

Buckeye Engineer



Season's Greetings!

Thank you for all of your hard work and dedication throughout 2018. May you have a joyous holiday season and a healthy and prosperous New Year!

The Officers, Staff and Clerical Personnel
of Local 18

| | |
|-----------------------|--------------------------------|
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Main Office

3515 Prospect Ave. Cleveland, Ohio
216-432-3138 44115

Cleveland District Office

3515 Prospect Ave. Cleveland, Ohio
216-432-3131 / 1-800-452-1526 44115
Robert W. Park, Jr. Executive Board
Matthew T. Grills Executive Board
Ron Metro Executive Board

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John D. Townes Executive Board

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**Ohio Operating Engineers
Federal Credit Union**

3515 Prospect Ave. Cleveland, Ohio
216-432-0300 / 1-800-462-0549 44115

**Ohio Operating Engineers
Fringe Benefit Programs**

1-800-282-1767

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Local 18 Training Centers

Richfield Training Center

4675 Newton Rd.
Richfield, OH 44286
(P) 330-659-4115
(P) Toll Free 800-842-9419
(F) 330-659-9785

Cygnnet Training Center

9435 Cygnnet Rd.
Cygnnet, OH 43413
(P) 419-655-3282
(P) Toll Free 888-634-6880
(F) 419-655-3290

Logan Training Center

30410 Strawn Rd.
Logan, OH 43138
(P) 740-385-2567
(P) Toll Free 888-385-2567
(F) 740-385-7285

Miamisburg Training Center

4250 Soldiers Home –
Miamisburg Rd.
Miamisburg, OH 45342
(P) 937-859-5211
(P) Toll Free 800-635-4928
(F) 937-859-5901

Visit the website at local18training.net

DUES SCHEDULE

Any member of Local 18, 18A, 18B, 18C, 18D, 18RA or 18S who does not have his/her current dues paid maybe suspended. Dues are payable on a quarterly basis on the first day of each quarter (30-day grace period), with the exception of 18D and 18S to be paid on a monthly basis. The following quarterly and monthly dues schedule for Local 18 and its Branches and Owner/Operator members is effective until October 1, 2019.

Local 18 \$66.75 per quarter
+3% Administrative Dues*

Local 18A \$66.75 per quarter
+3% Administrative Dues*

Local 18B \$66.75 per quarter
+3% Administrative Dues*

Local 18C \$51.75 per quarter (Shops)
+2% Administrative Dues*
only when working for Dealer/Rental
Shops. 3% Administrative Dues
when working for other shops, i.e.,
Highway Heavy Companies*

Local 18C \$57.75 per quarter (Stone
Quarries, Material Yards, etc.)

Local 18D \$24.50 per month

Local 18G Two times the employee's hourly
rate per month to be paid quarterly

Local 18RA \$66.75 per quarter
+3% Administrative Dues*

Local 18S Two times the employee's
hourly rate plus \$10.00 per month to
be paid monthly

Owner Operator members
\$150.75 per quarter

Reduced Dues \$45.75 per quarter

**Jefferson S. Powell
Financial Secretary**

Contributions or gifts to I.U.O.E. Local 18 are not deductible as charitable contributions for federal income tax purposes.

*On October 8, 2012 at all district membership meetings, the membership approved an amendment to Article VIII, Section 1, of the Bylaws, increasing the administrative dues to 3% of gross wages for all members of Local 18 except Local 18C Quarry and Sand & Gravel Pit members, Local 18D, Local 18G and Local 18S members. The membership also approved an increase of administrative dues to 2% of gross wages for 18C equipment shop members. The Executive Board, at its October 28, 2012 meeting, approved January 1, 2013 as the effective date for implementation of the dues increase.

Buckeye Engineer



Local 18 CALENDAR

DECEMBER

- 3 All Districts – Advisory Board mtgs.
- 10 All Districts – Membership mtgs.
- 12 District 2 Info. mtg. – Lima
- 17 District 6 Info. mtg. – Guernsey County Fairgrounds
- 19 District 1 Info. mtg. – Ashtabula
- 25 Christmas Day

JANUARY

- 1 New Year's Day
- 5 District 1 Labor History Class – Cleveland Headquarters, 7:30 a.m.
- 7 All Districts – Advisory Board mtgs.
- 14 All Districts – Membership mtgs.
- 16 District 2 Info. mtg. – Lima (No meetings until April)
- 16 District 1 Info. mtg. – Ashtabula (No meetings until April)
- 19 Executive Board mtg. – Columbus District Office, 1 p.m.
- 20 Semi-Annual State mtg. – Hilton Columbus/Polaris 8700 Lyra Drive, 10 a.m.
- 21 District 6 Info. mtg. – Guernsey County Fairgrounds
- 21 Martin Luther King Day
- 26 District 2 Labor History Class – Cygnet Training Center
- 28-30 Apprentice Application Period Begins

RETIREE CALENDAR

DECEMBER

- 5 District 3 Christmas Party and Buffet Lunch – D-3 Union Hall, Noon

continued on page 8

REPORT TO THE MEMBERS

by Richard E. Dalton, Business Manager

Seasons Greetings! It's hard to believe that it is the holiday season once again. Enjoy some quality time with your families and loved ones. Reflect upon those who have gone before us and be appreciative of their efforts to make this a better place. To those who have been ill this past year, we hope you have made a complete recovery. Now is the time to be thankful for what you have and not to dwell on the have-nots.

As we move towards a new year, we must be mindful of those out there who want to take away your right to have a voice in the workplace. We must continue to educate the value of a unionized workforce and the benefits to ALL workers, whether union or not. With unions, people earn a decent living wage; without unions, wages and benefits will plummet.

In January, our Labor History program will begin once again. If you haven't attended a class in a while, we invite you to come spend the day to learn about unions and how they have evolved. There will be Saturday classes in each of the districts, with donuts and lunch provided to attendees. Each member will be given a 64-ounce double-walled insulated bottle with raised printing. You are welcome to bring a guest. Check the calendar of events in this issue of *Buckeye Engineer* for the date of your district class.

2018 proved to be a good year with work opportunities in Highway, Building, Pipeline, Refinery, and Steel Mills. The ODOT budget was at \$2.3 billion with work on virtually every interstate in Ohio. Pipeline work remained strong with Nexus, Rover, and the Leach Express.



Enjoy the season and be careful in your travels.

The 2019 ODOT budget is slightly lower than last year with an expected budget of \$2.1 billion. Pipeline work will continue with several projects planned for Ohio. The PTT cracker plant moves forward in its planning. In November, the Ohio EPA conducted Air Permit hearings at Shadyside High School with a good turnout by townspeople, businesses, and the trades. The Air Permit is another step forward in the construction phase.

Now is the time to check your certifications to verify they are up to date. Training schedule books should have arrived at your home recently. If not stop by the union hall and pick one up. The training site staff continues to develop

new classes to keep Local 18 at the top of the skill level. CCO Crane operators and GPS dozer operators continue to be in high demand. I receive requests from surrounding Locals on a weekly basis for CCO and GPS, so if you want to add to your portfolio, take the time to learn these machine skills.

The Officers and Staff of Local 18 wish you a healthy and safe holiday season. Enjoy the season and be careful in your travels. Merry Christmas and Happy New Year!





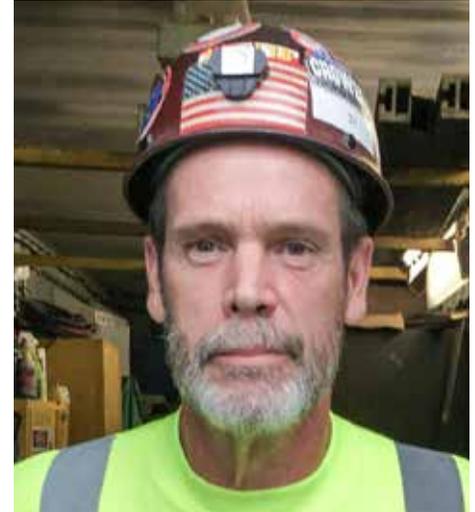
Season's Greetings from



WORKING in the wash plant for R. W. Sidley in Thompson is Brian McGirr.



BUSY at the DVT tunnel project in Cleveland, working for McNally Kiewit JV are (l-r) 1st year apprentice oiler Malissa Ledley and mechanic Scott Meek.



OILING and covering the R/T Forklift for Walsh Construction on the I-480/ Union Workers' Memorial Bridge in Valley View is 1st year apprentice Terrance Austin.



OPERATING a power sweeper for Kokosing Construction on the I-77/Broadway bridge reconstruction project in Cleveland is Nick Hall.



SETTING concrete beams for Northstar Contracting at Shaft #8 of the Dugway Storage Tunnel in East Cleveland, using ALL Crane Rental's 500-ton Hydro are (l-r) Andy Paulo and John Knebush.



OILING for ALL Crane at Aqua of Ohio in Mentor-on-the-Lake is Craig Derby.



the Members of District 1



DOING gas line restoration work on Logan St. in Elyria for Cioffi Construction is Terry Buchko.



OPERATING a roller for J. D. Williamson on the River Rd. bridge replacement project in Elyria is David Paul.



CLEARING land for Vermillion Tree Service for a new bridge on Vroomin Rd. in Painesville are (l-r) Jason Blakeslee, Alex Kopocs, Travis Jude and John Knoble.



SETTING steel for Mull Iron for the Aldi store addition on Kresge Drive in Amherst is Dave Kenyon.



WORKING for Xtreme Excavating digging utilities for a subdivision on Fowl Rd. in Elyria is Jeff Mullen.



