

SMART 18

International Association of Sheet Metal, Air, Rail and Transportation Workers

OFFICIAL NEWSLETTER

EDITOR: SCOTT KNOCKE WWW.SMWLU18.ORG 1-800-242-5822 FAX: 262-798-1837

DECEMBER 2023/JANUARY 2024



President / Business Manager

By Scott Knocke
(262.798.1818, ext. 112)
sknocke@smwlu18.org

As this is the last newsletter of the year, I thought I would take the opportunity to look back on the past year and look forward to 2024.

During 2023, we experienced a near record workload in all areas of the state, and the Business Representatives did a great job providing the necessary manpower to fulfill the contractors' needs. Many times, the membership was asked to travel away from home to fill these needs. On behalf of Local 18, I would like to thank those members and their families who did journey to fulfill these requests. We realize that it is a sacrifice for you and your families to travel abroad for a paycheck, but without you doing this, our contractors would not feel comfortable in bidding work and these projects would go to another trade or the non-union sector. So, again thank you!

During the past year we negotiated eleven (11) contracts, and although I am never completely satisfied, we did very well and settled record contracts. As always, your Elected Officials and the members who sat on the Negotiation Committees did a great job and worked very hard.

The Health Funds continue to provide the membership with good medical benefits. As of August 2023, the State Fund has 8.70 months of continuation value, and the Fox Valley Fund has 12.44 months of continuation value. I am happy to report that after much debate and positive information that has come out of the International Steering Committee, the retiree rates will remain the same in 2024! We still have a lot of work to do on the rates and plan design for 2025, however, the Trustees are committed to meet monthly on this issue. Please remember to contact the Health Fund Office as soon as possible any time you experience a life-changing event (marriage, divorce, birth of a child, etc.). As always make sure to open all mail received by the Health Fund Office and if you have any questions, do not hesitate to call the Fund Office.

Wisconsin Sheet Metal Health Fund (800) 654-2329

Fox Valley Sheet Metal Health Fund (877) 365-2589

continued on page 4

Financial Secretary / Treasurer

By Brad Kalcic (262.798.1818, ext. 114); bkalcic@smwlu18.org



Are you a committed hardworking dues paying member of SMART 18?

Do you have educational aspirations for your children or

spouse that deserve recognition and support? We are thrilled to introduce the SMART 18 Scholarship, a program dedicated to assisting our members in pursuing academic dreams.

About the Scholarship:

At SMART 18, we believe in the power of education and the incredible potential of our members. We understand the financial challenges that can come with pursuing higher education. That's why we are delighted to offer the SMART 18 Scholarship, an opportunity for our members to receive financial assistance to further their families' education.

Why Apply for the SMART 18 Scholarship?

1. Financial Support: The scholarship aims to ease the financial burden of education.
2. Empowering Your Aspirations: This scholarship is more than just financial aid; it's an investment in your child or spouses'

continued on page 15

CONGRATULATIONS ON YOUR RETIREMENT!

Joseph G Radtke

9/1/2022
Wausau

Gregory C Decleene

9/1/2023
Milwaukee

John M Kraij

10/1/2023
Milwaukee

Daniel L Roach

9/1/2022
Madison

Walter Fitzgerald

9/1/2023
Fox Valley

Samuel A Mack

10/1/2023
Milwaukee

William J Roelse

9/1/2023
Sheboygan

Terry Ishihara

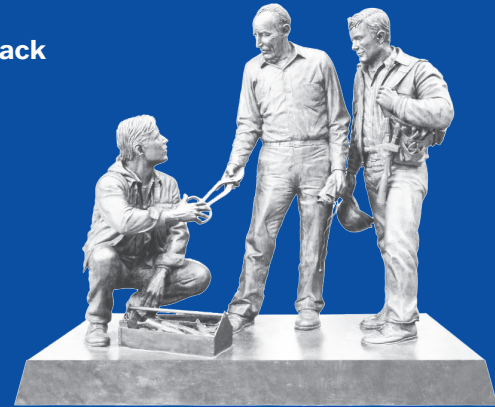
9/1/2023
Milwaukee

Craig M Thelen

9/1/2023
Milwaukee

Kurt Reynolds

10/1/2023
Milwaukee



SMART 18 RETIREES

Fond du Lac/Manitowoc/ Sheboygan Areas Retirees Club

By Steve Landgraf

Greetings to all retirees. Another year is almost to an end. It's a good time to look back to count our blessings and be thankful for the many years we have had to enjoy with our family and friends.

The holidays are almost upon us, which means our Annual Christmas Party is also. The party will be on

December 13th starting at noon. Please bring a \$5.00 scratch off for a game like we did in the past. Also, please bring a canned good for the food pantry this year. Remember all retirees are welcome and we would like to see you, don't be shy.

As always come to our monthly breakfast, it's always interesting.

Merry Christmas and Happy New Year! ■

Milwaukee Area Retirees

By Chuck Williams

The meeting for December will be held on December 6, 2023 at 1:30pm at the State Headquarters. The Christmas Party will follow.

This will be our last meeting until March 28, 2024.

Merry Christmas and Happy New Year! ■

Madison and Janesville Retiree Club

By Doug Gebhard

Our Retiree Club Christmas Party will be held on Friday, December 1st at 12:00 pm at the Madison Labor Temple. Food and beverages will be provided. Spouses or significant others are invited as well. I hope to see you there.

Have a Merry Christmas and a Happy New Year! ■



Fond du Lac / Manitowoc / Sheboygan Areas

By Matt Van Der Puy, (920.889.0638);
mvanderpuy@smwlu18.org

By the time you read this newsletter,

winter will be upon us and we will all be getting ready for the holiday season and the start of a new year. It is hard to believe how quickly the past year has gone and we are now embarking on new journeys into the new year. Overall, it has been a good year for our members and our Local as a whole. We have had very low unemployment numbers throughout the state for the past year and we have seen our membership numbers grow a little bit as well. These are all great accomplishments as we head into the new year! We as a staff hope to see these trends continue in the year to come and hope to see even more growth in all of our contract areas, which will help provide more opportunities for members and those wanting to become members of Local 18.

I wanted to talk a little more about our Collective Bargaining Agreements (CBA). We are a statewide Local and we are split up into nine (9) different contract areas. Those are Milwaukee, Madison, Wausau, Eau Claire, LaCrosse, Janesville, Fox Valley, Racine/Kenosha, and of course the Sheboygan/FDL/Manitowoc and Calumet areas. As you should all know, normally every three (3) years each one of these contract areas sit down with the respective contractors in that area to negotiate a new contract for the members. This is a very important component of us being Union Sheet Metal Workers and the members involvement is critical to us making sure we get the language and raises that our membership is looking for.

It is also important that we as members know our areas CBA, as well as any other areas CBA's that you may be performing work in. The CBA is there to hold us and the contractors responsible for the provisions and rules that are spelled out in the contract. These range from wages, safety, scope of work, subcontracting, overtime pay, travel, and even apprentice ratios. There is a lot of information in that CBA that we as members need to be more cognizant of when we are performing our day-to-day duties as Union Sheet Metal Workers. I urge all of you to get to know your CBA a little better. Far too many times we have situations where something in the CBA is

not being done or followed. More often than not, it is not being brought to our attention until way after the violation has occurred. This makes things much more difficult for us to deal with because of having to dig back for records that are several months or years old! This can be a time-consuming process for all involved. It can also take longer for any sort of resolution to come about because of all the back and forth between the two (2) parties to get the correct information.

