

# HEAT & FROST INSULATORS



## & ALLIED WORKERS LOCAL NO. 17

### Business Manager William Mangin



As we put this edition of the Pipeline out, I'd like to thank the membership for the opportunity to serve for another term as the Business Manager of Local 17.

2019 has been a busy year with politics. We had an election as a local that President McManus did a great job in conducting. In this year's local election, we had a few transitions and welcomed several new part-time officers. All the Full Time Officers look forward to

working with our new e-board members, union trustee and CFL delegate as they start their first terms. And welcome back all the incumbents who won re-election!!!

We have been busy in State Politics as well. All the Local's Full Time Staff worked hard to promote and gain support for the Hazardous Material Training Act. The first state to pass this legislation was California in 2013 and it was recently passed in Washington State. Several other states seem likely to enact very similar legislation soon. Our version of the legislation (SB 1407) was passed in the Illinois State Senate but did not receive a vote in the Illinois House before the end of the session in May. We will continue working with the Illinois AFL-CIO and other Building Trades Unions to seek passage of this Bill in the upcoming Fall Session in Springfield.

The Bill if made law, will require facilities in Illinois that could pose a serious safety risk to workers and the communities where they are located to hire trained craftsmen and women as contract workers. This would require a workforce that has either graduated from an approved apprentice program in one of the recognized crafts or workers who are able to demonstrate a length of service in a craft that shows they are skilled in that type of work. The Bill will go a long way to

help maintain a safe plant for the workers and the people who live in those surrounding communities. The Public deserve no less than the safest facilities as neighbors. If the bill is passed there will be a required safety training for all workers including Local 17's Members in order to work in these facilities. In California they adopted a 20-hour Training Class as a result of the law. We expect something similar will be required in Illinois. This is not a Union only bill but rather a bill requiring a trained and skilled workforce.

Our International has reached an agreement with the Sheetmetal Workers International Union. The Agreement dated June 1, 2019 provides that all metal lagging on piping or vessels that is .020 ( $\leq .020$ ) and lighter will be the work of the Insulators. Anything greater than .020 ( $> .020$ ) will be the work of the Sheetmetal Workers. It further re-establishes our International's claim to the insulation applied to the outside of ductwork, fan housings, fresh air intakes, plenum chambers etc. on the job site as being recognized as the jurisdiction of the Insulators. Further it states that the Sheetmetal Workers will cease to claim duct or pipe insulation and that the training of our craft in their apprentice programs will also cease. After over 5 years of disputes on jurisdictional boundaries this agreement promises to end those problems.

This year at the Chicago and Cook County Building Trades Softball Tournament they are looking to make it a more family-oriented event. So, if can make it July 13th, 2019 it is held at the St. Christina Fields located at 111th and Central Park in Chicago. They promise food and drinks, clowns, balloon animals and face painting along with an inflatable slide and jumping jack for your younger family members. Any monies made at the event will be donated to Dollars Against Diabetes.

I would also like to encourage our members to attend one of the Labor Day events we will be participating in. On Saturday, August 31st, 2019 we will be joining the Southeast Side Labor Day Parade. This year's event will be a project of the Chicago Federation of Labor and Alderwoman Susan Garza of the 10th Ward. The day will begin with a parade at 12 noon followed by Eddie Fest at Calumet Park on 9801 S. Avenue G in Chicago. More information will be forthcoming on the event. This year Local 17 will have our Float at the Lowell, IN Parade on Labor Day. And our Peoria Members will be marching in their event on Labor Day alongside Ben Frank who will be our Parade Captain there.

See **Business Manager** on page 2.

**Business Manager** from page 1.

Today as working men and women find themselves taken for granted and less of the fruits of labor being shared with workers, it's

good to remind everyone that Labor Unions are still here looking to earn workers their rightful and respected place in society.

I'd like to end by extending my best wishes to the Membership and their families for a great summer!!!

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## THOMAS McGRATH – SECRETARY-TREASURER



First, I'd like to review 2018 hours for Local 17. The Local finished working 1,429,936.57 hours in Local 17's jurisdiction and 1,492,578.49 hours total with reciprocated hours around the country. That comes out to 62,641.92 hours reciprocated from other insulator Local's around the country. Local 17 is grateful for those opportunities. Those reciprocated hours helped our members by putting a paycheck in their pockets and continued contributions into their benefits. Currently the local has filed our taxes for 2018 and have had our annual audit prepared. I'm happy to report that the Local finished the year good financially.