OPERATING an excavator for Union Industrial Contractors, Inc. at the Highland Rd. 3 Bridges project in Euclid is Keith Kister.



DIGGING electric for Trafftech on Reagan Parkway in Medina is Chris Kumhall.



REPLACING concrete on Ridge Rd. in Parma and operating an excavator for Catts Construction is Tim Picciano.



OPERATING a forklift for Stein, Inc. at ArcelorMittal in Cleveland is Billy Rogers.

additional D-1 photos on pages 9 and 20



Season's Greetings from



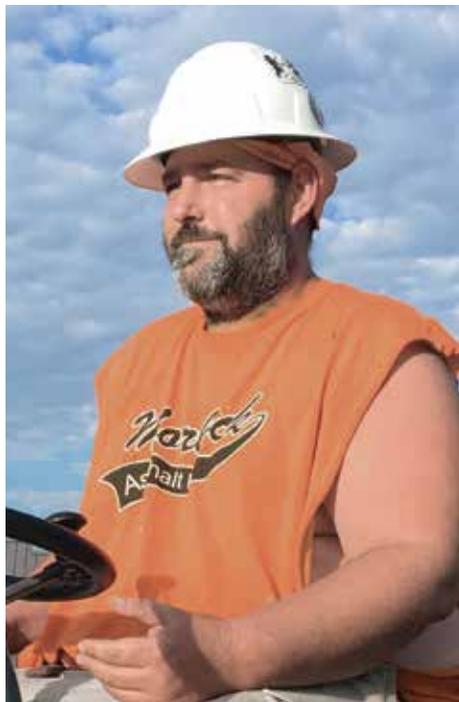
RUNNING a 42" conventional bore machine for Underground Utilities under the CSX Railroad in Findlay is new member Al Thayer.



OPERATING a crane for Henry Gurtzweiler at Fostoria High School is Brian Estevanes.



ON-THE-JOB are (l-r) Capital City Group Steward Jason Winget and oiler Casey Wright.



RUNNING a roller for Morlock Asphalt is Josh Miller.



KEEPING busy at Whitehouse Primary School for Gradel is Woodrow Schonter.



PAVING for Shelly on Bancroft St. is Jordan Bly.

the Members of District 2



BUSY working for Michels Pipeline on the meter station for Nexus near Gibsonburg is Denise Wittenmeyer.



WORKING for Turnkey Tunneling at the Summit St. CSO project in Toledo is David Ratliff, Jr.



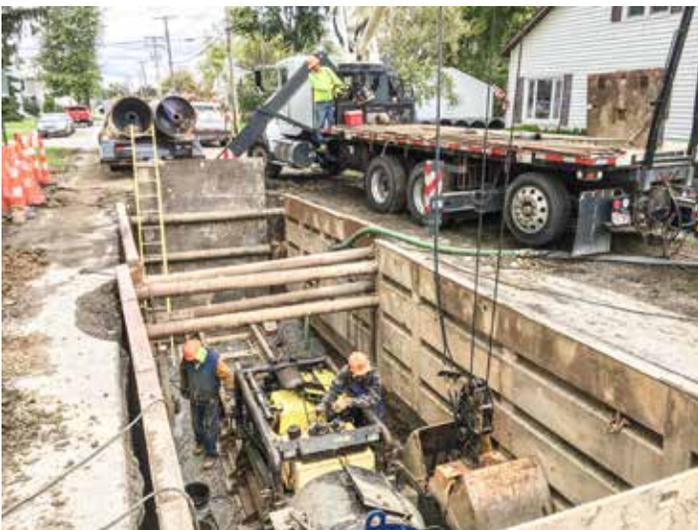
PERFORMING a 42" conventional bore under the CSX railroad in Findlay for Underground Utilities is Scott Riley.



DRILLING a new 4" fiber optic line nearly 700-foot in Lima for Precise Boring is Michael Collins.



WORKING for Michels Pipeline at the Nexus compressor station in Clyde is Shelby Pistelli.



MAKING a 42" conventional bore under the CSX Railroad in Findlay for Underground Utilities, are Al Thayer on the bore machine and Scott Riley (D1) on the boom truck.



PERFORMING site work for Beaver Excavating on the Nexus pipeline compressor station in Clyde is Ken Eckleberry.

Right-to-Work does not create a right to work!

Despite the misleading title, Right-to-Work  laws do not create a right to work, nor do they protect workers from being fired for unjust reasons.

What Right-to-Work  laws actually do is allow workers in union shops to accept the benefits of unionizing without paying their share of the costs. The National Labor Relations Act (NLRA) requires unions to represent all employees in the bargaining unit.

All workers in the unit receive the increased wages and benefits negotiated by the union. All workers receive protection from unjust discharge under the collective bargaining agreement and representation in arbitration challenging unjust terminations at no charge. It is only fair that all workers who receive these benefits share the costs. That is what the NLRA provides.

State Right-to-Work  laws, which are permitted by the NLRA, change this arrangement. Under such laws, workers are permitted to receive the benefits of the collective bargaining agreements without paying their share of the costs. This forces fellow employees to pay

more than their fair share to make up the loss.

Right-to-Work  laws also weaken unions by forcing them to provide services to workers without being reimbursed for their costs.

This is exactly what proponents of Right-to-Work  want. The champions of Right-to-Work  are not supporters of workers' rights. The National Right-to-Work  committee was founded in 1954 by a group of ultra-conservative businessmen, including Whitford Blakeney, one of the best know anti-labor lawyers of his time, whose career included representing the J.P. Stevens textile company, whose campaign against unionization was found by the National Labor Relations Board to include "excessive and egregious labor practices."

(The movie "Norma Rae" is based on that strike. Sally Field's role, which won her an Oscar, was based on Crystal Lee Sutton who was fired at a Stevens plant for trying to organize the employees.)

To this day, the NRTWC functions as an arm of organized business. It did not support civil rights laws protecting workers from racial

and gender discrimination. It does not support increasing protection against retaliation for workers who try to organize. It does not support protecting workers' lives by improving enforcement of occupational safety and health laws.

In fact, the committee's leadership works closely with those who oppose improving the rights of workers.

Advocates of Right-to-Work  laws claim that such laws protect workers' right to freedom of association by preventing them from being forced to join unions against their will. This is not true.

Workers already have this right under the National labor Relations Act. Section 7 of the Act prohibits discrimination against any employee because he or she has chosen to join or not join a union. No new state law is needed to protect workers in this area.

Right-to-Work  laws allow workers to accept the benefits of union membership without sharing the cost. This is a right no one should have – the right to get something for nothing and make others pay the bill.

Senators demand retail giant Amazon provide answers about potentially illegal union-busting activities

Senators Bernie Sanders and Elizabeth Warren recently sent a communication to Amazon CEO, Jeff Bezos. The letter expressed alarm over reports that the company is engaging in anti-union activities.

The senators were prompted to send their communication after viewing a video that was leaked to a news outlet. The 45-minute training film — which was distributed to managers at Amazon-owned Whole Foods — instructed company leaders on how to spot "early warning signs" of potential unionization efforts among employees.

Two such warning signs, according to Amazon's video, are workers "suddenly hanging out together" and using "union words" like "living wage." The video also indicated that managers were distributing materials and information that directed interfering with the rights of the company's workers to unionize.

In their letter, senators Warren and Sanders noted:

"Protections for workers to join together in their workplaces to fight for higher wages, stronger benefits, and better conditions — with or without a union — are fundamental...enforcement of these protections is crucial for ensuring that working people have the basic tools to express themselves

and their concerns, to do so collectively with other workers if they choose, and to have meaningful opportunities to fight for a better life for themselves and their families."

Questionable motives

The allegations of an anti-union culture seem to be nothing new for Amazon. Recently, the trillion-dollar online retailer raised the minimum wage of its U.S. workers to \$15 per hour. This was done, some say, to quell employee dissatisfaction that was fostering a push by workers to explore unionizing. The company's motives were further called into question when immediately after announcing the wage increase, Amazon cut bonuses and eliminated stock options for warehouse workers.

Senators Sanders and Warren, noting to the company's wage action, wrote:

"It is important to recognize that workers' rights do not stop at the minimum wage, and raising the pay of your lowest-paid workers, while important, does not give you a free pass to engage in potentially illegal anti-union behavior."

Both senators promise to continue to press Jeff Bezos and Amazon company officials regarding both the company's recent and

longstanding employment behavior, which continues to be perceived as discouraging worker's rights to organize.

Source: *In thesetimes.com* [<http://inthesetimes.com/working/entry/121521/sanders-warren-bezos-amazon-union-busting-leaked-video>]

Local 18 Calendar Retiree Calendar

continued from page 1

DECEMBER

12 District 6 Christmas party – D-6 Union Hall, Noon

13 District 2 meeting

JANUARY

24 District 1 meeting

December and January training schedule appears on page 16

50- and 60-year honorees from District 1



60-year member Don Rooney.



60-year member Jerrie Miskel.



60-year member Don Testa.



60-year member Melvin Dowdle.



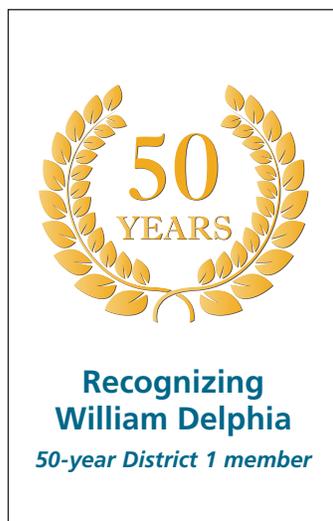
60-year member Raymond Newberger.