So, I implore you as a member of this Union to get to know your Collective Bargaining Agreement better. If something seems out of line or does not feel like that is the way it should be, please either go to the contract book to check and if you are still not sure reach out to your Business Representative for more guidance. Then at this point, we are at least aware of what is going on and can take the proper steps towards getting things corrected or resolved in a timely manner. That way you as a member also have a clearer understanding of that particular piece of language and how it protects you as a Union Sheet Metal Worker. Just as most pro athletes would never play without a proper contract, we as Union Sheet Metal Workers have the some of the same types of protections through our Collective Bargaining Agreements. This is one of the many advantages of being in the unionized sheet metal industry. Lastly, if you do not have a copy of the Collective Bargaining Agreement or have never seen one (hopefully all of you have) please reach out to your area Business Representative and we would be more than happy to get some over to you and your place of employment.

As I wrap up my article, I would like to wish all of you and your families a Merry Christmas and a safe and prosperous New Year! As a reminder, we will have our annual Christmas Party on December 5, 2023, down at the Sheboygan Trades and Labor Hall. If you have never been to one of our Christmas parties, it is a good time! We have door prizes, great food, and it is a great place to catch up with fellow brothers and sisters that you may not run into too often in the hustle and bustle of everyday life. I look forward to seeing you all soon at the Christmas Party or an upcoming Union Meeting. Remember to **STAY INVOLVED! This is your Union and being involved makes us stronger as a Union!** ■



Milwaukee Area

By Jake Olson
(262.798.1818 ext 116);
jolson@smwlu18.org

I recently had the opportunity to stop by Butters Fetting. The shop has been slammed and many of the members are working overtime to keep up with the demands of their current jobs. A group at Butters Fetting had six (6) of their members get their D9 certifications in Tig welding through the iTi to meet the welding certification requirements for their Nestles Project. It's so great to see that our members are keeping up their skills and continue to expand upon them. Kevin Spott is the Shop Foreman at Butters Fetting and one of our night school instructors. This was a huge help in getting our members certified, along with Wayne Walker who was a CWI for many years. The knowledge they were able to pass along is invaluable to our members and Local 18.



I also had the opportunity to visit Special Operations Ductwork. It was great to see what the process is for the construction of their Thermaduct product. This duct is specifically designed for outdoor use. It's a one stop shop, no need for the exterior cladding typically used on outdoor duct. This is made locally by our members and is a great option for your outdoor ductwork needs.



We have also taken part in numerous Career Fairs in and around the Milwaukee Area. These are great events for us to connect with young men and women and educate them in what a career as a Union Sheet Metal Worker looks like. This is a real eye opener to them as they learn about the wages and benefits a Union Sheet Metal Worker earns along with the craftsmanship required to be a successful member of Local 18. ■

KNOCKE continued from page 1

We had the honor and privilege in presenting this check of \$1,818.18 to help support the VFW Post 305 in Eau Claire, WI. We would like to express our heartfelt gratitude for their outstanding service and camaraderie. Supporting local VFW's is a way to express gratitude for the service of veterans. This event really hit home for me because my father is also a Vietnam Veteran. It is a known fact that Vietnam Veterans have not received the recognition or gratitude that they have earned. Let us always remember that freedom isn't free.



Left to right, Business Representative Craig Wagner, Vietnam Air Force Veteran Mike Spencer (55-year member of SMART 18), Financial Secretary Treasurer Brad Kalcic, President/Business Manager Scott Knocke, Vietnam Army Veteran Gary Culver, Vietnam Marine Veteran Dean Emerson, Vietnam Marine Veteran Clint Rudesill, Vietnam Marine Veteran Gary Nesgooda, Vietnam Army Veteran Bob Ripple, Vietnam Air Force Veteran Larry Motzer.

With the Holiday Season amongst us, please make sure to see when and where your area's Christmas Parties are and try to attend. This is always a great time to catch up with old and new friends that we have made in the trade. I hope that everyone has a great Holiday Season spent with family and friends and I look forward to seeing you at the upcoming Union Meetings and Holiday Gatherings. ■

SMART

International Association of Sheet Metal, Air, Rail and Transportation Workers

LOCAL 18

SHOP ONLINE

SMART18gear.org





Milwaukee Area

By Stu Wilson
(262.798.1818, ext. 113); swilson@smwlu18.org

This October, I was able to visit the new American Orthodontics job in the Saukville/Port Washington area. This

building is a 129,000 square foot, \$25 million-dollar facility. J&H Heating's Foreman Jim Dickman and his crew did an outstanding job on the install on this project. Not only was I able to walk the job, but I was also able to give the J&H Heating crew information on National Pension Fund vesting, MCL benefits and update them on Local 18 news. Great looking job J&H Heating!



At the end of October, I went to the new Generac Facility addition in the west side of Waukesha on Highway 59. There, Bredan Mechanical was doing the install. For this job, Jon designed the multiple air handlers to support the test cells for the research and development division. Jon Kartes and his crew were installing the air handlers, the supportive ductwork for fresh air, return air, mixing boxes, exhaust air and the multitude of fans and ductwork on the roof. These pictures are just a small sample of the large task that Bredan Mechanical had to accomplish.



These members ought to be proud of this job. A great group and they had a great time doing it!



Pictured from left to right: Travis Stucy, Steve Rostankowski, Troy Kuebler, Kyle Lehrke, Jacob Moser and Jon Kartes

Our 2023-2026 Milwaukee Collective Bargaining Agreement (CBA) books are now available. Please reach out to me, Jake Olson or the Local 18 Office if you would like a copy. In our new CBA, there are many notable changes. The negotiation team fought hard to get along with the new wages. Please note the new increase to the safety boot and prescription safety glasses allowance, the new on call pay amount and high pay for swing stage work was introduced to name a few. It is important to be aware of these changes so that you are paid correctly. There was about a month from the time we ratified the new contract from June 1, 2023 when the last CBA expired. There should have been backpay paid. If you have not received this, please contact myself or Jake Olson to let us know and we will get that rectified for you. ■

Milwaukee Area Training Coordinator

By Josh Frehner (262.798.1812);
jfhrener@milsmtatc.com

Hopefully everyone is enjoying the early fall weather and has a chance to get outside and get everything ready for the winter months ahead of us. Now is the time to dust off that winter gear and make sure it's in good enough shape to get through the next four to five months.

We are looking to start a first semester sheet metal class in January and we are currently at six (6) new apprentices. If you know of anyone that you may think is ready to start, please call our office and make sure all their paperwork is turned in. We will need four (4) to six (6) more apprentices to start by mid-December to start this class, so please talk to these future candidates and make sure they are ready to go when asked.

Again, as always, we are looking to add to our current pool of part-time instructors. With the current number of classes we have going, some of our instructors are teaching two (2) to three (3) nights per week along with working 40 plus hours for their contractor. We need more members to get involved and teach the next generation of SMART members. Please contact me if you are interested.