As far as our start of the 1st and 2nd quarters of 2019 our hours are down. Due to projects being held up for weather issues for the most part. All indications tell us that this summer and late 3rd quarter work should pick up.

I'm happy to report that the re-sealing and painting on the building that was approved last year has been completed. That will leave us with one more task of getting our parking lot repaved. Our officers and trustees will address this later this year.

### Some upcoming dates:

- July 13th Softball tournament (Brian Keane)
- July 27th Local 17 Golf Outing Ruffled Feathers Country Club
- August 2nd Family Night
- September 2nd Labor Day in Lowell Indiana and also in Peoria Illinois
- October 12th Annual Award Dinner Dance Pheasant Run

I'd also like to congratulate all the candidates on their elections I know all will do a great job for Local 17.

I would like to address some of the questions that have been brought to my attention concerning the Pension Plan our defined benefit.

### Trustees Continue to Seek Ways to Strengthen Your Pension Plan

Your pension plan has been in existence for over 60 years and is currently paying benefits to more than 850 members, including beneficiaries of deceased members. Along with the health insurance and annuity plans, the pension plan is one of the key elements of a secure retirement. Accordingly, the Trustees closely monitor the pension plan to make sure it remains strong. Over the years, they have made many decisions, some of them difficult, all designed to provide stability and benefit security for you and your families. For example, decisions the Trustees made following the "dot-com bubble" in the early 2000s and the financial crisis in 2008 have put the Plan in a position not only to maintain the level of benefit accrual but also increase it over the last 10 years. This was not the case for other multiemployer pension plans, many of which have had to cut benefits multiple times. In fact, some plans continue to struggle to maintain lowered benefit accruals to this day. Fortunately, your Plan has done extremely well but it is important to note that headwinds continue to be a concern for all pension plans, including:

- Potential investment volatility
- Member retirements that create an imbalance of inactive to active participants
- Potential for declining active membership and non-union pressures that could impact number of hours (lower contributions and increased benefit payments put additional pressure on investment performance to fund benefits)
- Potential for considerably higher Pension Benefit Guaranty Corporation premiums, which create additional administration expenses

The Trustees are constantly monitoring ways to strengthen the pension plan to determine ways for it to continue to succeed despite these headwinds. Although the Trustees were able to avoid cutting benefits after 2008, what if another significant downturn in the stock market/economy happens? Will the Plan be in position to withstand these pressures again? With that in mind, the Trustees are working with their Fund professionals to look at alternative ways to ensure pension benefits are paid to its members. **The pension plan is not going away.** The Trustees are simply looking at ways to make sure of that, not only in the short-term, but for the next 60 years.

If you have any questions, please feel free to contact me. I hope everyone has a safe and busy summer.

## JAMES McMANUS – PRESIDENT/BUSINESS AGENT



I've been spending time educating myself on the I.E.C.C (Illinois Energy Conservation Codes). Currently Illinois follows the 2015 version with the 2018 going into effect May 1, 2019. This is a tool that if followed, we could gain more of our market. I've talked with building/plumbing inspectors from different cities, towns, villages and municipalities on this subject and a lot of times parts of the codes are overlooked. As far as the in-wall insulation, once the drywall is up nobody can see the energy loss or the potential mold growth within the walls. This is a concern on both hot as to save energy and cold to prevent condensation which can breed mold. I know some projects like to "value engineer" and they will carve out insulation. Omitting insulation is exactly the opposite of "value engineering". In terms of being an oxymoron it rates right up there with "right-to-work". More insulation, not less or none would give you more value. The health and safety of this might not be apparent at the time they omit insulation but could become a problem further down the road. I will continue to bring this up to owners/end users and general contractors. Sometimes things that are right in front of you just

need to be pointed out.

On the political end, I joined my partners down in Springfield quite bit these last couple of months in support of Senate Bill 1407 HAZARDOUS MATERIALS WORKFORCE. That's the safety bill we've been promoting. Illinois and the surrounding communities of these plants deserve to have a safe and qualified workforce to perform the work in these highly hazardous facilities. Our members work, day in and day out in these plants alongside untrained and unqualified workers. While this bill won't prevent accidents from happening, it can greatly reduce them. We shouldn't have to wait for an accident to happen before we react. It passed though the Senate but got hung up in the House for now. Hopefully when they get back in session, they see the value of the safety driven bill and make it a law.

In closing, I'd like to say thank you to all the candidates that ran in our Local Union's election. Congratulations to those who came out on top in their elections. And to thank all of the hard-working members for going to work and putting in a day's work for a day's pay.

