

The Union Halls will be closed for the Holidays on Monday December 24th, Tuesday December 25th, Monday December 31st 2018 and Tuesday January 1st, 2019. We wish all our Members and their Families a very Merry Christmas and a safe & prosperous New Year!

THANK YOU to all the volunteers who helped make the Iron Workers Annual Children's Christmas Party a big success again this year! It all started with shopping for the toys; thanks to the staff and BA's for lending a hand. Thanks to all the apprentice volunteers who stepped up to wrap the toys – we hope you enjoyed the pizza thank you! Thanks to the Local 25 Retiree Club for donating the two \$100.00 gift cards for the raffle, and funds with which we were able to buy the girl & boy bikes to raffle. Thank you to the Great Lakes District Council for the funds with which we purchased the McDonald's gift cards for the children. More thanks to the BA's for running around buying the pop, food & goodies and thanks again to the apprentice volunteers for cooking & manning the food tables! Thanks to the 'mom' volunteers who supervised the kids craft tables and thanks to our clowns. Thanks to our vendors: Dana the Clown, Baffling Bill and Ernest Maybin photography. So, whoever you are, and whatever you did to help us out, thank you! One final thanks to Santa – we are so glad you paid us a visit!

NO DECEMBER UNION Meeting due to the Holidays.

BY-LAWS will be due ON OR BEFORE 4:00 pm January 28, 2019 at the Novi Union Hall. January's Union meeting will be Monday January 28, 2019. **This union meeting will be the first (1st) Reading of any proposed by law(s). PLEASE MAKE A NOTE OF THIS.**

2019 DUES RATE INCREASE – The General Executive Council of the International has voted to **increase** the Per Capita Tax by \$ 1.00 per month **effective January 1, 2019**. This new rate affects Journeyman & Apprentices and all members of the International Association, not just Local 25 members! We have not had an increase since 2010. Journeyman monthly rate is now \$35.75. Apprentice monthly rates is now \$35.50. Fence Erector Specialist rate increased by \$.50 per month to \$21.05. The Honorary Rate of \$8.40 stay the same.

The rate change will be completed on the last business day of the year; the system will adjust the over/under payment and will create an underpayment for any member paid in advance at the old rate.

Pay a year's dues or more (\$429.00 Journeyman) (\$426.00 Apprentice) and you will get a (1) one-month dues paid for by Local 25. (Get the 13th month free). This is intended to encourage members to pay their dues in a timely manner. The one month will be credited in the month following your actual 12-month payment. **PLEASE CALL THE NOVI OFFICE IF YOU NEED HELP CONSIDERING THE PRICE INCREASE STARTING JANUARY 1ST.**

Reminder: If you are on debit/credit auto-pay you may need to EDIT your online information.

Pay union dues with credit-debit card 24/7 by calling 888-386-8173 and just follow the prompts. **OR PAY at www.ironworkers25.org** Any member payment for multiple members, fines, suspensions, withdrawal deposits, **SHOULD NOT use this process. Whenever possible we are emailing you, your dues receipt.**

Pay union dues with personal check or money order and mail to: Iron Workers Local 25 – P.O. Box 965 – Novi, MI 48376-0965. PLEASE include your book number on the face of the check/money order. Pay union dues in person at the Novi Union Hall (M-F) **from 8 am to 3 pm (NO Cash accepted)**. After-hours use the outdoor-dues-collection box.

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100, press 1 for Member and follow the prompts. SAME PHONE NUMBER AS ALWAYS. (Benesys hours 7:30am to 4:30pm): **The NEW mailing address for BENEFIT related matters, is: Iron Workers Local 25 Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219.**

Please NOTE: Your monthly Union dues should still be mailed to PO BOX 965, Novi MI 48376-0965

The Labor Trustees are committed to a smooth transition; if anyone experiences issues with Benesys, please call Dennis Aguirre, Mike Randick or Wayne Coffell. We cannot fix problems if we are not aware of them. Benesys is committed to keeping members satisfied.

PLEASE RETAIN YOUR VACATION CHECK STUBS REGARDING DUES ASSESSMENT INFORMATION FOR TAX PURPOSES. Thank you.

Novi Dispatch number 248-305-9282 - hours 7:05 am to 10:00 am (M-F). Local 25 Active Members including Apprentices and Probationary should call each day you are out of work. **OR use our website to sign up for the out of work list: www.ironworkers25.org**

Other Phone Numbers: Pay dues: 888-386-8173, Training Center: 248-960-2130, Credit Union: 248-344-2560, Lansing: 517-882-3078. Flint: 810-742-3820. Saginaw: 989-755-9091. Grand Rapids: 231-342-3358. **Call before you go:** The Lansing, Flint & Saginaw offices are manned by one Business Agent each. They are in the office by appointment or by chance. Please call before you drive there.

Reminder we do not use Concentra for MUST drug testing and have not been, for a couple of years now because they are no longer union friendly.

“MUST” DRUG TESTING IS ONLY FOR LOCAL 25 MEMBERS! WE CANNOT ISSUE DRUG TESTS FOR TRAVELERS- they need to call their own home local for drug testing. If you are a Local 25 member and need

an authorization to drug test call the hall. IF POSSIBLE, call the Hall for drug test forms before 2:00 PM. When you happen to call between 2 and 4pm near the close of business we run into snags verifying a fax has been received at the testing facility. *That could be an issue for you, when you travel to a facility after our business hours only to find the fax transmittal has failed.* We can mail you a drug test form also, it is good for 2 weeks once we print it, and that way you have the drug test authorization in hand! Please make sure you have 18 MUST Mods completed and you are current with your drug test! This is needed for Plant work.

