. The purpose of the Special Call Meeting is to approve the Election Standards.

** Special Call Meeting to be held following the satellite meeting. The purpose of the Special Call meeting is to formulate a proposal.

Milwaukee continued from page 13
notification for informing members.

Milwaukee Meeting Dates:

Milwaukee Satellite Meeting February 14, 5:00 pm Special Meeting to follow.

Milwaukee Satellite Meeting March 13, 5:00 pm.

Milwaukee General Membership Meeting April 3, 4:30 pm **Special Calling Meeting to follow on Negotiation Proposal for the 2012 contract reopener.**

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Gerald Matthews, John Meidl, Gerald Scray and Ray Vannieuwenhoven. Happy Birthday wishes to club Members celebrating in March go out to Norman Slatky (Appleton) and Michael Wegner (Oshkosh). Retirees celebrating birthdays in March are Vernon Keenlance, Leonard Verhasselt and George Pieters. Happy Birthday wishes are sent to anyone I may have missed.

Our next meeting will be February 13, 2012. Social hour at 11:00 AM and a pot luck dinner at noon. Hot soup will be on the menu which a few ladies have volunteered to make. Please bring a salad or dessert to pass. The meeting on March 12th will consist of hot dishes. Or bring a dish of salad or dessert to pass. All meetings are held at the Appleton Labor Center.

I hope everyone signed the recall petition. The next step is to get out and vote. Please help pass the word.