If you are planning on hunting this fall, please be safe and good luck to everyone. Have a Merry Christmas and Happy New Year! ■

FORFEITED

Alley, Nicholas A
Fox Valley

Ayala-Silva, Arnulfo
Milwaukee

Chapman, Brandon K
Eau Claire

Cruz, Angel X
Madison

Damon, Broc A
Madison

Davenport, Jayme
Fox Valley

Dietrich, Mark K
Milwaukee

Dreher, Kayden F
Sheboygan

Emerich, Matt R
Fox Valley

Hooyman, Jacob T
Fox Valley

Johnson, Otis D
Milwaukee

Keating, John F
Fox Valley

Kent, Andrew J
Fox Valley

Knight, Travis M
Fox Valley

Matusik, Anthony N
Milwaukee

McHugh, Robby P
Fox Valley

Miller, Jacob K
Fox Valley

Montez, Nathan A
Fox Valley

Oster, Scott
Milwaukee

Perkins, Dylan J
Milwaukee

Ridgley, Julio W
Wausau

Schmitz, Daniel G
Fox Valley

Schuetzler, Michael
Milwaukee

Seitz, Cody J
Milwaukee

Sempf-Nyren, Nicholas A
Eau Claire

Stefanich, Eric R
Milwaukee

Tadder, Chad T
Madison

Tomlinson, Casey J
Wausau

Tweedie, Veronica E
Fox Valley

VanZeeland, Fletcher J
Fox Valley

Willis, Timothy O Jr
Janesville

Wolnik, Jesse J
Milwaukee



CONGRATULATIONS

TO THE NEW LOCAL 18
PARENTS AND THEIR
LITTLE TINNER



Maci Damske



Racine/Kenosha/ Walworth Areas

By Michael Thomas (262.933.1006);
mthomas@smwlu18.org

As we close on the end of the 2023 year, I have to say we have been seeing some unprecedented times for Local 18. Statewide we have been at or almost at full employment, hours have been up for both the Health Fund and our Retirement Fund. We have organized and brought in a lot of new members and have some record class sizes for the Sheet Metal and EST Programs. The Racine area now has a mega project breaking ground in Mount Pleasant. With even more projects on the radar for the future. Like was said at our International Conference by our new General President Michael Coleman, "This is our time!" We have an amazing opportunity at our fingertips with the outlook of projects coming up, and all this in our own backyard. You have the commitment from the staff of Local 18 that we will continue to fight to secure the man hours each one of these projects bring. Whether it be ductwork, architectural metal, service work, welding, and everything else in between. But all this would not be if it was not for the hard work each and every one of you do. So, hats off to all of you for the hard work you have done this year and into the future.

Some new projects have been brought to my attention and I am working to secure for Local 18 and its members. Haribo is looking to add onto the factory in Pleasant Prairie and double its size. The Menominee Tribe wants to have another go at a Hard Rock Casino in Pleasant Prairie and wants to sign a Project Labor Agreement (PLA) for this project. Kenosha wants to develop the vacant land downtown and on the old Chrysler site. Also don't forget the Racine Unified District projects that will be going on in Racine. The future for the members of Local 18 looks promising for 2024 and beyond.

Southeastern JAC has put on five (5) new apprentices for this fall, three (3) are Sheet Metal and two (2) are EST Apprentices. We now have forty-one (41) apprentices enrolled in our Apprenticeship Program. We have grown over the years and are a far cry from the small enrollment we have seen in the past. Also, we are going through our accreditation for the iTi. This is something our JAC goes through every five (5) years.

I had the opportunity to participate in a Career Fair at the Racine Fair Grounds on October 11th and 12th. This career event hosted over 1,000 middle school students and over 800 high school students. We were able to bring our virtual welder in for this event and it was a huge hit. I did get help from one of our retired members Randy Graf, who was an Instructor for our JAC for many years. This event also had many other hands-on activities for the students in many of the Building Trades Career choices.



I typically get a few phone calls this time of year for clarification on the holidays. Thanksgiving Day, Christmas Day and New Year's Day shall be recognized as holidays. If the actual holiday falls on a Saturday, the Friday immediately before it will be recognized as the holiday and will be as such, only if worked. If the actual holiday falls on a Sunday, the Monday immediately after it will be recognized as the holiday and will be paid as such, only if worked. All work performed on holidays shall be paid at double time.

Christmas Eve Day, if worked, shall be paid at one and one-half (1.50 times the regular rate after four (4) hours).

Thanksgiving Day falls on Thursday. That day is the holiday day and paid as such only if worked.

Christmas Eve is a Sunday and Sundays are recognized as a holiday and paid as such only if worked.

Christmas Day falls on a Monday, therefore that day is the holiday day and paid as such only if worked.

New Year's Day falls on a Monday, therefore that day is the holiday day and paid as such only if worked.

The Southeastern Building Trades will be hosting their 5th Annual Ice Fishing Derby on February 17, 2024 at Silver Lake Pavilion, Silver Lake in Kenosha. This Fishing Derby is open to all Building Trades members and their families. There will be food and refreshments that will be provided by the Building Trades Council. If you don't fish that is fine too, come on out and enjoy some time out with your fellow brother and sisters from Local 18 and other building trades members.



Retiree member Rick Michael with his Gun Season 2022 buck.

I hope everyone has a safe and successful hunting/ice fishing season. I really enjoy the pictures of harvested game and catches and the stories that go with them so please share them with me so I can add them to the next newsletter. I also hope everyone gets to enjoy the holiday season with family and friends and enjoy the food and festivities. I wish you all a Merry Christmas and Happy New Year. ■

RACINE AREA MEETINGS

Racine Satellite Meeting/Christmas Gathering:

Wednesday, December 20, 2023, at Michael's on the Lake at 4:30 pm.

Racine Satellite Meeting:

Wednesday, January 17, 2024, at the Racine Union Hall, 1840 Sycamore Ave at 4:30 pm



Eau Claire / La Crosse / Wausau Areas

By Craig Wagner (715.498.1926); cwagner@smwlu18.org

We learn the word “ENJOY” very early on in life. We are told that enjoying something means finding pleasure in something. However, when we think about life, we may often think about our work, goals, or responsibilities. While all of these are important, we can sometimes forget that a big part of life is to “ENJOY IT” while it’s still here. Enjoying life means taking advantage of what we have around us, like our families, friends, homes (cabins), and hobbies (motorcycles).

Enjoying life means being aware of the present moment and trying to experience all of the things that make us happy to the fullest extent. Enjoying life means periodically slowing down and putting what we have to do and where we have to go on pause and just be. When we’re so invested in the hustle and bustle of life, it can be hard to list joy as a top priority. Hopefully, these pictures below provide you with some insight as to why enjoyment shouldn’t just be a temporary phase of life, but a necessity you seek to experience daily.

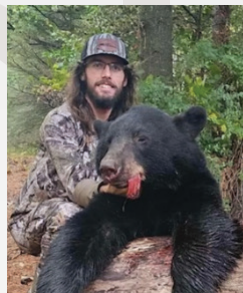


Cole Steffen enjoying the Tomahawk Fall Ride

MERRY CHRISTMAS and **HAPPY NEW YEAR** to you and your families..... ■



Tanner Postle enjoying opening day of Duck Season.



Ben Dickey Harvesting a gorgeous Wisconsin Black Bear.



Tyler Mulock harvesting Geese in Northern Wisconsin.



Mason Burger and Tyler Kurtzweil (Tyler’s North Dakota Whitetail).



Mason Burger with his North Dakota Whitetail.



Joe Brown with a Crappie from his annual trip to Canada.



Hunter Heglund with his Wisconsin Whitetail.



Kane Lipinski definitely enjoy life with this beauty of a Whitetail.



Travis Sobczak harvests this beast of a Boar.



Hunter Jenderny taking a trip to Wyoming.

Eau Claire / La Crosse / Wausau Areas (ELW) Training Coordinator

By Mark Anderson
(715.289.3116); elw.training.center@gmail.com

As I start to brainstorm about what to write in my newsletter, I am sitting in the woods 20 feet up in a tree waiting for the big buck while writing notes on my phone. The temperatures are dropping, leaves are starting to fall and the bucks are getting active.

This fall has been very busy with Career Fairs. On October 11th, I traveled to Green Bay for the 7th Annual Northeast Wisconsin Building and Construction Trades Career Fair at the Resch Center. 800 plus students were in attendance. The Fox Valley Training Center has small toolboxes cut out and ready to be assembled by the high school students who came through our booth. Fox Valley also had eleven (11) apprentices representing the Sheet Metal Workers and helping out the high school students put together the toolboxes. The apprentices did a great job helping the high school students. Next year, for the 8th Annual Northeast Wisconsin Building and Construction Career Fair, it will be in the Eau Claire, La Crosse and Wausau's area in Rothschild.