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## KEVIN LINDSEY – BUSINESS AGENT



Well . . . summertime is in full swing and I certainly hope all of our Members are enjoying the nice weather along with their children who are on summer break.

And we all know what happens during summer break right? . . . school work! Hopefully our Members who are not working right now will be getting a call from one of our Contractors, if you haven't already, to man these jobs!

Industrial work in my area continues to remain slow. I was hoping SB1407 would have passed in this Legislative session to help our industrial sector, but it appears we will have to wait until the veto session in the fall.

On a good note, our legislators did pass the Capitol Infrastructure Bill, in which, we will get some work from.

It appears that the Kankakee area will be pretty active in the future as CSL continues to expand and the landing of a nice size project at the predominantly Non-Union Nucor Steel by Luse Thermal.

Commercial work in my area is steady and will remain steady for quite some time.

Rana Pasta continues to be a ray of sunshine. I made a visit out there recently and could not be more proud of the men and women on that job. The quality of work out there is second to none and is turning a lot of heads for the people on site, especially the Non-Union insulation company, La Rosa Energy, that was awarded a portion of that job. As a matter of fact . . . because of the speed and quality of our Members work, they were asked to assist in the project that was awarded to La Rosa Energy. By my account, I can honestly say we did about 50% of the work that was allotted to them so far. WTG #17.

Hats off to Bob McGuckin and his crew Shawn Craven and Ben Frank. They did an incredible job preparing Local 17's Jason Koller, in the very competitive MAC competition last May in Phoenix. He made us very proud.

*Congratulations are in order for the following people for getting elected to the following positions:*

<b>Business Manager:</b>	Bill Mangin
<b>Business Agent/President:</b>	Jim McManus
<b>Vice President:</b>	Nick Feipel
<b>Executive Board:</b>	John Durkin, Dave Arehart, Frank Steward, Brendan Hogan, Greg Maniatis
<b>Trustee:</b>	Ron Laidlaw
<b>CFL Delegate:</b>	Delia Alfich

See **Lindsey** on page 4.

# - PIPELINE -

Lindsey from page 3.

The 2<sup>nd</sup> Annual Mesothelioma Race for Justice will be held on September 21, 2019. For more information and registration please visit:  
<https://mesotheliomaraceforjustice.com/>

This dreadful disease has affected many hardworking tradesmen and their families and has been especially cruel to the Pipe Coverers. Many Members of our Local have lost their lives to this dreadful disease.

I consider Mesothelioma, public enemy #1 for Pipe Coverers and strongly encourage all of our Members and their families to participate in this worthy cause. All proceeds will go directly to the Mesothelioma Applied Research Fund. And same as last year, I will be running/walking in this event and will gladly donate, to the Hubert Fund, on your behalf, if you are the person with the best time in the following categories:

**\$200 - Retired**

**\$200 - Active**

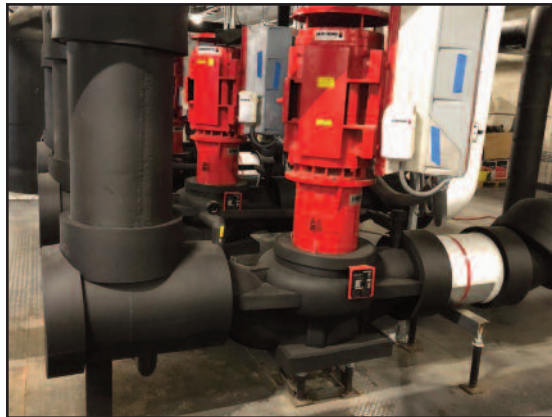
**\$200 - Apprentice**

FYI, I killed it last year in the 50 year and older, smoker's division and am looking for challengers!

I will close by giving the Membership a heartfelt thank you for voting me in for a second term as your Business Agent. This is not a position I hold lightly and can assure the Membership that I will continue to work extremely hard for our Local, in which, I consider the Flagship of the International.

PS: I am pleased to let the Membership know I do, in fact, still fit into the same suits I bought for my 1<sup>st</sup> term.

And a special shout out to Brian Keane, Phil Glynn and Nick Feipel for all the kind words during my nomination.