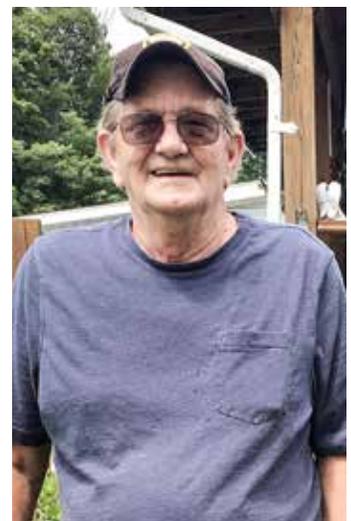
60-year member Santo Consolo.



50-year member William Bartholomew, Jr.



50-year member Terry Hefner.



50-year member Frank Mastrangelo.



Season's Greetings from



ON-THE-JOB for W.W. Williams in Hilliard are (l-r) Generator Technician Lonnie Lambert and shop mechanic Dan Rushin.



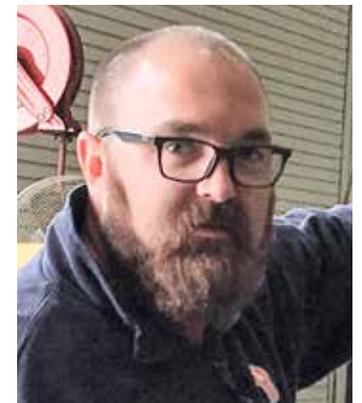
SHOP mechanic at W.W. Williams is Bill Reeb.



BUSY working for PSC in Plain City, Union County are (above, l-r) Mike Saulsberry, Brandon Cox and Andrew Cassidy.



WORKING for Columbus Equipment Company are (right, l-r) Marcus McKean, Greg Stiers and Mark Wiegand. (below, l-r) Craig Starkey, Kyle Nicholson, William Drone and Trent Dearth.





the Members of District 3



TRUCK mechanics for W.W. Williams in Hilliard (l-r), John Russell, Fred Shaner and Brian Trout.



BUSY working for Double Z in Franklin County are (l-r) Dave Coker and Evan Cansler.



HARD-AT-WORK for Shelly & Sands on U.S. Rt. 160 in Gallia County is Ronald Roberson.



WORKING for George J. Igel Company on U.S. Rt. 35 in Jackson County is Joe Storts.



RUNNING a malling machine for BOCA in Ironton, Lawrence County is Charles Ward, II.



ON-THE-JOB with ALL Crane of Columbus is Shawn McClaskey.



WORKING for Shelly & Sands on I-71 in Columbus, Franklin County is Ricky Packingham.



BUSY with Capital City Group in Dublin, Franklin County is Doug Miller.

Outgoing Gov. Kasich Reflects on fight with labor over Senate Bill 5

Ohio Gov. John Kasich – who will be leaving office in January – recently told a national TV audience that his 2011 fight with organized labor over legislation called Senate Bill 5 (which would have limited collective bargaining rights for public employees and stopped mandatory union dues) was the roughest part of his nearly eight years in office.

“When I became governor, I tried to shove through a labor reform and we shoved it through without really talking to organized labor,” Kasich told CNN’s Anderson Cooper during an interview in early October. “They turned around and put something on the bal-

lot. They reversed my decision and handed me my lunch.”

“You know, I’m glad it happened early in my term because I learned something,” Kasich said to CNN. “I’m strong and opinionated in the things I want to do, but I’ve learned that it’s better to work with others so they can have something, and we can have something. That’s the way in which you unify. We’re losing that because we’re operating in a zero-sum game world. That means flip a coin, you win and I lose. This is very dangerous for the long-term of our country.”

Opportunities grow for women in construction

According to Department of Labor statistics, as of December, 2016, approximately 939,000 women were employed in various sectors of the construction industry – a large number to be sure, but only 9.1 percent of the U.S. construction industry . . . and just 3.3 percent of the entire U.S. workforce.

However, with construction expected to grow by 3% in both 2019 and 2020 – with an additional \$50 billion in spending and more than 300,000 newly created jobs – not only are increased job openings readily available

for women, but compensation is better and more equal than in many other industries.

One of many unique examples of an effort to increase the number of women in construction is an organization called Power Up Inc. that was recently featured on the Fox Business Channel. During that interview, the organization’s CEO discussed the group’s various efforts to educate young girls and their mothers about working in the construction industry through a program of academics and hands-on activities for girls in grades pre-K through 12.

Exploring our shale fields and our future

The current exploration and drilling of the Marcellus and Utica shale fields promise a lot of good things for Ohio.

Lowering our dependence on foreign oil and providing our manufacturing industries with cheaper energy which will stimulate industrial growth are just a few benefits.

For Local 18 and its membership, this drilling and capturing of these resources gives us an opportunity to work. Our signatory contractors are seeking to do the drill pad and related work, and our pipeline contractors are building the gathering lines to transport the product. Our highway and paving contractors are building access to the sites and upgrading the infrastructure in the drilling areas.

Our goal is to provide the service the energy companies need to make this happen, resulting in a positive effect for the citizens of Ohio.

At the same time, our membership will be gainfully employed, paying their taxes and earning their health and welfare and pension benefits. We are here to help our communities, state and country prosper and grow.

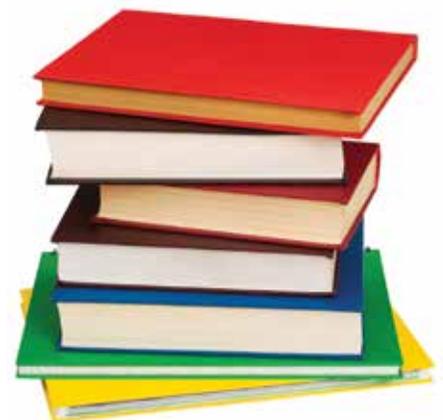


Richard E. Dalton, Business Manager

Seven books about labor unions and workers’ rights

Looking for some interesting and different reading material? Here are seven great fiction and nonfiction books about labor unions and the fight for workers’ rights recommended by Book Critic Michael Schaub:

- “The Man Who Never Died: The Life, Times, and Legacy of Joe Hill, American Labor Icon” by William M. Adler – A beloved, yet controversial figure in labor history, Hill was executed in 1915 for double murder.
- “Work Song” by Ivan Doig – This novel follows a former teacher who travels to Montana, hoping to get rich from copper mines. Instead, he finds himself embroiled in a battle between a large mining company and its beleaguered employees.
- “There Is Power in a Union: The Epic Story of Labor in America” by Philip Dray – This book examines the importance of unions to the nation and looks at notable figures in the movement such as Mary Harris (“Mother”) Jones, Samuel Gompers and Karen Silkwood.
- “Sometimes a Great Notion” by Ken Kesey – The story of a loggers’ strike in Oregon from the point of view of a logging family who keep working during the labor action. Paul Newman directed and starred in a film adaptation of the novel in 1971.
- “The Crusades of César Chávez: A Biography” by Miriam Pawel – A look at the life of Chávez, the labor activist and co-founder of the United Farm Workers.
- “In Dubious Battle” by John Steinbeck – Set during the Great Depression, this is the story of two Communists who travel to Central California, hoping to convince a group of disgruntled apple pickers to strike.
- “Triangle” by Katharine Weber – About the Triangle Shirtwaist Factory fire in 1911 which killed more than 140 garment workers unable to escape the building and led to the strengthening of labor unions.



Municipal Right-to-Work ordinance struck down by US Federal Appeals Court

Right-to-Work  laws prohibit employers from entering into union security or “closed shop” agreements with unions that require employees to join and financially support a union in order to obtain employment. Twenty-seven U.S. states presently have such laws. In some states that do not have these laws, cities have passed local Right-to-Work  ordinances to apply to employers doing business in their city. These municipal-level efforts to address Right-to-Work  issues are routinely challenged by labor unions as being preempted by the federal National Labor Relations Act (NLRA).

One such challenge was raised to a local right-to-work ordinance passed by the Village of Lincolnshire, Illinois. Illinois does not have a statewide Right-to-Work  law; in 2015, Lincolnshire passed its own ordinance banning employers in the village from entering into union security agreements requiring that

employees join a union, compensate a union financially, or make payments to third parties in lieu of such contribution.

On September 28, 2018, the United States Court of Appeals for the Seventh Circuit ruled in *International Union of Operating Engineers Local 399, et al. v. Village of Lincolnshire, et al.*, that the NLRA prohibits local municipalities from passing Right-to-Work  laws. In doing so, it affirmed the district court, which struck down Lincolnshire’s ordinance, finding it preempted by the NLRA based on its conclusion that Congress likely did not intend for the provision in Section 14(b) of the NLRA, which permits states to bar compulsory union membership as a condition of employment, to apply to municipalities. The Seventh Circuit explained that Section 14(b) does not allow the state to re-delegate that power to the municipalities. The court reasoned that allowing municipalities to create local laws gov-

erning organized labor – which is regulated almost exclusively by federal law – would create confusion about what is lawful and what is not, making compliance impossible and impractical.

This decision creates a circuit split, as in 2016, the United States Court of Appeals for the Sixth Circuit in *UAW, et al. v. Hardin County Kentucky, et al.* interpreted the same section of the NLRA but held that it does permit municipalities to make their own laws regarding union security clauses. The Sixth Circuit read Section 14(b) differently from the Seventh Circuit, holding that the word “state” as used in the section includes municipalities, and states may delegate their law-making authority to local governments.