High school students waiting in line to assemble their toolboxes.



Fox Valley Apprentice helping a high school student assemble their toolbox.

On October 24th, Craig Wagner and I traveled to Wisconsin Rapids for a Career Fair. It was a bit of a different set-up for a Career Fair. The students signed up ahead of time for a field they would be interested in. Every participant who came to the fair was appointed a group and that group was sent to a particular classroom. We were obviously in the construction group, so we were sent to the Tech Education area of the school. When the students arrived, they were broken down into small groups and would rotate every 15 minutes to talk and ask questions about what we do. Lots of great one-on-one with the students doing it that way.

On October 25th, Craig and I traveled to Ladysmith High School. There were about seven (7) high schools that traveled to Ladysmith for the Career Fair (approx. 250 students). I like doing Career Fairs in High School gyms because of all the exposed ductwork in the ceilings. It makes it easy to explain a bit of what we do as Sheet Metal Workers.



Our set-up at the Ladysmith Career Fair

By the time this newsletter gets mailed out, we will already be halfway through our 2023/2024 school year. Crazy how fast the year went. Hopefully everyone had a safe and successful 2023. ■



Fox Valley Area

By Daniel Wippich; (920.819.7300);
dwippich@smwlu18.org

We had a slight slowdown at the end of August, which is normal. That only lasted a few weeks though. I still have a couple members off, but that seems to be more of a timing thing than anything else. The work outlook continues to be positive. We are still seeing several nice projects come through for bid every month and our signatory contractors are being successful with obtaining some of them. I believe this trend will continue. I would ask our membership to let us know if they are working on a project that has received monies from any of the federal infrastructure money as these projects may then fall under the rules and protections of Davis Bacon.

I would like to thank Brother Scott Tlachac for all his years of service to the Sheet Metal Industry. Scott will be retiring as of December 31st. I would especially like to thank him for the last several years that he has served the Fox Valley members as our Apprenticeship Coordinator. Scott has always taken every task and obstacle on with a sense of duty and pride. He made it his goal to be sure that everything at our training facility was always in tip top shape and ready to use. He also worked with our Instructors to find ways to better our curriculum, equipment, and our training structure. I never had to worry about things not getting done with Scott being here, because he was always a step ahead when it came to recognizing what needed to be done. Scott, I wish you a long and happy retirement. I look forward to seeing you volunteering at the Training Center and Career Fairs in the future.

Members, please be informed:

- The Fox Valley Christmas Party will be held on Monday, December 11, 2023 at Van Abels in Holland Town at our normal meeting time.
- The MegTec Christmas Party will also be held at Van Abels on Thursday, January 11, 2024. Meeting at 5pm, dinner at 5:30pm.
- Local 18 will be holding the Fox Valley Years of Service Pin Dinner Banquet, also to be held at Van Abels on Monday, April 8, 2023. We will be inviting the last three (3) Apprentice graduating classes to this event to honor them for earning their journeyman certificate of completion. Thereafter we will be holding a dinner ceremony annually for those who graduate. I will include updates on this event in my next newsletter. Invitees will also receive an invitation in the mail in the month prior to the event.

Good union members respect picket lines.

A good union member is extremely careful when confronted with a picket line situation. When a picket line is established on a job where they are working:

- They leave. They do not talk, they just leave.
- They do not hang around near the job.
- They read the picket sign, and they leave.

- They know that once a picket line is established, their Business Representative, and other Union Officials are legally gagged and handcuffed by law from giving advice pertaining to that job. They can only tell them if the picket line is authorized.

A good union member knows their rights.

They have the right not to work behind any picket line.

- They have the right to decide for themselves whether to walk off a jobsite that is being picketed.
- They understand that even though it may not be their trade that is picketing, that it could be their trade that is under attack next.
- They know that a two-gate system means a picket line has been set up and that they have the right not to work behind that line no matter how many gates their employer or the general contractor has set up.
- Please keep the cards in your wallet. Know your rights and be prepared ahead of time to react to a picket line.

Addendum A 23 page 24

23. PICKET LINES: It shall not be considered a violation of the Agreement if an employee refuses to cross or work behind a primary picket line and no employee shall be required by the employer to cross or work behind a primary picket line of his or any other Union

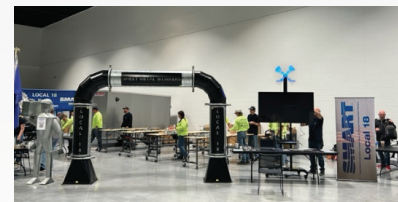
Our Northeast Wisconsin Building Trades Annual Career Fair was held in Green Bay at the Resch Expo Center. We had over 800 students from 34 schools attend. I would like to thank all the Apprentices, Coordinators, Organizers, and Business Representatives for all their help. It was another great success this year.

I hope you all enjoyed your Thanksgiving, and hope that the hunters had a safe and successful hunt.

I also wish you and your families a Merry Christmas.

Please see the attached photos of the Career Fair, Project Cinco as of Halloween, and Brother Rick Nystom and his Moose.

Work Hard – Work Safe ■



continued on page 13

Fox Valley Area Apprentice Coordinator

By Aaron Krahn (920.241.0779)
coordinator@smart18.org

As the weather begins to change and the leaves quit falling, winter will be slowly knocking on our door once again. Another season in Wisconsin comes to an end. It's hard to believe we are already halfway through the first semester of school. If you are a current apprentice, please save my contact information above.

We recently completed our driveway connecting the front and rear lots at the Training Center. This is a great improvement. We can now utilize the backlot for parking as well. With the day school classes at full capacity, the parking was always full.

We recently teamed up with Azco, Inc. on a welding project for ATECH School. They were in need of an exhaust hood above their burn table. Azco, Inc. donated the material and formed it. Alex Friday, Luke Roberts, and Brennan Peterson welded it in class. Below is a picture of the hood installed at ATECH. Great job by all!



On October 9th and October 11th our first-year apprentices received fire extinguisher training. J.F. Ahern did an excellent job. See picture below.



We had a great turnout at the Northeast Wisconsin Building Trades Career Fair at the Resch Center on October 11th. With over 1,000 kids attending, we had a lot of interest at our booth. Hopefully that turns into a lot of new apprentices in the near future. I would like to thank all of the apprentices that were there helping.

We are in need of night school instructors. If you have any interest in teaching night school, please send in your resume to Coordinator@smart18.org or to dwippich@smwlu18.org. Night school Instructors get paid full package on the check plus mileage. So, if you have ever thought about teaching or giving back to the trade please apply.

By the time this article is out Scott Tlachac will be very close to retirement. I would like to wish him a Happy Retirement and thank him for making the Training Center what it is today. He made my transition to Coordinator very smooth. I thank him for the knowledge he passed on not only to me but also to the students and instructors over the years. Thank you Scott and have a great Retirement!