*These pictures are from Rana Pasta in Bartlett  
Foreman: Joe Arvia*

Local #17 members working on the Rana Pasta job include: Pat Bollin, Ryan Carr, Sean Carr, Anthony Herrera, Pat Carrillo, Mike Coleman, Jason Dietz, Mario Escalante, Phil Glynn, Ernie Gonzalez, Jack Harrington, Tim Heeter, Brendan Hogan, Mike Kuhlman, Zach Lenos, John Maloney, Pat Maloney, Terry McGrath, Ashley Margentina, Steve Olson, Anthony Rahn, Scott Rooney, Ruben Soto, Frank Steward and Paul Testa.



## **BRIAN KEANE – BUSINESS AGENT**

As summer is upon us, I hope everyone is doing well. The full-time officers have dedicated a good amount of time down in Springfield working on getting Senate Bill 1407 passed. As many of you know it didn't get passed but the bill is not dead. There is still work to do with this bill and it is important for Illinois workers that this bill does get passed.

Work has been slow, there are some projects that have been pushed back months on the industrial side. As far as commercial work goes in Cook County it is busy as I have stated before there is no end in sight for the commercial side. It seems like I see a new building going up on a weekly basis. Fulton Market is still a hotbed for development with many new restaurants, condos, apartments, and hotels. I look back maybe 3 years ago and it was all meat packing and trucking in that area and to look at it today it is very impressive. Many of our brothers and sisters have been working down there with all of the new developments.

School work over the summer will be very good as the Chicago Public Schools have plenty of work. This year's budget is good with many of these schools in need of work and a lot of the schools with mechanical work. It's not only the CPS, it is schools throughout Cook County. With all the work going on downtown and the near vicinity and the school work I look for the summer to be good.

At BP we are still waiting on the work to be released on the NHT and this is a nice project for Local 17 and will take quite a few of our members to get this job done. With the winter and all the rain that we have been having this project has been pushed back a couple times.

We have had some opportunities to send some of our members on the road during these slow times, some close and others far. I am thankful for these other locals to offer our members this chance. I understand that not everyone can go on the road. To the brothers and sisters that did I applaud you, I know it is hard to be away from our loved ones. Make no mistake about it I want all our members to be at home every night with their families, working in our territory and I hope that this will happen soon.

In closing I want to congratulate Business Manager, Bill Mangin, President, Jim McManus and Business Agent Kevin Lindsey on their re-elections, it is well deserved brothers. I can assure you these 3 men work hard to protect our jurisdiction and keep Local 17 going. Congratulations to Nick Feipel on his win as Vice President and to Greg Maniatis, Brendan Hogan, Frank Steward, John Durkin, and Dave Arehart on their victories at E-Board. I would also like to congratulate Mark McKenna, Mike Kliros and Ron Laidlaw on their wins as Trustees, along with Bob Fogarty on his re-election as Sergeant at Arms and Dee Alfich on her victory as a CFL Delegate.

I hope everyone has a great summer!



## **ROBERT FLYNN – ORGANIZER/MARKETING DIRECTOR**

Brothers and Sisters,

It has been just over a year since I have been your Organizer. I have been working diligently on many projects to help Local 17 recapture our work from non-union companies and educate the public on our industry.

The Petrochem campaign continues. Our International has taken over discussions with the International that represents Petrochem. Local 17 is monitoring progress achieved by the respective Internationals. Members will be kept updated as to their ongoing efforts to reach a resolution. I would personally like to thank all the members that came out to support the campaign. Their actions showed the community what it means to be a Union Insulator.

One of our members worked on a campaign to gather information on a non-union company. This member worked "undercover" for a company owner that exploited its workers. These actions went unchecked until this member exposed the owner for who he is. Now, this company is under investigation in multiple states. I hope more of our brothers and sisters will step-up and help expose other companies

who feel the rules don't apply to them. If you are interested in getting involved further on this ongoing campaign, please let me know.

Brother Brian Keane and I received multiple calls regarding work being performed by non-union groups on "mixed bag" jobs. The first involved two workers that had questions about the Union. These two young men were working for low wages and little benefits. They weren't provided with the proper equipment to do the job safely. Having an opportunity to speak with them, their views about unions changed. Our organization continues to keep in contact with these people. We want non-union workers to know that the non-union contractor is the enemy, not Unions. The second situation dealt with a non-union plumber. The work was subpar (putting it nicely). We gained access on the job and began gathering evidence which was shared with an Alderman and a City Inspector. The work had to be redone properly and pass inspection. This resulted in unnecessary cost – both in time and money. We need to do more to be a thorn in the side of companies that want to cut corners at the cost of our craft. If these situations arise on your job site, please let me know. Together, we can do our best to help our cause.