The Seventh Circuit’s recent ruling and its opposite conclusion from the Sixth Circuit sets up a possibility that the issue may make its way to the United States Supreme Court. Until then, municipalities in the Seventh Circuit (Illinois, Indiana, and Wisconsin) are prohibited from passing Right-to-Work  laws while those in the Sixth Circuit (Kentucky, Michigan, Ohio, and Tennessee) are free to enact such local legislation.

<https://www.natlawreview.com/article/municipal-right-to-work-ordinance-struck-down-us-federal-appeals-court>

California business violates prevailing wage law – forced to pay \$3.5 million in back wages

A Long Beach company that has a federal contract to perform work at the Los Angeles–Long Beach port complex will fork over \$3 million in back wages to more than 1,000 workers after the company was found to have violated federal law by not paying employees prevailing wages, or giving them holiday pay and vacation time.

California Cartage Co. has been ordered to pay \$3.57 million to more than 1,400 workers – an average of \$2,523 each – after a U.S. Department of Labor investigation revealed it had failed to pay its workers a fair wage, the Department confirmed Sept. 19.

The company has a federal contract to move cargo containers to a centralized examination facility at the Long Beach–Los Angeles port complex when those containers are selected for inspection by Customs & Border Protection. Under federal law, private companies receiving federal money must pay workers the prevailing wage of the area in which they are employed, and offer similar benefits.

“No contractor receiving federal funds to provide services to the government should gain an economic advantage by paying workers below the wages and fringe benefits required by applicable law,” said Kimchi Bui, district director for the Labor Department’s

Wage and Hour Division. “Workers must be paid what they are legally owed for their work.”

Bui’s division launched an investigation after employees complained. Investigators ultimately found that from late November 2014 to around the same time in 2016 the Long Beach company underpaid its employees and didn’t offer appropriate benefits, a Labor Department spokesman said. California Cartage also underpaid five subcontractors, which forced those companies to in turn underpay their employees.

California Cartage, headquartered near the Long Beach Airport, was locally owned until October 2017, when it was bought by a New Jersey company called National Freight Industries, one of the largest goods movement companies in the U.S.

In a statement, National Freight said that all employees at the customs exam operation are now paid the required prevailing wage in compliance with applicable laws. The statement also said the rates are “continually monitored” to ensure compliance.

<https://www.presstelegram.com/2018/09/19/long-beach-company-ordered-to-pay-workers-3.5-million-in-back-wages/>

This Month in Labor History

American Federation of Labor Created in December 1886

In Columbus, Ohio on December 8, 1886 labor history was made when an alliance of craft unions formed the American Federation of Labor (AFL). With the legendary Samuel Gompers of the Cigar Makers’ International Union as its first (and longest-serving president), the AFL grew from 50,000 members at its founding to nearly 3 million members by 1924, becoming the largest and most influential federation in the world – a force powerful enough to transform the economic, social and political status of America’s workers.

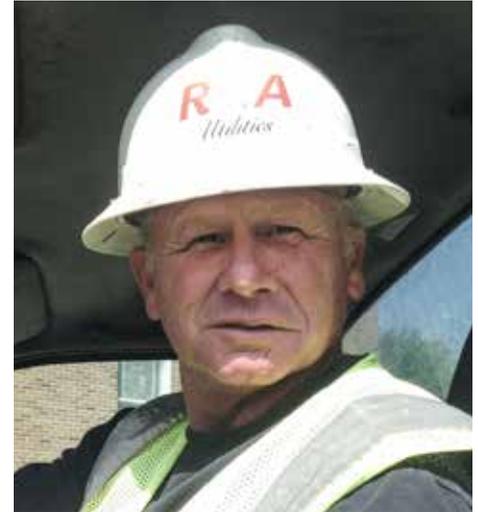
Season's Greetings from



ON-THE-JOB for Badger Daylighting in Mason is Charles Holmes.



WORKING for RLA in Harrison are (l-r) Rick Robinson and Dave Damron.



OPERATING an articulated end dump for John R. Jurgensen on I-75 in Evendale on the Through-the-Valley project is Marcia Campbell.



RUNNING a 400-ton Grove for Maxim Crane Works setting cooling units at the Front Gate Outlet Center in West Chester is David Mergard.



BUSY working for RLA in Union, KY is Edward B. Hipsher.



KEEPING busy for McLean in West Chester are (l-r) Micah Gregory and Mike Lokai.





the Members of District 4/5



RECEIVING a 30-year Life Membership while working for Nelson Stark in Erlanger, KY is Kimberly Moser.



OPERATING a tractor broom at The Dayton Airport Access Rd. is Diego Zagazeta.



BUSY operating an asphalt mill on The Dayton Airport Access Rd. is David Wills.



OPERATING a paver for John R. Jurgensen in Mason is Mark Rohde.



WORKING for Shelly & Sands on I-75 in Troy, running an excavator, is David Christman.



ON-THE-JOB in Jackson Center for Complete General Construction are (l-r) Dean Randol and David Walker.



KEEPING busy for McLean Company in West Chester are (l-r) Baylor Deselem and Greg Vanover.

December and January Local 18 Training Schedule

Richfield (800) 842-9419

| | | | |
|----------------|-------------------------------|---------------|--------------------------------|
| December 1 | 8-Hour Forklift Combination | January 5 | 8-Hour MSHA Refresher |
| December 1 | 8-Hour Signal Person | January 5 | 8-Hour Labor History (D1 Hall) |
| December 4-8 | 40-Hour Directional Drill | January 11-12 | 16-Hour OSHA 10/STP |
| December 6-7 | 16-Hour Crane Rigging | January 12 | 8-Hour Hydro-Excavation |
| December 8 | 8-Hour Signal Person | January 19 | 8-Hour Forklift Combination |
| December 11-14 | 40-Hour Pipeline Distribution | January 21-25 | 40-Hour Crane I |
| December 11-15 | 40-Hour Plan Reading | January 22-23 | 16-Hour Crane Rigging |
| December 11-14 | 40-Hour Welding | January 25-26 | 16-Hour OSHA 10/STP |
| December 18-19 | 16-Hour Trench Safety | January 28- | 40-Hour Deep Excavation |
| December 20 | 8-Hour HAZWOPER Refresher | February 1 | |
| December 20 | 8-Hour Skidsteer Refresher | | |

Cygnnet (888) 634-6880

| | | | |
|----------------|--|------------------|--|
| December 1 | 8-Hour Signal Person | December 11-12 | 16-Hour OSHA 10/STP |
| December 1 | 8-Hour Tier IV Emissions | December 15 | 8-Hour First Aid/CPR/AED |
| December 3-7 | 40-Hour Articulated Boom Crane | December 15 | 8-Hour Forklift Combination |
| December 4-6 | 24-Hour Skidsteer | December 15 & 22 | 8-Hours Each Trench Safety (Two Saturdays) |
| December 8 | 8-Hour MSHA Refresher | January 5 | 8-Hour Forklift Combination |
| December 8 | 8-Hour Skidsteer Refresher | January 12 | 8-Hour HAZWOPER Refresher |
| December 10-22 | 40-Hours Each Angle Blade Dozer Pipeline | January 26 | 8-Hour Labor History |
| December 10-22 | 40-Hours Each Excavator Pipeline | | |

Logan (888) 385-2567

| | | | |
|----------------|---------------------------------|---------------|----------------------------|
| December 1 | 8-Hour CCO Refresher | January 12 | 8-Hour First Aid/CPR/AED |
| December 3-7 | 40-Hour HAZWOPER | January 14-18 | 40-Hour HAZWOPER (D3 Hall) |
| December 8 | 8-Hour CCO Refresher | January 14-17 | 32-Hour OSHA 30/STP |
| December 10-21 | 40-Hours Each Sideboom Pipeline | January 18-19 | 16-Hour OSHA 10/STP |
| December 12 | 8-Hour Forklift Combination | January 19 | 8-Hour HAZWOPER Refresher |
| December 13-14 | 16-Hour OSHA 10/STP | January 21-25 | 40-Hour Vac-U-Worx |
| December 13 | 8-Hour Signal Person | January 21-25 | 40-Hour Crane I |
| December 14-15 | 16-Hour Trench Safety | January 29-30 | 16-Hour OSHA 10/STP |
| December 15 | 8-Hour CCO Exam | January 29 | 8-Hour Signal Person |
| December 18 | 8-Hour Skidsteer Refresher | January 31- | 16-Hour Crane Rigging |
| January 3-4 | 16-Hour Crane Rigging | February 1 | |
| January 5 | 8-Hour Forklift Combination | | |

Miamisburg (800) 635-4928

| | | | |
|-----------------------------|-----------------------------|----------------|--------------------------------|
| November 30 – December 1 | 16-Hour OSHA10/STP | December 15 | 8-Hour Hydro-Excavation |
| December 4-6 | 24-Hour MSHA | December 18-20 | 24-Hour Drones in Construction |
| December 7-8 | 16-Hour BROKK Introduction | January 12 | 8-Hour MSHA Refresher |
| December 7 | 8-Hour Forklift Combination | January 18-19 | 16-Hour BROKK Introduction |
| December 8 | 8-Hour Signal Person | January 19 | 8-Hour HAZWOPER Refresher |
| December 10-14 | 40-Hour Plan Reading | January 26 | 8-Hour ICRA |
| December 11-14 | 32-Hour OSHA 30/STP | January 26 | 8-Hour Skidsteer Refresher |
| December 14 | 8-Hour Tier IV Emissions | January 28- | 40-Hour Directional Drill |
| | | February 1 | |



10 tips and strategies for smart shopping this holiday

Long after the holiday presents have been opened, many consumers receive a different type of follow-up 'present.' They are the credit card bills that come due after December's gift buying.

According to ABC News, consumer counseling agencies see a 25 percent increase in January and February in the number of people seeking help.