I hope all of the hunters have a successful deer hunt. Be Safe! Have a Merry Christmas and Happy New Year from the Training Center. ■





Madison/Janesville Areas

By Scott Bartz; (608.576.3563); sbartz@smwlu18.org

As many of you may already be aware, I serve as the President of the Building and Construction Trades Council of South-Central Wisconsin (BCTCSCW). In that role I am making an announcement that we are currently looking for a new Executive Director. Jac Weitzel whom has been our Executive Director for the past three (3) years has taken a new job with SEIU Wisconsin (Nurses Union). Her last day was November 1st. She did an excellent job opening new doors and relationships in her time with us. We are actively looking for the next person to pick up where she left off. The job description is too much to list in this article, but in short, it is a full-time salaried position working for the Building Trades and taking direction from the Building Trades Executive Board. There is preliminary discussion that may or may not be decided at the time of your reading this, of the possibility of merging the Southern and South Central Building Trades Councils into one Building Trades Council in order to be able to hire an additional full time Administrative Assistant, to help the new Executive Director with his or her administrative duties and to provide paid staff services to the Southern part of the State. If you are interested or know someone that might be interested in either of these positions, please reach out to me for more information and the more complete job descriptions. I am more than happy to have discussions/answer questions with anyone that may be interested.

As the end of 2023 approaches, looking back over the year, we have had a very busy year here in southern and south-central Wisconsin. We spent the majority of 2023 at full employment, with multiple travelers coming to fill the additional manpower needs. The projections and expectations were that we would remain at full employment through the entirety of the year and into next year and beyond, but we did slow down some at the end of summer and beginning of fall. There were multiple layoffs, but most of those laid off have returned to work for other contractors. Our membership, especially in the Madison area has grown this year by an amount that I have not seen before. We have a record size class of first-year Apprentices, and another healthy size class of first-year Residential Trainees. We have also welcomed multiple new members that previously worked for non-signatory employers, and some of the travelers that came here decided to stay here

and have transferred their membership to Local 18. Some predictions are that the economic growth and development in the Dane and Rock Counties area will continue to grow looking out a decade. A recent study that was reported by a local news station ranks the greater Madison area as the third fastest growing start up (company) city in the country. Companies want to be located here. If all of this holds true it should continue the developments and the need for more and more new buildings to be built.

Christmas Party meetings are coming up quickly. The Madison Area meeting will be on Friday, December 1st, at 4:30pm at the Madison Labor Temple. The Janesville Area Meeting will be on Thursday, December 21st, at 4:30pm at the Janesville Labor Temple. Madison members please take note that it is at the Madison Labor Temple, just like we do every year, and not at the Training Center. The date has also been moved up due to scheduling issues. I want to thank this year's volunteers to be the Christmas Party Chairmen. Jon Nelson volunteered for the Janesville area, and Doug Gebhard volunteered for the Madison area. Jon and Doug will be sending requests to all of the employers asking for door prize contributions to be raffled off at the Christmas Parties. They can pick items up or any member can just bring the items with to the Party. *Remember the attendance drawings are held at the Christmas Party Meetings and you must be present to win.

Have a Merry Christmas and a Happy New Year. ■



Retiree President Doug Gebhard with his recent archery buck.

UPCOMING EVENTS

Our next meetings will be:

Janesville Area:

- Thursday, December 21st 4:30 pm at the Janesville Labor Temple (Christmas Party to Follow)
- No January meeting.

Madison Area:

- Friday, December 1st 4:30 pm at the Madison Labor Temple (Christmas Party to Follow)
- Thursday, January 11th 4:30 pm at the Training Center

Retirees:

- Retiree Club Christmas Party Friday, December 1st 12:00 pm at the Madison Labor Temple

Madison Area Training Coordinator

By Scott Hinz (608.220.4546);
 coordinator@madisonsmjatc.org
 www.madisonsmjatc.org

Greetings from the Madison Training Center

It is with great pride as an employee of the membership to let you all know we are now a certified Accredited Testing Facility with the iTi for holding Welding Certifications. A huge thank you goes out to Dave Krueger for the extra time he put in to help make sure we would pass every aspect of the inspection. Dave has also agreed to be available for another open welding night. With this Dave will also be helping apprentices from day school with their shop fabrication projects. Dave is one of our national contest winners for Layout and Fab and is very willing to take on both tasks in one night. Feedback from the apprentices that have already taken advantage of this is very positive. This came about due to our high apprentice numbers and limited equipment in our shop but this solution seems to be working well as we work through record numbers of apprentices and many first time issues that come with it.

When you read this, class for first semester will be completing and we will be moving into second semester. Starting in late November of 2023, we will be posting our class schedules for any member interested in continued education. This will

be posted on our website at <https://www.madisonsmjatc.org>. Please check it out and reach out to me if any of you are interested in refreshers or new classes that may not have been available when you were apprentices.

Instructor still needed for the below EST Class

Economizer/building ventilation/hydraulics/motor diagnostics - 36 hours

The Residential Trainee Program Instructors still needed

Basic Electrical - (36 hours) Fall Instructor needed

Residential Service - (36 hours) Fall Instructor needed

Residential Hydraulics - (36 hours) Fall Instructor needed

Residential Service II - (36 hours) Spring Instructor needed

Refrigeration II - (24 hours) Spring Instructor needed

All of these added classes are open to any Journeyperson, Apprentice or Trainee. Anyone interested in applying for any of these instructor positions at the Training Center, please send a resume to the email above. If you have questions about teaching the added classes, please feel free to contact me. ■

Durr MEGTEC Systems By Justin Fager

Brothers and sisters, with the year coming to a close remember to use up your remaining vacation and/or plan accordingly for those last few days to make sure you will receive your holiday pay. There are still several positions needed within the facility so if you know someone that might be interested be sure to have them apply and fill out the referral bonus form.

With one of our Stewards Ron Pennenberg's new position on Second Shift Lead, he will continue his duties as that shifts steward but we will need to fill his position on first shift if and when

he goes to second shift. If there is anyone interested, please let myself know or attend our monthly meeting for nominations that can be given and a vote at later date.

The Rypos line has officially been moved to their new location in the building to help free up the high bay for other projects coming down the pipeline.

We currently have two (2) open grievances that we hope to take care of shortly.

I want to wish all those that are hunters out there good luck and Happy Holidays to everyone. ■

Wippich continued from page 10



Local 18 member, Richard (Rick) Nystrom Jr went to Ontario Canada for archery Moose hunting with his father Richard (Dick) Nystrom Sr who is a Local 7 Retiree. They have been archery moose hunting for about twelve (12) years and have taken five (5) bulls in that time. Every hunt is exciting but when you're hunting a moose on the ground, it can be pretty intense since they are rather large.

Richard Sr was doing the calling and there was a bull in a river answering his call. Richard Jr was sitting near the river on the runway, so he started walking closer to him and then he turned and crossed the river towards Richard Jr so he stopped and knelt down and waited. He walked within 15 yards of him and shot. The moose didn't go further than 20 yards.



Statewide Organizers

By Hallie Jennerman (262.875.1635) hjennerman@smwlu18.org
 Craig Holzem (715.498.1615) cholzem@smwlu18.org
 Chad Ratz (608.345.1073) cratz@smwlu18.org
 and Jeff Lensink (920.247.9391) jlensink@smwlu18.org

This Is Our Time!

The Officers, Staff, and Membership of SMART 18 must work diligently to organize all workers and contractors within our industry's jurisdiction. It is essential that we explain to the unorganized workforce that SMART 18 is committed to providing safe workplaces, fair wages, family health care and retirement benefits. We are committed to creating an industry-wide culture where everyone is welcome and belongs. Working in an environment where everyone is valued and respected allows people to feel appreciated and empowered. Support for one another enhances our ability to succeed.

Union membership is an undeniable right of every worker, so we must strive to inform and educate non-union workers about the many benefits that are associated with SMART 18. By providing a skilled, trained, and certified workforce we bring support and value to non-signatory contractors. Growing our contractor base is essential for securing marketshare and industry expansion. By doing so, we help ensure there will be a reliable source of employment opportunities for our membership.