See *Flynn* on page 6.

*Flynn* from page 5.

As the year has passed, I have gathered many new tools on how Local 17 can better address recapturing our work as well as have information about our Organization to promote our industry to the community. I have found that our members, thru self-promotion, are one of the best marketing techniques to inform the public of the importance of Mechanical Insulation. Many of our members and contractors have seen the new brochure entitled “The Power & Value of Mechanical Insulation”. Our people have taken this information and began distributing it to their customers and potential end-users. This is not the first time we have tried this; however, we believe this is a simple and more cost-effective way to get information out about our craft. In addition, Local 17 updated its database to help inform our members of causes important to our organization and ways to get involved. This played a major role in getting our members to call their representatives on Senate Bill 1407 just recently.

The Organizing Committee (O/C) continues to meet monthly at Local 17. All members are welcome to sit in and see just what we discuss. If anyone is interested, please call down to the hall and let us know. The Committee would love to have you. I believe with our persistence, our team of full-time and part-time officers, and most importantly our membership: We will succeed. We are all in this together. Let’s keep up the good fight.

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## ROBERT MCGUCKIN – APPRENTICE COORDINATOR



We would like to start off this Pipeline article with talking about the 2019 combined Agents, Apprenticeship and Master Apprentice Competition. For the first time, the International decided to combine these conferences. The International wanted to be able to showcase the wonderful work the Apprentice Competitors do. This allowed all the Local Union Business Managers and Agents, who may not have been able to attend the Apprenticeship Conference, to see what the Training side does and the Competition that takes place during the week. Some of the topics that were covered during the Conference included the New DOL Regulations, Diversity, Medical Marijuana, and the Opioid epidemic.

As far as the Master Apprentice Competition, we couldn’t be prouder of Local 17’s competitor, Jason Koller! The time and effort that Jason put in getting ready for the competition was amazing. Jason quickly gained the respect of his fellow competitors and all those who met him during the conference. His work and attitude did Local 17 proud. (see pictures below) The judges said it was the tightest scoring in the

history of the competition, and Jason’s work was right at the top! Jason and Local 17 congratulate the winner, Local 119’s Aziz Kerimov. Also, thanks to Ben Frank and Shawn Craven for volunteering their time helping Jason prepare.

We are finding more and more Facilities are requiring that workers not only have an OSHA 10, but that they are not older than 3 or 5 years. We will be holding an OSHA 10 in September on two evenings (dates to be determined later and sent out by email). If interested in attending, please let us know.

Chicago Women in Trades visited the Training Center with a new group of students (see picture), thanks to Dee Alfich for taking the time to help show this group all about our trade and what Unions are all about!

### Upcoming Training

July 18th and 25th will be the evening Asbestos Supervisor Refresher Classes

July 19th will be the daytime Asbestos Supervisor Refresher Class

August 3rd will be our next Up-Grade Class, please let us know if there is something specific you would like to work on.

We will be holding OSHA 30 Course on Oct 26th, Nov 2nd, 9th, and 16th, if interested please contact Sue to be put on the list.



# - PIPELINE -

## MARY McMULLIN – FUND ADMINISTRATOR

Firstly, I would like to thank all the participants that attended the Retirement Seminar in May. We had over 50 participants, including spouses, attend. We discussed Pension, Social Security, Pre-Medicare Retiree Insurance and Medicare insurance. In addition, how to offset your living expenses with your Annuity Account was discussed. It was very informative and beneficial. If you have not attended yet, and you are planning to retire within the next few years, please plan on attending the next Retiree Seminar. A notice will be sent once the date is scheduled.

### LOW DOSE CT SCANS

As of this writing, there are only a few spots remaining for the Low Dose Ct scan in November. All others have been booked through the end of the year. We have started a cancellation list that we can add your name too. We will send out an update as soon as the 2020 dates become available. We encourage those that are eligible to take advantage of this great benefit.

### HRA/VEBA

I would like to remind everyone how to file an HRA claim: the *participant* must submit a note requesting withdraw of monies from the HRA account. The specific dollar amount can be requested, or the member can request that the account be maxed out. The member must sign and date the letter and include his/her alternate I.D. number. The Fund office will run a claims history report to try to match the specific amount requested or to max out the account. Please request the prescriptions print out from your pharmacy, as we are no longer able to run the history on pharmacy benefits. HRA checks are run every Thursday. The request for the HRA must be received by the Fund office by the Friday preceding the next HRA check run. Your request can be sent via mail, fax, or email.

