

BY-LAWS will be due ON OR BEFORE 4:00 pm January 27, 2020 at the Novi Union Hall. If you plan to mail in a proposal, please make sure it arrives several days earlier than Monday 1/27/2020.

January's Union meeting will be Monday January 27, 2020. **This union meeting will be the first (1st) Reading of any proposed by law(s). PLEASE MAKE A NOTE OF THIS.** These union meeting(s) will be broadcast live at the Grand Rapids Kent-Ionia Center, the Flint, Lansing, and Saginaw Hall's. In order to speed things up at these meetings, please bring your membership card to be scanned at the door, otherwise your dues receipt.

THANK YOU to all the volunteers who helped make the Iron Workers Annual Children's Christmas Party a big success again this year! It all started with shopping for the toys; and decorating the big union hall; thanks to the staff and Business Agents for lending a hand. Thanks to the retirees and all the apprentice volunteers who stepped up to wrap the toys – we hope you enjoyed the pizza! Thanks to the Local 25 Retiree Club for donating the gift cards for the raffle, and funds with which we were able to buy the girl & boy bikes to raffle. Thank you to the Great Lakes District Council for the funds with which we purchased the McDonald's gift cards for the children. Thanks to the Apprentice volunteers for cooking & manning the raffle and food tables! Thanks to the 'mom' volunteers who supervised the kids craft tables and thanks to our clowns. We know the volunteers know who they are, so forgive us for not mentioning you by name; we just do not want to omit anyone! Thanks to our vendors: Dana the Clown, Baffling Bill and Ernest Maybin photography. So, whoever you are, and whatever you did to help us out, thank you! One final thanks to Santa – we are so glad you paid us a visit!

2020 Local Union Elections: Eligibility requires any member to have been in at least two (2) years continuous good standing for the twenty-four (24) months preceding the date of nomination as well as the date of election. Continuous good standing meant the timely payment of dues. **NOMINATIONS** will take place during the Special Meeting of Monday April 13, 2020. **ELECTIONS** will take place Saturday May 16, 2020. More details to follow as we get closer to the date(s).

Steward meeting(s): The Flint meeting is moved to Wednesday January 22, 2020 at 5:30 pm. The Lansing meeting is Monday January 27, 2020 at 6:00 pm. The Saginaw meeting is Thursday January 30, 2020 at 6:00 pm. West Michigan is having a New Year/open house at 4:00 pm on Tuesday January 14, 2020 at the Kent Ionia Labor Center 918 Benjamin Ave NE, Grand Rapids, MI 49503. All members welcome!

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

2020 "NO" DUES RATE INCREASE – The General Executive Council of the International has voted to **NOT increase** the Per Capita Tax for 2020.

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100, press 1 for Member and follow the prompts. Benesys office hours 7:30am to 4:30pm. The mailing address for member BENEFIT related matters is: Iron Workers Local 25 Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219. **Please NOTE: Your monthly Union dues should still be mailed to PO BOX 965, Novi MI 48376-0965.**

BENEFIT FOR NEW CHILD: *Any member who has a new born child, or a new dependent child through marriage MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days.*

Apprentices: you can start filling out your monthlies online at the website or mobile app located under the apprenticeship tab "Monthly Report Sign-In" this gives you the ability to electronically submit your monthlies. Also located under the apprenticeship tab you will find "Evaluation Form" Journeyman/Supervision can use this to submit apprentice evaluations using computer/cell phone and submit electronically. **Please also note, you must check your email on a regular basis; we now email your annual MUST drug screen paperwork and your pay raise slips.**

The Wixom Training Center: Normal Business Hours: M-F 8 am to 4 pm. **Phone:** 248-960-2130. **The Hudsonville Training Center is open.** Due to classes being scheduled and having one Instructor; all JIW welding appointments and/or visitors need to call the Wixom Training Center, to set up all appointments. The 2020 JIW Upgrade schedule, 2020 Apprentice Block schedule and Roster are now on the website.

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

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

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

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

Pay a year's dues or more (\$429.00 Journeyman) (\$426.00 Apprentice) and you will get a (1) one-month dues paid for by Local 25. (Get the 13th month free). This is intended to encourage members to pay their dues in a timely manner. The one month will be credited **in the month AFTER** your actual 12-month payment.

Novi Dispatch number 248-305-9282: M-F 7 am to 10 am. At times, the BA is running a pre-job during dispatch hours; if you happen to get voicemail, just leave your name, book number and phone number. Local 25 Active Members, Apprentices and Probationary should call each day you are out of work. **OR use our website to sign up for the out of work list: www.ironworkers25.org**

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

Calling the Hall with a pen in your hand is a nice thing; having a great pen is a personal thing, but having **pen and paper on hand** would be immensely appreciated!

"MUST" DRUG TESTING IS ONLY FOR LOCAL 25 MEMBERS! WE CANNOT ISSUE DRUG TESTS FOR TRAVELERS- they need to call IMPACT to schedule a test 800-985-0200. If you are a Local 25 member and need an authorization to drug test call the hall. IF POSSIBLE, call the Hall for drug test forms before 2:00 PM. When you happen to call between 2 and 4pm near the close of business we run into snags verifying a fax has been received at the testing facility. *That could be an issue for you, when you travel to a facility after our business hours only to find the fax transmittal has failed.* We can mail you a drug test form also, it is good for 2 weeks once we print it, and that way you have the drug test authorization in hand! Please make sure you have 18 MUST Mods completed and you are current with your drug test! This is needed for Plant work. If you have problems viewing your mods please call the hall or any Business Agent for assistance. **Reminder we do not use Concentra for MUST drug testing** because they are no longer union friendly.

The Novi Retiree Club membership/luncheon meeting is the third Tuesday of each month at 10:00 am at the Novi Union Hall. Lunch is always provided for a very nominal charge! The next luncheon will be Tuesday January 21, 2020. All retirees are encouraged to attend. Please come out for lunch, learn & comradery.

The West Michigan Retiree breakfast is held on the first Tuesday of each month at 9:00 am @Whitlow's 4610 Airline Rd., Muskegon MI 49444. Please join us!

The Ironworker Retiree Gun Lake Casino breakfast is changing to a new location/venue/time. Details when the new information becomes available.

RETIRES, LIFETIME, & SNOWBIRDS: when you change your address with the Fringe Fund, you need to also call the Novi Union Hall and update your address.

Andy McKinnon #699203 who serves as a Trustee for the Retiree Club is still recuperating and appreciates your well wishes and prayers; he is staying with one of his daughters and taking calls. We're thinking about you Andy!

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

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

Bereavement(s). Michael John Elson "Mike" Gleason #490133 passed away December 19, 2019 at the age of 90. He was a 67-year member. He was father to former Business Manager Patrick "Shorty" Gleason #922938 and grandfather of Shawn Gleason #1254102. He was preceded in death by his dear wife Ellen "Maisie" Gleason and is survived by many other friends and family in the ironworking industry. Donald Lee "DJ" Jordan passed away December 19, 2019. He was the father of former Grand Rapids Business Agent Todd Jordan #1182081. Larry Stubblefield #1031540 passed away December 19, 2019 at the age of 71. He was a former member for about 32 years between 1973 & 2005.

Our condolences to all of the family and friends as you mourn the loss of your dear loved one(s)!