There are some easy behaviors you can adopt, however, to help keep your gift shopping bills reasonable while still ensuring your holidays are merry.

1. Always make a shopping list — and use it when you're shopping

Definitely make a gift buying list before you do any shopping. And make realistic decisions about who should be on it. Don't be afraid to trim it if necessary. Start with your immediate family and close friends, and selectively add to your list from there.

Once you have your list, take it with you every time you go to a store or shop online. Aimlessly wondering a store or browsing a website can lead you to impulse buy and quickly overspend.

The average American will spend over \$967.13 this year on gifts for friends and loved ones.



2. Set spending limits

Use the power of math to your advantage. Figure out the total amount of money you want to spend on presents. Now, divide that total by the number of people on your list. This will give you a rough per-person dollar amount.

After that, you can make slight adjustments. For instance, you may want to spend more on your spouse, and a bit less on your nieces and nephews. The trick is to stay within the total amount of your budget even after these adjustments.

3. Use cash

The easiest way to not go into credit card debt is to not use the cards if at all possible. Use cash instead. The physical act of peeling off actual paper money to pay for purchases will help you keep on budget. There is an added bonus to this strategy; you'll be saving on the interest you would have incurred if you used your credit card and paid over time. Plus, your January will be happier when you don't have holiday bills to deal with.

4. Shop alone

If you shop alone, you will be more likely to stick to your shopping list and your budget target. Fiends and family may distract you from your mission to be fiscally responsible. They are great at finding "unexpected gifts" that are not on your list or cost 'just a little more.' When gift shopping, go it alone. You got this.

5. Leverage the web

This season, billions of gift buying dollars will be spent online. The web is a great tool for comparing prices, avoiding long store lines, and having items shipped directly to your door often for free. Also, you can usually sign up to receive sales price alerts for the items you need most.

6. Buy for them, not you

Remember, you are shopping for the people on your list. Don't talk yourself into adding a little something for yourself. If you absolutely must have that certain item, put it on your wish list. If you don't receive it as a present from someone else, buy it after the holiday's when the price will be less.

7. Shop for sales at discount and similar stores

Check out the discount stores where you can find off-price items and great deals. Also, if you are a member of one of those bulk-buying stores or a shopping club, go to those places before you visit your usual retail stores.

8. Don't over spoil the kids

When you were a kid, you didn't receive tons of presents. You turned out fine. So why do you feel a need to go overboard with your kids. Try this idea. Let's say each child should get no more than four presents. These can be broken down to: a want, a need, a wear, and a read.

Total U.S. holiday sales are expected to increase in 2018 to \$720.89 billion.



9. Buy a combined gift

You can save money by giving a slightly more expensive gift to two or more people instead of buying individual gifts for every person. Here are some examples:

- for kids – video games, board games, play sets
- for couples – an experience, weekend getaway, restaurant coupons

- for parents – framed family photo, tickets to a show

Remember, when buying gifts, it's the thought that counts, not the price tag.



10. Encourage gift exchanges

Another easy way to save on holiday shopping is to do a Secret Santa gift exchange or to draw names. This way, you will only have to shop for one person.

Extra: Get in the spirit, give to charity or someone in need.

While this may not be a budget-focused tip, it is a strategy that certainly reflects the spirit of the season.

Choose to make a difference in the life of someone who needs it. There are several charities or organizations you can donate to in the name of a friend, family member or loved one. And really, isn't being kind to others what the holiday season is all about?

Holiday gift buying can be a stressful time, especially if you are on a tight budget or have a lot of people on your list. So, have a shopping plan and spend wisely. You'll be giving yourself a gift in return: starting the new year with less debt and more money in your pocket.

Sources: *investopedia.com* [<https://www.investopedia.com/financial-edge/1112/average-cost-of-an-american-christmas.aspx>], *Scott Turner* [<https://scottalanturner.com/christmas-shopping-on-a-budget/>], *thebalance.com* [<https://www.thebalance.com/christmas-gift-tips-2386032/>]



Season's Greetings from



WORKING with Nicholson Drilling on the Portage Lake ODNR Dam project are (left) 1st year apprentice Diego Patterson and (right) Amanda Agin.



WORKING for MarkWest in Guernsey County are Gerald Larrick oiling and Cory Yanosik on track hoe.



KNOWN as "Wrecking Ball", Bob Evans works with Mull Iron on the Talmadge School project.



ON-THE-JOB for Michels in Canton is 4th year apprentice Alex Christie.



OPERATING a track hoe for InterCon, working for Mark West in Guernsey County is Lee Keller.



PRE-WORKDAY safety meeting with Frank Lucco. (back row, l-r) Tom Cramer and Randall Nicholas. (front row, l-r) Todd Bowman, Rein Baughman-apprentice, Jesse Fronk, Mark Hillyard, James Gray, John Oberlin, Larry Johnson and Brent Molea.



the Members of District 6



ON-THE-JOB for Kokosing and the MarkWest plant in Hopedale, Harrison County are Charlie Hughey and apprentice Jennifer Barnhart.



WORKING with Pretech in Tuscarawas County is Jose Trewin.



OPERATING a broom for Michels Pipeline in Canton is Vicki Gaug.



BUSY for D&Z at the AEP Cardinal Plant in Brilliant, Jefferson County is Everree Springer.



DRILLING operator Steward Tim Garret working at Portage Lakes ODNr dam project for Nicholson.



LIFE member Jay Christman working for Brand Scaffolding at the AEP Cardinal Plant in Brilliant, Jefferson County.



WORKING with Integrity Kokosing Pipeline Services in Adamsville is Robert Smith.



WELDING a loader bucket for HM Miller in Massillon is William Morrison.

Additional District 1 member photos

continued from page 5 and 9



DIGGING a sanitary sewer for Fabrizi Trucking & Paving in Shaker Hts. is Mike Kosman.



OPERATING a crane and setting new storage tanks for ALL Crane at Aqua of Ohio in Mentor-on-the-Lake is Bruce Bischoff.



BUSY operating a skid loader on the Lake Rd. sewer project in Lakewood for Fabrizi Trucking and Paving is Patrick Rudlowski.



APPRENTICE Andrew Burdiak oiling for General Crane Rental at the Q-Arena renovation project in downtown Cleveland.



ON-THE-JOB for Koski Construction, operating a paver at the Pinney Dock in Ashtabula is Mark Ashcraft.



REPAIRING a water valve while operating a backhoe for AMROC on Hillsdale Drive in Seven Hills is Pete Pozzuto.



OPERATING an asphalt roller for Koski Construction at the Pinney Dock in Ashtabula is Eddie Weimer.



PAVING on U.S. Rt. 20 in Geneva for Koski Construction is Tom Washut.

continued on page 21

Additional District 1 member photos

continued from page 20



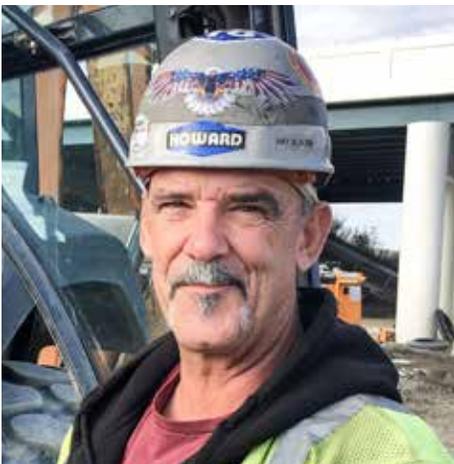
PAVING for The Shelly Company in Cleveland on various city streets are (l-r) Scott Hardesty and Rock Gallup.



OPERATING a paver for Specialized Construction on S.R. 46 in New Lyme Township is Brian Kelly.



KEEPING busy for Mr. Excavator on Walters Rd. in Chagrin Falls is Doug Rhoades.



WORKING for Kokosing Construction on Miles Rd. in Warrensville Hts. is back hoe operator Ray Alborn.



OPERATING a front end loader for Great Lakes Construction on the Vroomin Rd. bridge project in Painesville is Jeff Knapp.



WORKING in the wash plant for R. W. Sidley in Thompson is Corey Herbert.



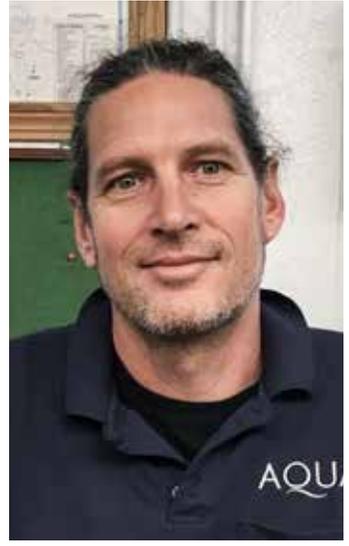
PERFORMING his superintendent duties on Kokosing's I-271 job in Cuyahoga County is life member Chuck Daley, Jr.



ON-THE-JOB operating an excavator for Terrace Construction on Richmond St. in Painesville is Thomas Vannoy.



Season's Greetings from



WORKING for Aqua Tiffin are Distribution Technicians (l-r) Aaron Solomon, Steward David Porter, Steve Hensel and Lead Plant Operator Rick Fisher.



FACILITIES Operator Robert Malchiodi working for Zoeitis in Willow Island, WV.

GENERAL Service/Landscaper Ander Haley working for ZMHA.



REPRESENTING the members as committeemen during contract negotiations in the city of Shelby are (above, l-r) Andy Dietz, Heath Schroeder and Al Bartosiak.