Our organizing training is designed to regain control of the marketshare and rebuild our bargaining strength. The interests of our members and the survival of our union demand an aggressive and effective organizing effort. This requires the active, committed participation of all rank-and-file members in every local union.

Construction Organizing Membership Education Training



Sign Up for a COMET Class Today

We are looking forward to the upcoming 2024 COMET Classes that will be held statewide and hosted by the Organizing department. We are excited for the opportunity to educate the future of our Union. A few topics being discussed will be Local and National Benefits, labor history, the history of SMART, as well as the importance of organizing. These classes will be scheduled for all Apprentices, but everyone is welcome to attend. If you would like to attend one of these classes, please reach out to your Business Representative or one of the Organizers. ■

2024 COMET Class Schedule

January 3rd & 4th Fox Valley Area

Fox Valley Training Center - 1981 American Dr, Neenah

January 5th Fox Valley/Sheboygan Areas

Fox Valley Training Center - 1981 American Dr, Neenah

January 9th & 10th Milwaukee Area

SMART 18 Headquarters - 2201 Springdale Rd, Waukesha

January 11th Milwaukee/Racine Area

SMART 18 Headquarters - 2201 Springdale Rd, Waukesha

January 15th, 16th, and 17th Madison/Janesville

Madison Area Training Center - 150 Communications Dr, Sun Prairie

January 24th Eau Claire/La Crosse Area

Brickhouse Pub - 2233 Birch St, Eau Claire

January 25th Wausau Area

WEAC Region 2 - 370 Orbiting Dr, Mosinee

KALCIC continued from page 1

future. It enables them to focus on their studies and personal growth without worrying about the cost.

3. Exclusively for our Members: The SMART 18 Scholarship is exclusively available to our dues paying members, making it a testament to our commitment to supporting our community.

Eligibility:

The SMART 18 Scholarship is open to all active, dues paying members who meet the following criteria:

- Must be dependent children, age 25 and under or legal spouse, age 25 and under of a full-time SMART Local 18 dues paying members who have a minimum of two (2) years of membership as of the application deadline date.

*Dependent children are unmarried children and claimed as a dependent on the Plan Participant's (eligible member's) Federal income tax return.

- Be high school seniors, high school graduates or current college undergraduates.
- Plan to enroll in full time undergraduate study at an accredited two (2) or four (4) year College, University or vocational-Technical School for the entire upcoming academic year.

*Grandchildren of members are not eligible.

Application Process:

1. Visit our scholarship website at <https://learnmore.scholarsapply.org/smart18/> to access the SMART 18 Scholarship application form.
2. Complete the application, including the essay and required documentation, before the deadline on March 1, 2024.
3. Submit your application following the instructions on the website.

Selection Process:

The program will use modified SAI recipient selection criteria including the consideration of academic performance, demonstrated leadership and participation in school and community activities, work experience, a 1,000-character essay, unusual circumstances or family circumstances and an online recommendation.

*Financial need will not be considered.

*Scholarship of America will choose the recipients for all scholarships that are awarded.

*The SMART 18 Executive Board will choose the essay question for the Essay Impact Award.

Awards:

Essay Impact Award = one (1) award of \$6,000.00. The award will be based on overall applicant data and the top response to the essay question.

SMART Local 18 Award = nine (9) awards of \$4,000.00 each. The awards will be based on overall applicant data.

*Awards are not renewable; however, students may re-apply to the program each year they meet the eligibility requirements.

*Awards are for undergraduate study only.

If you are interested in learning more about the SMART 18 Scholarship Program, you can use the link provided in this article or scan the QR code on the SMART 18 Scholarship flyer in this newsletter.

If I don't see you at your area Christmas parties, I would like to wish you a Merry Christmas and a Happy New Year. I hope you find the time to enjoy both Holidays with your family and friends! ■



The SMART 18 Scholarship Program Application Process Opens January 3rd, 2024 Through March 1st, 2024

1 - \$6000.00
Scholarship

9 - \$4000.00
Scholarships

To learn more about the SMART 18 Scholarship go to:

<https://learnmore.scholarsapply.org/smart18/>



State Health Corner

By Sandy Heath

FUND OFFICE HOURS

7:30 AM to 4:00 PM Monday through Friday

Wisconsin Sheet Metal Health And Benefit Fund

Phone: 1-800.654.2329

Fund Website: www.smartlocal18benefits.com

Email: claimswsm@benesys.com

Fox Valley Sheet Metal Health Fund

Phone: 1-877.365.2589

Fund Website: www.smartlocal18benefits.com

Email: claimswsm@benesys.com

Employee Assistance Program: 800.865.1044 or www.anthem.com/eap

LiveHealth Online: www.livehealthonline.com

Express Scripts Member Services for Fox Valley Sheet Metal Health Fund: 1-866.510.2022

Express Scripts Member Services for Wisconsin Sheet Metal Health Fund: 1-866.510.2029

Humana Pharmacy (MAPD Medicare members): 1-877.347.0527

Wisconsin Sheet Metal Workers 401(k) Profit Sharing Plan

Phone:

262.798.1838

Email: DCbenefitsSMART18@benesys.com

Local Pension - Retirement Plan for Employees Represented by Sheet Metal Local Union 18

Phone:

888.719.9567

Email: DCbenefitsSMART18@benesys.com

Please note there are new email addresses for the Health Funds. Claims related correspondence may be sent to ClaimsSmart18health@benesys.com and eligibility related messages may be sent to EligibilitySMART18health@benesys.com.

Additionally, we have also added a new email box for all Wisconsin Sheet Metal Workers 401k Profit Sharing Plan and Retirement Plan for Employees Represented by Sheet Metal Workers Local 18 "Local Pension" participants DCbenefitsSMART18@benesys.com.

When sending emails with attachments, we respectfully request you include a brief description in the body of the email outlining the attachments (i.e. HRA substantiation request, vision claim for reimbursement, etc.).

FOR ALL WI SHEET METAL AND FOX VALLEY HEALTH FUND PARTICIPANTS

Open Enrollment information is due by December 1, 2023.

Dependent on your classification, both Wisconsin Sheet Metal Health Fund and Fox Valley Sheet Metal Health Fund have the option of the Premier or Standard Plan for participants. If you do not return your Enrollment form, you will remain in your current plan. Please note, unless you have a qualifying event, this is the only time you are allowed to change between the Premier and Standard Plan. Please

review the documents carefully to choose the plan which best fits your needs. It is imperative all required forms are fully completed and returned to the Fund Office by the deadline.

If your spouse or other dependent has other insurance coverage which they are primary, and decide to eliminate that coverage, it is imperative the Fund Office receives a copy of the Certificate of Coverage indicating the last day of coverage.

Vision benefits: The vision benefit is based on the calendar year. Your service provider may send the bill directly to the Fund Office. You may wish to utilize your HRA for any remaining balance.

SMART MAPD Participants

You may have noticed the optional dental coverage information included in the open enrollment material you received from the Wisconsin Sheet Metal Health Fund Office in early November. You will have the ability to opt in/out of the optional Dental Program during the open enrollment period only. If you choose to enroll in the optional Dental Program, forms are due to the Fund Office by December 1, 2023.

continued on page 18

Please Note: Our goal is to provide you with general health information, not medical guidance. You should contact your physician if you have specific medical questions or concerns.

State Capitol Report

By AJ Wilson, Lobbyist,
Hubbard Wilson & Zelenkova

The Fall Session of the State Legislature has been underway since early September and it's been a nonstop flurry of legislative action.