IRONWORKERS' APP is available. Download it to your android or smartphone via the APP Store or Google Play (no charge). Simply search "Iron Workers Local 25" Most of the features from our website is still available thru the new app!

APPRETTICES: you must start checking your email on a regular basis; we are now emailing your annual MUST drug screen paperwork and your pay raise slips!!

The Hudsonville Training Center is now open. Due to classes being scheduled and having one Instructor; all JIW welding appointments and/or visitors need to call the Wixom Training Center, to set up all appointments.

The Training Center: Normal Business Hours: 8 am to 4 pm (closed Saturday). Please call the **Wixom Training Center at 248-960-2130**, to make all welding appointments at Wixom. Attention all welders: Please take a picture of the front & back of your welding license with your phone as proof of a current certification and/or renewal. You cannot fax your welding renewals in, please email to wcp@ironworkers.org, and make sure you have ALL the information filled in (including phone numbers) or your renewal will be rejected! **If you do not get your new license within a 2 week time frame; members must call the WCP at 202-383-4814.** The **MUST will only recognize OSHA 10 or 30 hr. courses taken at the Training Center or on the MUST website.** Apprentices must bring their tools with them to class. All 2018 JIW courses are listed online at www.ironworkers25.org. WCC offers an Associate's Degree in Construction Supervision. Call 734-973-3685 or refer to www.wccnet.edu/unions/iron-workers.

A series of bonded & unbonded post tensioning classes are scheduled for the month of February. Workers with these certifications will be needed for the Dan Gilbert 60 story and the bridge to Canada. Please call the Training Center to schedule and pick up your textbooks. Unbonded PT books are \$30.00, bonded PT books are \$41.00. The cutoff date for scheduling and picking up textbooks is January 20, 2019.

Effective now and in an effort to increase the number of certified welders in our local; we are starting a new Welding Incentive Program for Active Journeyman. If you are not current on your welding certificate Local 25 will incentivize you \$125.00 to complete & obtain your Stick Certification and \$150.00 to complete & obtain your Wire Certification. Contact the Training Center for more information. You must be a Local 25 Active Journeyman in good standing to qualify.

TWIC cards are good for 5 years. If you obtained your TWIC around 2012 or before you may need to reapply. Check your own card to be sure it is still valid. TO RENEW OR APPLY FOR THE FIRST TIME, call 855-347-8371 OR GO TO <https://www.tsa.gov/for-industry/twic> IMPACT will reimburse your fee, simply mail a copy of your TWIC card and paid receipt to the Novi Office (reimbursement will take 4-6 weeks).

Christmas/Steward meeting(s) are as follows:

The Flint meeting is Wednesday December 19, 2018 at 5:30 pm.

The Saginaw meeting is Thursday December 27, 2018 at 6:00 pm.

The West Michigan meeting is on Monday January 14, 2019 at 5:30 pm at the Kent Ionia Labor Center, 918 Benjamin Ave. NE Grand Rapids, MI 49503. All Members and Stewards are welcome to any of the Christmas gatherings!

Stewards Other Notes: 1) PLEASE be sure to check dues for members and boomers too AND BE SURE ALL BOOMERS HAVE SIGNED BOTH THE RECIPROCAL AND THE ASSESSMENT-TARGETING. 2) The Electronic Steward Reporting forms are online www.ironworkers25.org Log in with your book number, and the password is the last 4 (four) of your social. 3) **Please be sure to keep your Union dues paid up to date** as it is criteria for working. *You can be asked to leave the jobsite if your dues are not current.*

EMAIL's: Please visit our website and add your email to our database so you can be added to our mass email list in order to be kept up to date on your Union Happenings. You only need to add your information once. Thank you!

The West Michigan Retiree breakfast is held on the first Tuesday of each month at 9:00 am @Whitlow's 4610 Airline Rd., Muskegon MI 49444. The Gun Lake Casino IW breakfast will be January 8, 2019 at 11:00 am. Hope to see everyone there!

The Novi Retiree Club membership/luncheon meeting is the third Tuesday of each month at 10:00 am at the Novi Union Hall. Lunch is always provided for a very nominal charge! The next luncheon will be December 18, 2018 and the January luncheon will be January 15, 2019. All retirees are encouraged to attend. Please come out for lunch, learn & comradery.

The Downriver Retired Ironworkers are having breakfast at Moms Restaurant on Fort Street near West Rd. in Trenton Michigan, Friday December 28th at 9:00 am - Please join us & come out to mingle with some of your old friends! We hope to see you!

Diversified Members Credit Union: Ph: (248)344-2560 - Located at 25880 Novi Rd. Saturday hours 9am – noon in addition to our regular weekday hours. Services available: debit or credit cards, interest bearing checking accounts, IRAs, CDs, Benefits Plus program, **HOME MORTGAGES**, low interest loans and part of Co-Op Shared Branching. We have other branch locations in Detroit and Clawson.

Home Mortgages for Union Families: Learn more about the unique benefits available to union members, their parents and children. **CALL (866) 802-7307**, M-F 8am - 10pm EST, Sat 9am - 5:30pm EST www.unionplus.org

In Remembrance: David Chruscial #1035792 passed away November 17, 2018 at the age of 67. He was a 38-year member survived by his wife Darlene. Louis Goedde #500309 passed away November 26, 2018. He was a member from '52 to '78 when he transferred to L-433. He is survived by his son former IW James Goedde and predeceased by another son former IW Gordon Goedde. Frederick "Fred" Coffell Jr. passed away December 1, 2018 at the age of 70. He was the father of Local 25's Business Agent/Trustee Wayne Coffell #1281949. ***Our sympathy to all of the family and friends as you mourn the loss of your dear loved ones!***