### QUESTIONS & ANSWERS

Lately, there have been several of the same questions asked by different members and we would like to explain them.

If I am retiring and only worked 400 hours in the calendar year, that I am planning on retiring, will I get a full pension credit? **No. You get a full credit if you work 1600 hours in the calendar year that you retire.**

If I am retiring and only worked 400 hours in the calendar year that I am retiring will I get free insurance for a full year. **No. Your insurance is based on the hours you worked in the eligibility quarters.**

If you have any questions, regarding any of your benefits offered by Local 17, please call the Fund office.

In closing, everyone in the Fund office would like to wish all our members a healthy, happy summer.

### NEW RETIREES SINCE THE DECEMBER 2018 PIPELINE

FRANK PRUETT	11/1/18	R#65487
DENNIS WYROBEK	11/1/18	R#56769
TERRY O'CONNOR	12/1/18	R#78799
MARK STAACK	12/1/18	R#53304
MICHAEL FOSTER	1/1/19	R#56749
TIM KELLY	1/1/19	R#81734
WILLIAM WYNESS	1/1/19	R#54082
MATTHEW JURIS	1/1/19	R#53300
SALVADOR SENDEJAS	1/1/19	R#78812
MYRON EDWARDS	3/1/19	
FRANK KOLAR	3/1/19	R#68308
JEROME SEGIET	3/1/19	R#56767
ROBERT CURRAN	4/1/19	R#63312
JOSEPH FOGARTY	4/1/19	R#60869
SUSAN GRAVES	4/1/19	R#52385
MICHAEL MEHALEK	4/1/19	R#51642
JIM PHOTOPULOS	4/1/19	R#96152
DAVE SCHROEDER	4/1/19	R#60888
ROMAN TORRES	6/1/19	R#90282

### DEATHS SINCE THE DECEMBER 2018 PIPELINE:

BRIAN MITCHELL	11/28/18	R#78794
SAM GARAFFA	12/05/18	R#42057
PETER CULLOTTA	12/12/18	R#25836
HENRY TOUGH, JR.	12/14/18	R#25946
JAMES ERIC MOORE	12/22/18	R#54075
THOMAS DELACEY	1/10/19	R#25838
ROBERT ZEISEL	1/24/19	R#32313
ROBERT STUTESMAN	2/27/19	R#32786
DELIO SERRANO	3/07/19	R#42103
RONALD HATJE	5/21/19	R#40735
MICHAEL BARRY	5/28/19	R#32197
RICHARD POPPA	6/03/19	R#32283





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## THE 2019 SCHEDULE

July	19	7:00 A.M.	Friday	Supervisor Refresher Class
July	18 & 25	5:00 P.M.	Thursday	Supervisor Refresher Nights <b>Must attend both nights</b> - 5 PM to 9 PM
July	27	8:00 A.M.	Saturday	Union Golf Outing
August	02	7:00 P.M.	Friday	Union Meeting-Family Night-Retiree Pin Night
August	03	8:00 A.M.	Saturday	Journeyman Upgrade Class
September	02		Monday	Labor Day
September	06	7:00 P.M.	Friday	Union Meeting
September	26			<b>National Mesothelioma Awareness Day</b>
October	04	7:00 P.M.	Friday	Union Meeting
October	05	8:00 A.M.	Saturday	Journeyman Upgrade Class
October	07	12 Noon	Monday	Retiree Luncheon
October	12 <sup>th</sup> or 19 <sup>th</sup>	6:00 P.M.	Saturday	Dinner Dance- <b>tentative</b>
October	26 and			
November	2,9,16	7:00 A.M.	Saturdays	OSHA 30 - <b>must attend all 4 days</b>
November	01	7:00 P.M.	Friday	Union Meeting
November	25	4:00 P.M.	Thursday	Asbestos Worker Refresher ( <b>first night</b> )
December	06	7:00 P.M.	Friday	Union Meeting
December	07	10:00 A.M.	Saturday	Christmas Party
December	02	7:00 A.M.	Monday	Asbestos Worker Refresher
December	02	4:00 P.M.	Monday	Asbestos Worker Refresher ( <b>second night</b> )
December	03	5:00 P.M.	Tuesday	Peoria Union Meeting
December	10-13	7:00 A.M.	Tuesday	Initial Asbestos Class - <b>must attend all 4 days</b>
December	14	7:00 A.M.	Saturday	OSHA 30 Make-Up Class