Of greatest interest to Local 18 are two (2) companion bills that would provide funding to the Southeast Wisconsin Professional Baseball Park District for improvements to American Family Field. The original bill, introduced by Republicans in the legislature included a significant State Funds contribution and also required a large contribution from Milwaukee and Milwaukee County, as well as a contribution from the Brewers. The original bill was opposed by local officials and many lawmakers alike due to the negative impact on the City and County's budgets.

However, a compromise was reached based on the reduction of excess administrative fees that the state was receiving from local sales tax collection. By proposing a reduction in those excess fees that all local governments that impose a local sales tax have been paying, it created an avenue for the City of Milwaukee and Milwaukee County to provide local support without absorbing any negative impact on their current budgets. Further, all other counties in Wisconsin that impose their own Sales Tax (68 out of 72 counties) will be able to keep more of what they collect. The proposed deal will benefit all of those counties right away and once the stadium district funding agreement term is over, Milwaukee and Milwaukee County will be able to keep more of its local sales tax revenue going forward. In addition, to requirements to look at ways to expand development around the ballpark and some other provisions the County sought, this looked to be a

win-win for all. It passed the State Assembly on a bipartisan vote of 69 to 27.

The Bill is now in the State Senate where additional amendments are being considered that would include a greater contribution from the Brewers, less state funding, a ticket tax on non-Brewers events, and an audit of the stadium district board.

The Brewers relationship with organized labor has been strong and that's why SMART #18, all of the other Building Trades, and the Unions who represent workers at the ballpark like SEIU and Workers United, support the current deal. I'm hoping by the time you read this we'll have ensured that the Brewers stay in Wisconsin for another generation and that Local 18 members continue to get work at the ballpark.

In other news, we continue to advocate in favor of initiatives to require contractors who are awarded work on state projects to employ a proportionate share of apprentices. We believe this is an important way to help sustain a safe, efficient, and reliable construction industry in Wisconsin for generations to come. We expect a rule requiring such a threshold to move forward in the administrative rulemaking process shortly.

We also continue to work to advance Fire Life Safety initiatives and indoor air quality initiatives. While there are always some bad bills that we continue to oppose, they haven't moved much lately, so I get to keep it positive this newsletter. Thanks and have a Merry Christmas and Happy New Year. ■

IN MEMORY OF

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

James L Holst
4/24/2023 Fox Valley

James N Scholes
8/7/2023 Madison

Eric M Roach
6/26/2023 Eau Claire

Joel J Brunton
8/27/2023 Milwaukee

Michael Herr
6/27/2023 Milwaukee

Nels J Nielsen
9/25/2023 Milwaukee

Frederick J Miszewski
6/30/2023 Milwaukee

Neil Thorpe
10/4/2023 Racine



ASK YOUR LAWYER

By Casey P. Shorts
 THE PREVIAINT LAW FIRM, S.C.
 310 W. Wisconsin Ave, Suite 100MW
 Milwaukee, WI 53203
 (414) 271-4500

WHEN MAKING A WORKER'S COMPENSATION CLAIM THE LIKELIHOOD OF SUCCESS HINGES ON THE DETAILS

Giving a complete work injury history to your doctor is the most critical part of a worker's compensation claim. Your worker's compensation claim is no stronger than your medical support. Your injury history, as documented by your doctor, is of vital importance if your employer has little or no history of the injury occurring. It is your reporting to the doctor of what happened and the doctor's timely medical treatment that give you the needed credibility to successfully pursue a worker's compensation claim.

Giving a poor injury history to your doctor will affect your credibility at hearing before an administrative Law Judge (ALJ). Therefore, take whatever time is necessary at your initial visit to give a complete history to your doctor. It's also important to restate your history each time you see a doctor so that the doctor's chart notes, which are generally admitted for the ALJ's review, are complete and reflect that your injury occurred at work. The ALJ will decide your case based on your credibility at the hearing but will also make a determination as to whether your doctor's opinion makes sense based on what you told your doctor while you were treated for your injury.

Do not hesitate to report earlier injuries to the same part of your body. For example, in a back injury, if you have had earlier back problems, draw distinctions between the earlier problems and your current symptoms. If you have healed and there have been no symptoms from your earlier back problems, tell the doctor how often and under what circumstances the earlier injury bothered you, and how the current injury differs. Be precise and explain the location, amount and consistency of pain.

If you have a repetitive work-related injury, make sure the doctor understands the nature of your work. It's very likely that your doctor lacks knowledge of the heavy demands of your job. Describe your workplace and job tasks thoroughly. Demonstrate your job to the doctor, and then give him/her ranges of weights and the number of repetitions performed in a shift. As an example, if you have to make a certain movement lifting 20 pounds, 300 times in a shift, explain and show the doctor those movements. Or, if you handle 20,000 pounds of product in a shift, detail the size of the objects and the movement necessary to move those objects. If you provide this information, the doctor will understand and appreciate how and why your job has physically affected you over the years.

In addition to our worker's compensation practice, The Previant Law Firm's personal injury practice is highly regarded and respected throughout Wisconsin. Our litigation team is highly professional, efficient and effective. We have obtained several multi-millions dollar settlements and verdicts for the wrongly injured. ■

At The Previant Law Firm, we understand how devastating a work injury or other personal injury can be and are here to help you at any stage of your claim. We are available to answer your questions and if your worker's compensation claim is denied, we will fight for you and appeal the denial of your benefits. Ultimately, if you have been injured at work or by a third-party and have questions regarding the worker's compensation system or personal injury claims, please contact The Previant Law Firm as soon as possible. Call (414) 271-4500 or visit our website at www.previant.com.

HEATH continued from page 16

Snowbirds

It is the time of year many of you may be traveling to a warmer climate. We wish you safe travels and would like to remind you to contact the Fund Office, Express Scripts and Humana (if applicable) regarding a temporary address change. This will help prevent a delay in prescription drug deliveries and other services.

WISCONSIN SHEET METAL WORKERS 401K PROFIT SHARING PLAN & RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY SHEET METAL WORKERS LOCAL UNION 18 PARTICIPANTS

We encourage you to visit the site (www.millimanbenefits.com) and take advantage of everything the site offers; including articles, videos, planning calculators and a RISE Score™

to measure retirement security.

Due to the dual authenticity required to access your account through the Milliman website, it is imperative your email and cell phone is listed on your account. Please contact the Fund Office at (888) 719-9567 to ensure this information is accurate. Should you find the need to change your investment direction, you must contact Milliman directly at (866) 767-1212.

Participants in all Health & Benefit Funds

If you have a change of address, phone number or family status, please remember to contact the Fund Office so your information can be updated. Beneficiary forms for the Health Funds as well as retirement accounts must be updated individually.