LOCAL 185 Engineers working for Anheuser Busch in Columbus are (right, l-r) Tom McLaughlin, Ron Galterio and Nick Shaw (The Beer Guys).



the Members of 18S



WORKING at FreshMark in Canton are (l-r) Bob Nowaczynski, Dan Hoopes and John Cox.



PARAMEDIC Eric Liles working for Meigs County EMS.



BUSY at Anheuser-Busch are (l-r) Brian Murphy, and engineers David Norris and Tyrone Fountain.



WORKING at the 200 Public Square Building are (l-r) Erich Geis, Gary Hasek and Lawrence Wells.

Amendments to the International Constitution

Made at the 39th General Convention of the International Union of Operating Engineers, May 2018

At the 2018 General Convention, the IUOE adopted 15 amendments to the International Constitution. These amendments are incorporated in a new edition of the International Constitution.

AMENDMENT NO. 1

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(Appeal of Supervision Decision)

Delete Second Paragraph of Article XVII, Section 1(a) and replace it with the following:

A decision of the General President to place a local under Supervision shall be subject to appeal to the General Executive Board and then to the General Convention in the manner and form set forth in Article XVII.

AMENDMENT NO. 2

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Per Capita (and Minimum Dues)

ARTICLE XI, SECTION 1 PER CAPITA TAX

Change the first sentence of the first paragraph to:

Each Local Union must pay the General Secretary-Treasurer a per capita tax of ~~\$11.00~~ **\$12.75** per month on and after July 1, ~~2013-2017~~ 2017 for each member of the Local Union and its Subdivisions who has not been reported to the General Secretary-Treasurer as suspended, withdrawn, transferred, or expelled,...

Change the first sentence of the second paragraph to:

A payment computed on the closing membership for the month (~~\$11.00~~ **\$12.75** per month) and the initiation fee tax (25% of the current initiation fee) on each member initiated for the month, must be submitted with the per capita tax report.

Change the third paragraph in Article XI, Section 1:

“Notwithstanding the above, the General Executive Board shall have the authority, if it believes it to be necessary to adequately protect and preserve the interests and welfare of the International Union, to increase annually the per capita tax in an amount up to and not to exceed \$.50 per member per month on July 1, **2018**, July 1, **2019**, on July 1, **2020**, on July 1, **2021**, and on July 1 **2022**. If the General Executive Board declines to authorize such increase or a portion thereof in any year, it shall not have the authority to cumulate that amount in a subsequent year.”

ARTICLE X, SECTION 2 (P. 31) – MINIMUM AND MAXIMUM DUES AND INITIATION FEES

Change the second sentence to read as follows:

“The minimum monthly dues in all Local Unions that do not charge administrative, supplemental or working dues, shall not be less than ~~\$18.00~~ **\$20.00** per month per active member; and thereafter, when the per capita tax payable to the International is increased pursuant to the provisions of Article XI, Section 1, the minimum dues shall be increased in a corresponding amount.

AMENDMENT NO. 3

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(Salary Increases for General Vice Presidents, International Trustees)

ARTICLE IV, SECTION 9 COMPENSATION

The salaries of the General Vice President and International Trustees shall be **in accordance with the salaries that they are receiving on the date that the General Convention commences** ~~set at the General Convention, with their expenses and benefits to be set by the General President with the concurrence of the General Executive Board. For the Convention to be held in 2008, the salaries of these officers are set as the salaries they are receiving on the date the Convention commences.~~ Between Conventions, these officers shall receive an annual percentage salary increase effective July 1 each year. The annual increase shall be equal to the percentage of increase in the National Consumer Price Index published by the Department of Labor for the twelve-month period ending in the month of May preceding the July increase effective date. **The General President shall be authorized to determine the amount of this annual percentage salary increase, provided that any such increase shall be subject to a maximum of 4% per year or the percentage increase in the National Consumer Price Index published by the Department of Labor for the 12-month period ending in the month of May preceding the July increase effective date, whichever is greater.** ~~The General Vice Presidents or the International Trustees, either individually or as a group, may voluntarily elect to forgo such a salary increase on an annual basis when in their judgment such action is necessary and proper. Any such election shall be considered permanent for the calendar year in question, and shall not be a deferral of salary.~~

AMENDMENT NO. 4

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
*Salary Increases for the General President
and the General Secretary-Treasurer*

ARTICLE VI, SECTION 7 COMPENSATION

The salary of the General President shall be **in accordance with the salary that he is receiving on the date that the General Convention commences**, ~~set at the General Convention, with his expenses and benefits to be set by the General Executive Board. For the Convention to be held in 2008, the salary of the General President is set as the salary he is receiving on the date the Convention commences.~~ Between Conventions, the General President shall receive an annual percentage salary increase effective July 1 each year. **The General Executive Board shall be authorized to determine the amount of the annual percentage salary increase, provided that any such increase shall be subject to a maximum of 4% per year or the percentage increase in the National Consumer Price Index published by the Department of Labor for the 12-month period ending in the month of May preceding the July increase effective date, whichever is greater.** ~~The annual increase shall be equal to the percentage of increase in the National Consumer Price Index published by the Department of Labor for the twelve-month period ending in the month of May preceding the July increase effective date. The General President may voluntarily elect to forgo such salary increase on an annual basis when in his judgment such action is necessary and proper. Any such election shall be considered permanent for the calendar year in question, and shall not be considered a deferral of salary.~~

ARTICLE VII, SECTION 5 COMPENSATION

continued on page 25

Amendments to the International Constitution

Made at the 39th General Convention of the International Union of Operating Engineers, May 2018

The salary of the General Secretary-Treasurer shall be **in accordance with the salary that he is receiving on the date that the General Convention commences**, set at the General Convention, with his expenses and benefits to be set by the General Executive Board. For the Convention to be held in 2008, the salary of the General Secretary-Treasurer is set as the salary he is receiving on the date the Convention commences. Between Conventions, the General Secretary-Treasurer shall receive an annual percentage increase effective July 1 each year. The Annual Increase shall be equal to the percentage of increase in the National Consumer Price Index published by the Department of Labor for the twelve-month period ending in the month of May preceding the July increase effective date. **The General Executive Board shall be authorized to determine the amount of the annual percentage salary increase, provided that any such increase shall be subject to a maximum of 4% per year or the percentage increase in the National Consumer Price Index published by the Department of Labor for the 12-month period ending in the month of May preceding the July increase effective date, whichever is greater. The General Secretary-Treasurer may voluntarily elect to forgo such salary increase on an annual basis when in his judgment such action is necessary and proper. Any such election shall be considered permanent for the calendar year in question, and shall not be considered a deferral of salary.**

AMENDMENT NO. 5

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(International Monitors)

ARTICLE VI, SECTION 4

...He shall have the power to appoint Representatives of the International Union in such localities as shall appear to him to be for the best interest of the organization ~~as well as International Monitors of the Administration of Local Unions~~. He shall have the authority to negotiate and enter into collective bargaining agreements binding on the Local Unions. **He shall have the authority to appoint International Monitors of the administration of Local Unions. Such Monitors shall have the power to observe, assist, attend meetings, examine the books and records of the Local Union and perform such other monitoring functions as directed by the General President.**

AMENDMENT NO. 6

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(Supervision) Property of Local Unions

ARTICLE XIV, SECTION 8(B)

If at any time a Local Union or other subdivision shall withdraw, lapse, dissolve, be suspended, ~~placed under supervision~~ or expelled from the International Union, or shall have its charter revoked, all of its real and personal property paraphernalia, books, charter, seal, records, card indexes and funds shall immediately revert to the International....

AMENDMENT NO. 7

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(Supervision) General President's Powers

ARTICLE VI, SECTION 3

...he shall have the full power to suspend or remove such local **union officers and employees**... He shall have power to designate and appoint persons to fill places of those Local **Union officers and employees** of Local Unions suspended, removed, or placed under International Supervision,....

ARTICLE VI, SECTION 3 SHALL INCLUDE A NEW PARAGRAPH AS FOLLOWS:

The Supervisor shall take possession of all the funds, books, records, and other property of the local or affiliate and shall pay proper expenses of the local union during supervision. The international is not responsible or liable for actions taken by the local prior to the imposition of the Supervision. If in the Judgment of the General President the Subordinate body under Supervision has the financial ability to pay all or a portion of the salary and reasonable expenses of the supervisor and any assistants appointed to assist the Supervisor, the General President may so direct. When self-government is restored, the Supervisor shall return all funds, books, records, and other property to the local or affiliated entity that was placed under Supervision. If, however, the Local Union or the affiliated body is dissolved by the revocation of its charter, then any balance remaining to the credit of the Local Union or affiliated body shall be forwarded to the International Secretary-Treasurer and shall become the property of the International Union.

AMENDMENT NO. 8

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Hearings for Members

ARTICLE VI, SECTION 6

Hearings for Members

~~Any and all members, Local officers, and Local Unions affected or aggrieved by an act or decision of the General President, may demand a hearing thereon before the General Executive Board, with appeal to the General Convention in the manner hereinafter prescribed:~~

AMENDMENT NO. 9

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
(Powers and Duties of the General President)

The prior title and text of Article VI, Section 6 is replaced as follows:

ARTICLE VI, SECTION 6 SHALL NOW BE TITLED:

To Grant Administrative Relief

ARTICLE VI, SECTION 6 SHALL NOW STATE:

The General President, with the approval of the General Executive Board, is authorized to grant administrative relief from certain provisions of the International Constitution to Local Unions, affiliated bodies or members which, in the General President's discretion, are deemed to be in the best interest of the International and the membership as necessary to comply with applicable Federal, State or Provincial laws, or to conform to legal decisions in the United States and Canada.

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Amendments to the International Constitution

continued from page 25

Made at the 39th General Convention of the International Union of Operating Engineers, May 2018

AMENDMENT NO. 10

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Staff Education

ARTICLE XXIV – SUBDIVISION 15

~~Staff—Education—~~ **Educational Programs for Local Unions**

The International Union will conduct educational programs for Local Union Business Managers, business representatives, **and other designated local union officers or staff** ~~and staff~~ regarding their obligations as union employees. ~~All such personal~~ **Business Managers and Business Representatives** who commence employment on or before May 1, ~~2018~~ **2018**, shall, within the first year of their employment, attend an educational program conducted by the International Union, with reasonable expenses defrayed by the International Union.

AMENDMENT NO. 11

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Election of Officers (Local Unions)

ARTICLE XXIV, SUBDIVISION 1, SECTION (E)

The Local Union may adopt the Australian ballot system, in which event the polls shall be kept open for a period of twelve (12) consecutive hours between the hours of 6 a.m. and 10 p.m. on the date of the election, or may hold the election through referendum conducted by mail. ~~or may conduct an election electronically if the Local bylaws provide for conducting Local Union elections electronically and applicable law so permits.~~

AMENDMENT NO. 12

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Terms of Office and Conditions of Eligibility

ARTICLE XXIV, SUBDIVISION 1, SECTION (B)

The terms of all Local Union officers shall be three (3) years, except that when and if permitted by applicable law, the terms of Local Union office may be four (4) years. Such terms shall commence ~~no later than~~ **on September 1 unless otherwise directed by the General President. New officers shall be sworn-in at the first regular meeting in September, but the swearing-in date shall have no effect on the September 1 commencement of the term.** No member shall be eligible for election, be elected, nor hold office unless he shall have been a member continuously in good standing in the Local Union electing him for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected, nor hold office unless he shall also have been a member of the organization for two (2) years immediately prior to election...

AMENDMENT NO. 13

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Election of Officers

ARTICLE XXIV, SUBDIVISION 1, SECTION (E)

Except in Local Unions operating under District Administration Form of Government, the election of officers to a Local Union shall be held in the month of August, and the nominations shall be made at a regular meeting prior to the election, but in no event earlier than the May meeting preceding the election. ~~The installation of newly elected officers shall take place at the first regular meeting in September, unless an earlier installation is directed by the General President. The~~

Local Union may adopt the Australian ballot system, in which event the polls shall be kept open for a period of 12 consecutive hours...

ARTICLE XXVI, SECTION 1 (H)

Provide for the nomination of Local Union officers at district or general membership meetings prior to the election, but in no event earlier than a May meeting preceding the election, with elections during the month of August by mail referendum conducted by secret ballot among the general membership or by Australian ballot system, in which event the polls shall be kept open for a period of twelve (12) consecutive hours between the hours of 6 a.m. and 10 p.m. on the date of election. **The term of office shall begin on September 1st, unless otherwise directed by the General President** ~~and with the installation of elected officers during the month of September.~~

AMENDMENT NO. 14

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Eligibility to Hold Union Office

ARTICLE XXIV, SUBDIVISION 1, SECTION (B) TERMS OF OFFICE AND CONDITIONS OF ELIGIBILITY

Include the following language to the fourth paragraph:

Notwithstanding any other provision of this Constitution, no member retired from work at the trade shall be eligible for election, be elected, nor hold office in any Local Union. The receipt of a pension which is not suspended based upon the number of hours worked at the trade shall not disqualify a member from being elected to or holding any Local Union office. This restriction, however, shall not be applicable to any member so retired who, at least one (1) year, and, in the case of one seeking the office of Business Manager at least two (2) years, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full time work at the trade. This restriction does not prohibit or preclude the Local Union from naming any officer as "Emeritus" or from using the peculiar talents of a given retired individual for the best interests and advancement of the Local Union. No member owner/operator of an entity that employs operating engineers shall be eligible for election, be elected, nor hold office in any Local Union, nor nominate candidates in any Local Union election. **No member who also is a member of a rival labor organization shall be eligible for election, be elected, nor hold office in any Local Union; provided, however, that such eligibility requirement may be waived by the General President if he determines that such waiver is in the best interests of the Local Union.** In those Local Unions operating under the District Administration Form of Government which provide for some Executive Board members to be elected from particular districts, the Local Union in its bylaws may impose a requirement that, in order to be eligible to run for office from a particular district, candidates must have resided within that particular district for a period up to one year preceding the month of nominations.

AMENDMENT NO. 15

SUBMITTED BY THE GENERAL EXECUTIVE BOARD
Maximum Number of Alternate Delegates

ARTICLE III, SECTION 3

Local Unions may choose to elect alternate delegates not to exceed one alternate for every five delegates nor more than a total of three **five** alternates.

2018 Bylaw Amendments

On June 23, 2018 the International Union of Operating Engineers Bylaws Committee met, approved and recommended passage of the following amendments to Local 18's Bylaws:

AMENDMENT NO. 1 PROPOSES TO AMEND ARTICLE V, SECTION 2:

*Nomination petitions will be made available by the Election Committee at the respective District offices on ~~October 1~~, **the first (1st) business day in October** preceding the December District meeting.*

AMENDMENT NO. 2 PROPOSES TO DELETE LAST PARAGRAPH OF ARTICLE VIII, SECTION 1:

~~There shall be charges to and collected from all members of Local 18 and its branches who are owner operator members, dues in the sums as set forth above; provided, that upon the completion of the first quarter of any calendar year if all current dues are paid, the owner operator member, upon presentation of evidence in writing showing that he/she has worked, has paid his/her hourly administrative dues to the proper authority, for all hours for which he/she has been paid in any calendar month for the preceding year, shall have returned to him/her the difference between the quarterly dues charged him/her under this paragraph and those quarterly dues charged to non owner operator members of the Local Union to which the member belongs. The right to the return of such money shall be computed on a quarterly basis for the preceding year without carry over from one month to the next.~~

AMENDMENT NO. 3 PROPOSES TO AMEND ARTICLE X, SECTION 4:

Upon completion of work on a job each member shall be paid in full when he or she completes his/her work on a job in accordance with the terms of the collective bargaining agreement.

AMENDMENT NO. 4 PROPOSED TO ADD TO LAST PARAGRAPH OF ARTICLE XI, SECTION 2:

*Members who have maintained continuous membership in Local 18 or its branches for fifty (50), **sixty (60) and seventy (70)** years shall be recognized.*

AMENDMENT NO. 5 PROPOSES TO AMEND ARTICLE XIII, SECTION 13:

*The names of all eligible **nominated** candidates ~~who have filed their acceptances of nominations for office~~ shall be published in the July issue of the Buckeye Engineer and promptly posted in each District office. ~~and in addition, all eligible candidates will be listed on the ballot.~~ **The names of all eligible candidates shall be published in the August issue of the Buckeye Engineer, posted in each district office, and will be listed on the ballot.** In all elections, the candidate names will appear on the ballot as they appear on the official union records at time of nominations.*

AMENDMENT NO. 6 PROPOSES TO AMEND ARTICLE XIII, SECTION 12:

*Nomination Petitions will be made available by the Election committee at the respective District offices on ~~April 1~~ **the first (1st) business day in April** preceding the June District membership meeting. The Nomination Petitions must be submitted to the chairman of the District membership meeting at the time of nomination at the June District membership meeting. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each member nominated at his/her last known home address, notice of his/her nomination and of the office to which he/she has been nominated and shall read or cause to be read the name of each nominee and identify the office to which such nominee seeks election at each regularly scheduled Local Union membership and District membership meeting held after receipt of the nominee's written acceptance of nomination. Nominees must return an acceptance of nomination to the Recording-Corresponding Secretary, which acceptance must be received by the Recording-Corresponding Secretary within 10 days of the date the candidate was notified of the nomination, and, in addition, he/she shall have been in regular attendance at all regularly scheduled Local Union membership meetings and home District membership meetings held after his/her nomination and before election, subject to election rules, however, to reasonable excuse based upon good cause such as physical incapacity or death in his/her immediately family. In the event an incumbent officer **eligible***

*candidate is unopposed at the conclusion of nominations, ~~the Local Union may direct the Recording-Corresponding Secretary to~~ **shall** cast one (1) ballot for the ~~nominees~~ **candidate** who shall then be declared duly elected to their office.*

AMENDMENT NO. 7 PROPOSED TO ADD TO ARTICLE XXIV, SECTION 1:

*The membership in a given district shall nominate and elect a District Advisory Board. **A District Advisory Board member must be a member of the District in which he/she has been nominated and elected to serve.** The nomination and election shall be conducted according to the provisions of the Constitution governing the International Union of Operating Engineers, as such provisions may be applicable to a Local Union. The District Advisory Board shall consist of the District Representative, the business agents of the district, and one elected member representing each of the following elements or interests within the district: Local 18, Local 18A, Local 18B, Local 18C, Local 18G, Local 18S and Local 18RA, building construction, river and lake construction, heavy construction, paving construction, excavating construction, sewer construction, supply yard dealers, equipment dealers, state employees, county employees, city employees, sand and gravel employees, slag pit employees, scrap yard employees, and plant stationary maintenance engineers.*

AMENDMENT NO. 8 PROPOSES TO AMEND ARTICLE XXXVII, SECTION 1:

*A Bylaws Committee shall be elected in ~~December of each year immediately preceding~~ **January** of the year in which the General Convention of the International Union is held.*

The term of office of the Bylaws Committee shall be for the year during which the General Convention is held.