Our Office will be closed on December 25th and 26th, and January 1st and 2nd. ■



SMART Local 18 would like to welcome these new members

Alexander Brackett	BT Journeyman	JF Ahern	Anthony Ollis	Pre-Apprentice	B & P Mechanical
Chris Baumann	BT Journeyman	Mid-State Contracting	Austin Haegele	Pre-Apprentice	Tweet-Garot Mechanical
Christopher Memmer	BT Journeyman	Hovland Sheet Metal	Austin White	Pre-Apprentice	JF Ahern
Collin Kressin	BT Journeyman	Tweet-Garot Mechanical	Benjamin Carlstein	Pre-Apprentice	Total Mechanical
Connor Dye	BT Journeyman	Tweet-Garot Mechanical	Brett Harvey	Pre-Apprentice	Tweet-Garot Mechanical
Dominic Zingale	BT Journeyman	Butters-Fetting	Carrie Vruwink	Pre-Apprentice	Hayes Mechanical
Dustin Eckes	BT Journeyman	Stainless Specialist	Colton Neubert	Pre-Apprentice	Bassett Inc
Jacob Kuhl	BT Journeyman	JF Ahern	Cyrus Snyder	Pre-Apprentice	Hayes Mechanical
Jesse Wotnoske	BT Journeyman	Ideal Mechanical	Derek Krzykowski	Pre-Apprentice	Tweet-Garot Mechanical
John Bant	BT Journeyman	Complete Control	Eduardo Ferreira	Pre-Apprentice	PL Freeman
John Johnson	BT Journeyman	Hayes Mechanical	Evan Sagmeister	Pre-Apprentice	Muza Sheet Metal Company
Jon-Ross Canales	BT Journeyman	Grunau Company	Evert Pratt	Pre-Apprentice	Hayes Mechanical
Justin Torzala	BT Journeyman	MM Shranz Roofing	Finn Martinson	Pre-Apprentice	Air Temp Services
Mark Wing	BT Journeyman	Doral Corp	Garrett Moran	Pre-Apprentice	Air Temp Services
Matthew Lentz	BT Journeyman	Mid-State Contracting	Gavin Wholfard	Pre-Apprentice	MM Shranz Roofing
Matthew Ostrum	BT Journeyman	EGI Mechanical	Gavin Wohlfard	Pre-Apprentice	MM Shranz Roofing
Nicholas Schott	BT Journeyman	Muza Sheet Metal	Gunner Steers	Pre-Apprentice	Illingworth-Kilgust Mechanical
Robert Mayer	BT Journeyman	Tweet-Garot Mechanical	Howard Fenimore	Pre-Apprentice	JM Brennan
Steven Napierala	BT Journeyman	Butters-Fetting	Hunter Schlueter	Pre-Apprentice	Forward Mechanical
Thomas Buchhammer	BT Journeyman	Jamar Inc	Isaac Nelson	Pre-Apprentice	August Winter & Sons
Thomas Leber	BT Journeyman	Grunau Company	Isaiah Barley	Pre-Apprentice	PL Freeman
Bradley Jacoboski	BT Journeyman	Nations Roof North	Jacob Pingel	Pre-Apprentice	Industrial Ventilation Inc
Collin Olson	BT Journeyman	Muza Sheet Metal Company	Jeremiah Avery	Pre-Apprentice	1901 Inc
Conor Corbett	BT Journeyman	Air Temperature Service	John Legas	Pre-Apprentice	Best Mechancial
Hunter Kitto	BT Journeyman	Illingworth-Kilgust Mechanical	Joseph Groll	Pre-Apprentice	Muza Sheet Metal Company
Ian Chamberlain	BT Journeyman	Martin Petersen Co	Kyrsten Richardson	Pre-Apprentice	Fuller Mechanical
Michael Kohn	BT Journeyman		Madeline DeMille	Pre-Apprentice	Tweet-Garot Mechanical
Shawn Keldahl	BT Journeyman		Max Blanchard	Pre-Apprentice	Tweet-Garot Mechanical
Trevyr Kerscher	BT Journeyman	Carlson Racine Roofing Co	Michael Jocius	Pre-Apprentice	Conditioned Air Design
Andrew Prusi	Industrial Worker	JF Ahern	Nathaniel Broderick	Pre-Apprentice	Muza Sheet Metal Company
Hunter Brault	Industrial Worker	Tweet-Garot Mechanical	Peter Edge	Pre-Apprentice	Best Mechancial
Joseph Giesbers	Industrial Worker	Azco Inc	Pierre Chillis Jr	Pre-Apprentice	Special Operations Ductwork
Mason Beaudry	Industrial Worker	Coenen Mechanical	Tanner Sorenson	Pre-Apprentice	JF Ahern
Robert Hoffman	Industrial Worker	Bassett Inc	Thomas Kirsten	Pre-Apprentice	Muza Sheet Metal Company
Tegan Miller	Industrial Worker	Coenen Mechanical	Arturo Lopez	Res Journeyman	Quigley Smart
Adam James	Pre-Apprentice	Bassett Inc	Michael Benson	Res Journeyman	Rapids Sheet Metal Works
Alejandro Schloesser	Pre-Apprentice	Muza Sheet Metal Company	Ryan Wingerson	Res Journeyman	Quigley Smart
Alex Pelnar	Pre-Apprentice	Hurckman Mechanical	Sawyer Lantz	Res Journeyman	Quigley Smart
Alize Schaefer	Pre-Apprentice	Bassett Inc			

**Sheet Metal Workers
International Assn Local 18**

2201 Springdale Road
Waukesha, Wisconsin 53186-2855



NONPROFIT
U.S. POSTAGE PAID
MILWAUKEE, WI
PERMIT NO. 4048

Local 18 Office will be closed on Friday, December 22nd and Monday, December 25th in observance of the Christmas Holiday and Friday, December 29th and Monday January 1st in observance of the New Year's Holiday

General Membership Meeting

Location	Date	Time	Meeting Site and Address
Sheboygan	Tuesday, December 5th	4:30PM	Sheboygan Labor Hall - 1104 Wisconsin Ave - Sheboygan
Milwaukee	Tuesday, January 2nd	4:30 PM	State Headquarters - 2201 Springdale Rd - Waukesha

December 2023 / January 2024 Monthly Satellite Meeting Schedule

Location	Date	Time	Meeting Site and Address
Eau Claire	Monday, December 18th	4:30 PM	VFW Post 305 - 1300 Starr - Eau Claire
	Tuesday, January 23rd	4:30 PM	VFW Post 305 - 1300 Starr - Eau Claire
Fox Valley	Tuesday, December 11th	4:30 PM	Van Abels of Hollandtown - 8108 County Trunk Hwy D - Kaukauna
	Monday, January 8th	4:30 PM	Fox Valley Training Center - 1981 American Drive - Neenah
Janesville	Thursday, December 21st	4:30 PM	Janesville Labor Temple - 1605 Center Janesville
	No January Meeting		
La Crosse	Tuesday, December 19th	4:00 PM	Hampton Inn - 511 3rd Street North - LaCrosse
	Monday, January 29th	4:00 PM	American Legion Post 336 - 731 Sand Lake Rd - Onalaska
Madison	Friday, December 1st	4:30 PM	Madison Labor Temple - 1602 South Park Street - Madison
	Thursday, January 11th	4:30 PM	Madison Training Center - 150 Communications Dr - Sun Prairie
Milwaukee	Thursday, December 7th	4:30 PM	Serb Hall - 5101 W Oklahoma Ave - Milwaukee
	Tuesday, January 2nd	4:30 PM	State Headquarters - 2201 Springdale Rd - Waukesha
Racine	Wednesday, December 20th	4:30 PM	Michael's on the Lake - 1301 Eagle Rd - Kansasville
	Wednesday, January 17th	4:30 PM	Racine Union Hall - 1840 Sycamore Ave - Racine
Sheboygan	Tuesday, December 5th	4:30 PM	Sheboygan Labor Hall - 1104 Wisconsin Ave - Sheboygan
	Wednesday, January 10th	4:30 PM	Sheboygan Labor Hall - 1104 Wisconsin Ave - Sheboygan
Kee's, Inc.	Tuesday, December 19th	2:30 PM	Lake Street Café - 21 Lake St - Elkhart Lake
	No January Meeting		
Wausau	Wednesday, December 20th	4:30 PM	Pinewood Supper Club - 1208 Halfmoon Lake Dr - Mosinee
	No January Meeting		
MegTec	Thursday, December 14th	3:15 PM	Doug's Take 5 Restaurant at Four Seasons - 3600 Riverside Dr - Green Bay
	Thursday, January 11th	5:00 PM	Van Abels of Hollandtown - 8108 County Trunk Hwy D - Kaukauna