AMENDMENT NO. 9 PROPOSED TO ADD TO ARTICLE XI, SECTION 1:

Effective January 1, 2019, any Local 18C Shop member currently maintaining a minimum of 35 years of continuous good standing shall become a paid-up Life Member.

Season's Greetings from



SEVEN year member Marc Young, working for Ohio CAT PSD.



STAYING busy at Ohio CAT Columbus are (l-r) David Buchanan and Willie F. Kinsey.



ON-THE-JOB for United Rentals in Perrysburg is Brian Pickerel.



SECOND new steward Anthony Metzger working for Reco Equipment Perrysburg.



KEEPING busy for McLean Company is Collin Vargo.



UNITED Rentals shop members include (l-r) Jon Hampshire and Kevin Dean.



GALLO Equipment shop members (l-r) Brody Powers and Rodney Torres.



Local 18 Shop Members



ON-THE-JOB for Selinsky is Brett Boden.



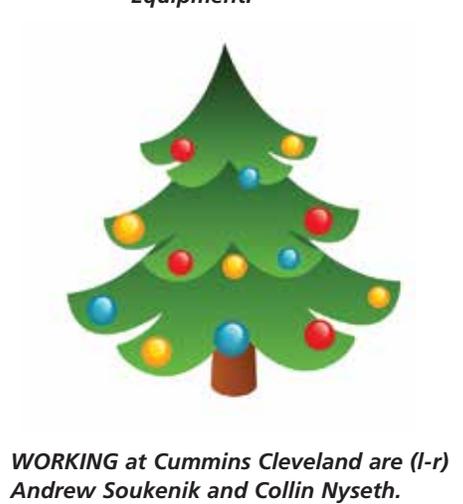
BUSY at Ohio CAT Cleveland is Joe Tokos.



SHOP worker Jack Haines at the Central Allied Canton Shop.



FIELD mechanic Jesse Farley working for Columbus Equipment.



WORKING at Cummins Cleveland are (l-r) Andrew Soukenik and Collin Nyseth.



KEEPING busy for Columbus Equipment Richfield is Kevin Murray.



COLUMBUS Equipment shop worker Mark Wiegand.



WORKING at Ohio CAT Cleveland is Gia Hoang.

All I want for Christmas is a union gift

It's not too late yet to find that perfect holiday gift that carries a union label. Below is a wide range of gift possibilities, from clothes to games to sports equipment and more, made by union-members across the country.

This list is compiled from Union Plus, the Los Angeles County Federation of Labor's resource site, Labor 411, the AFL-CIO Union Label and Service Trades Department (UL&STD) and the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM) website. Check them out for even more gift ideas.

Apparel and Accessories

Carhartt
Filson clothes and bags
Garnier Fructis hair care products
Joseph Abboud
Nunn Bush shoes
Phillips-Van Heusen
Red Wing Shoes
Winston Leather
Wolverine boots

Games and Toys

Boggle
Candy Land
Clue
Connect Four
Cranium
Easy-Bake
The Game of Life
G.I. Joe
Heroscape
Marvel & Disney toys and games made by Hasbro
Memory
Mousetrap
Mr. Potato Head
My Little Pony
Operation
Play-Doh
Rubik's
Sorry
Strawberry Shortcake
Tinkertoy

Tonka
Transformers
Trivial Pursuit
Twister
Weebles
Yahtzee

Sports Equipment

American Athletic gym equipment
Bell Sports
Ebonite Bowling Balls
Louisville Slugger
Remington Arms
Standard Golf Company
Wilson Sporting Goods

Tools

Armstrong
Black & Decker Tools
Channelock
Craftsman
Cutco knives
Klein Tools
Ridgid
SnapOn Tools
Stanley Hand Tools
Union Tools
Warwood

Stocking Stuffers

Rayovac batteries
Bic lighters
Allan Traditional Candy Canes and other candies

Boyer Mallo cups and other candies
Brown & Haley holiday gift boxes, baskets, tins and packages
Dare Foods Limited variety of gums, jellies, hard candy and gift tubs
Frankford Candy & Chocolate holiday candy toys, gift baskets, tins boxes and packs
Ghirardelli chocolates
Hershey chocolates
Jelly Belly
Jordan Almonds
Laffy Taffy
Linette Quality Chocolates
Nestle chocolates
Pearson's Candy Company
Sconza Candy Company
See's Candies
Other union-made snacks

Wine and Spirits

Andre champagne
Arbor Mist
C.K. Mondavi
Chateau Ste. Michelle
Cook's champagne
Gallo Estate wines
Gallo of Sonoma
St. Supery
Tott's champagne

Turning Leaf
More wine and spirits

Beer

Bass Pale Ale
Beck's
Blue Moon
Budweiser
Busch
Killian's
Kirin
Labatt Blue
Land Shark Lager
Michelob
Mickey's
Miller
Molson Canadian
O'Doul's
Olde English 800
Pabst
Red Stripe
Rolling Rock
Sam Adams
Schlitz
ShockTop

If You're in the 'Big Spender' Category

Cadillacs
Ford Mustangs
Jeep

source: aflcio.org/UnionHolidayGifts



IN MEMORIAM

Local 18 extends its sympathy to the families and loved ones of the following members who have passed away.

| | |
|----------------------------|--------------|
| LM Francis Koblak (D-1) | September 5 |
| LM Roland Jones (D-3) | September 7 |
| LM Edward Hendrock (D-1) | September 23 |
| LM Fred Nuhfer (D-1) | September 24 |
| LM Maurice Schmucker (D-2) | September 24 |
| Timothy Smith (D-6) | September 27 |
| Christian Degraff (D-2) | September 29 |
| Anthony Gullett (D-4/5) | September 29 |
| LM Dennis Contini (D-6) | October 1 |
| LM Fred Barton (D-3) | October 2 |
| LM James Linville (D-4/5) | October 2 |
| LM Gerald Weekly (D-3) | October 4 |
| LM Dennis Miller (D-1) | October 7 |
| Dallas Ward, II (D-3) | October 7 |
| Mark Pope (D-6) | October 8 |
| Maurice Madaris (D-4/5) | October 9 |
| LM Charles Hicks (D-4/5) | October 13 |
| LM Donald Peiffer (D-2) | October 14 |
| Michael Mahan (D-4/5) | October 15 |
| LM Steven J. Smith (D-6) | October 15 |
| Leon Salenbien (D-2) | October 16 |
| LM Joseph Kern (D-4/5) | October 18 |

Recent Club 18 contributors

| | |
|--------------|---|
| \$218 | Gary M. Marsh , District 4/5 |
| \$118 | Gerald "Jerry" R. Kurtz , District 6 |
| \$118 | Steve Nelson , District 3 |
| \$118 | Timothy A. Samblanet , District 6 |
| \$100 | Clifford Snoke , District 3 |
| \$100 | District 1 Retirees Club |
| \$70 | Charles Haitz , District 3 |
| \$22 | Thomas Zumbro , District 3 |
| \$20 | John J. Francis, Jr. , District 6 |
| \$20 | Hubert "Mix" Paumier , District 6 |
| \$18 | Robert A. Martin , District 6 |

NOTICE TO MEMBERS

Due to IRS regulations, a portion of your administrative dues are not deductible on your 2018 income tax return (filing period 2019). In accordance with Local 18 Bylaws this amount is used for promoting, preserving, supporting and combating legislative initiatives affecting collective bargaining and union membership rights.

If you pay 3.0% administrative dues, then 16.7% of your total administrative dues are not deductible.

If you pay 2.0% administrative dues, then 25% of your total administrative dues are not deductible.

Your regular dues are not related to lobbying and therefore are 100% deductible.

OFFICIAL NOTICE

In accordance with the authority vested in me as President of Local 18 and its branches, I am calling the Semi-Annual State Meeting of the members on Sunday, January 20, 2019 at 10:00 a.m. at the Hilton Columbus/Polaris, 8700 Lyra Drive.

The Executive Board will meet on Saturday, January 19, 2019 at 1:00 p.m. at the Columbus District Office, 1188 Dublin Rd., Columbus, Ohio.

We urge all members to make every effort to attend.

Thomas Byers
President

Publications Available

The following publications are available through your District Office upon request.

1. International Union of Operating Engineers Constitution
2. Local 18 Bylaws
3. U.S. Department of Labor Publications
 - A. Election of Officers of Labor Organizations
 - B. Rights & Responsibilities Under the LMRDA

**IN ALL DISTRICTS:
ADVISORY BOARDS WILL MEET
1st MONDAY OF EACH MONTH.
MEMBERSHIP WILL MEET
2nd MONDAY OF EACH MONTH.**

2019 Labor History classes scheduled

| | | |
|---------|-----------|-------------------------|
| Jan. 5 | Dist. 1 | Union Hall |
| Jan. 26 | Dist. 2 | Cygnets Training Center |
| Feb. 9 | Dist. 3 | Union Hall |
| Feb. 16 | Dist. 4/5 | Union Hall |
| Feb. 23 | Dist. 6 | Union Hall |

PEP'S Club 18

Yes, I would like to do my part to support candidates and issues that help promote work for Local 18.

"To comply with federal law, we must use best efforts to obtain, maintain and submit the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year."

Name: _____ Reg. No: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ District: _____

\$18.00 \$50.00 \$100.00 other \$ _____

\$ _____

Money Clip (\$100.00 minimum contribution)

Contributions or gifts to PEP's Club 18 are not deductible as charitable contributions for federal income tax purposes. Forms and contributions should be sent to P.E.P. Local 18 3515 Prospect Avenue, Cleveland, OH 44115.

Buckeye Engineer



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International Union of Operating Engineers

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Send Form 3579 and correspondences to above address

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