



A PUBLICATION OF THE AFFILIATED CONSTRUCTION TRADES

A Division of the WV State Building Trades, AFL-CIO | Bill Hutchinson, *President* | Dave Efaw, *Secretary-Treasurer* | Steve White, *Director*

# Hutchinson Elected as WV Building Trades President

Bill Hutchinson was elected as President of the West Virginia State Building and Construction Trades Council at their convention held on September 18.

Hutchinson replaces Steve Burton who retired from the post as well as his position at the Tri-State Building Trades earlier this year.

Hutchinson will remain Business Manager of the Parkersburg-Marietta Building Trades, a position he has held since 2008.

Prior to that he was Business Manager of Iron Workers Local 787 Parkersburg and has been a member of the Iron Workers since 1977.

In accepting the position Hutchinson remarked, "I am honored to be chosen as President and feel I have big shoes to fill.

But I can assure you I will work hard and to the best of my ability."

Hutchinson will serve for the remaining three years of the four year term that began in 2012.

Every four years the terms of President and Secretary-Treasurer

are elected by delegates to the WV State Building Trades convention. Delegate votes are proportional to the dues paid by each local union.

The duties of the President include chairing the monthly meetings of the Council, making appointments to committees, and representing the

Council during major political events and negotiations.

The President is not a full time paid position.

The Secretary-Treasurer is the only full time paid position that is elected, other staff of the Council, including the Affiliated Construc-

tion Trades, work for the Executive Board.

The Executive Board is made up of one member from each of the 15 crafts affiliated with the Council as well as one representative from each of the five local building trade's councils. ■



Outgoing President Steve Burton (right) swears in Bill Hutchinson to be the new President of the WV State Building Trades Council while delegates look on. The election and swearing in took place at the Council's annual convention held on September 18.

## Maryland Governor O'Malley Promotes Apprenticeship on Construction Projects

Maryland Governor Martin O'Malley recently issued an Executive Order requiring that contractors who participate in apprenticeship programs be considered for construction projects.

The main thrust of O'Malley's Executive Order was a focus on public-

private partnerships and a desire to use them where they make the most sense. However the order includes all projects, both public and public-private, valued at more than \$5 million and under the Governor's control.

The order, signed on September 20, spelled out some key points re-

garding apprenticeship and recognized the value such training provides for communities.

"On a project-by-project basis, a State department, agency, authority, board, or instrumentality that is under the control of the Governor, shall consider whether the use of contrac-

tors who participate in registered apprenticeship programs and offer a reliable plan for labor staffing on a public project or public-private partnership is in the best interest of the State ..."

The order continues by outlin-

**Continued on p. 4>>**

# Trades Alcohol and Drug Free Success Highlighted at Legislature

The union construction industries efforts to combat illegal drug and alcohol use on the jobsite were given top billing at recent legislative meetings.

Letha Haas, Program Administrator of TOPs, based in Parkersburg, gave a presentation to the Joint Labor and Worker Safety Issues Committee on Monday, September 23 in Charleston.

TOPs is the Tradesperson Outreach Program operated by the Parkersburg-Marietta Contractors & Trades Educational Development Fund.

Haas explained in the Charleston and Huntington area similar programs go by the name of LEAD, Labor Education and Development, and the Boilermakers have a program called MOST.

Each program provides a number of measures designed to combat substance abuse.

First is testing which is done at a number of levels.

Pre-employment, annual, post-accident, and reasonable suspicion are different situations when a drug or alcohol test is administered.

The tests will look for a variety of substances and is known as a ten-panel test with expanded opiates.

Urine samples are used because they are more reliable than hair follicles but not invasive like a blood test.

Also provided are drug and alcohol awareness education programs for both workers and supervisors.

TOPs tracks the test and education records for individuals and contractors in the program.

For individuals who get a positive test result a medical review officer is

assigned to communicate and work with the person.

A positive test could be a sign of addiction or could be an outdated prescription. Either way a counseling period takes place and then the person will have an opportunity to retest and go back to work.

"We have 20 years' experience with drug and alcohol testing," said Haas. "Our rates went from the in-

dustry average of more than 10% when we started to around 1% today."

"Some people had a hard time believing our success but with meaningful programs over time we are getting results."

Legislators, who were considering drug and alcohol testing for public employees held the meeting to learn about what the construction industry was doing. ■



Letha Haas (left) talks about the Parkersburg area's drug and alcohol testing and education program called TOPs before a House and Senate Interim Committee. Labor Committee Chairman Dan Poling (D-Wood) (right, at podium) presides over the meeting which was held at the Capitol in Charleston.

## Apprenticeship Programs to Participate WV Gets \$25 Million Federal Training Grant

Federal funds for training workers will go to ten community colleges in West Virginia and include funding for craft apprenticeship.

U.S. Representative Nick Rahall was instrumental in getting the funding for the state and which was supported by the State Building Trades.

"I fought for this funding," said Rahall. "This grant can help to expand resources for our State's workforce and establish strategic partnerships focused on one mission, job creation."

Bridgemont Community and Technical College will use the grant to fund the West Virginia Bridging the Gap Consortium, which includes Mountwest Community and Technical College and New River Community and Technical College, to increase access to community and technical college programs designed to promote high-wage, high skilled jobs in the State.

The grant was one of 20 awarded by the U.S. Department of Labor to community college and university

consortia totaling \$377,452,319.

Apprenticeship programs and participants will be eligible for portions of the funding for continuing education classes.

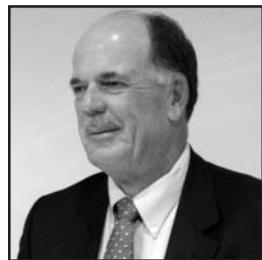
"We are still working out the details but we are coordinating with the community colleges to offer classes and credits for our members in areas that will further their craft education," said Sheryl Johnson, Director of Construction Works which is affiliated with the WV State Building Trades.

Grantees will use these funds to transform the way they schedule, sequence and deliver education and training programs that can be completed in two years or less.

A variety of activities will be made possible, including: hiring or training instructors to expand capacity to offer in-demand courses or certifications, leveraging online learning to accelerate skills attainment, and developing new curricula and training models to add additional classes and certifications. ■

# An Interview with Steve Burton

*Steve Burton recently retired as President of the West Virginia State Building Trades, a position he held since 1999, and as Business Manager of the Tri-State Building and Construction Trades Council where he has served for 24 years. Burton was a leading force in creating the Affiliated Construction Trades and oversaw the merger of ACT and the Building Trades during his term as President.*



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**Q. When did you start in construction?**

A. I worked as a Laborer during my junior and senior years of high school and became an apprentice carpenter on November 17, 1969 at Carpenters Local 302 in Huntington.

**Q. When did you become Business Manager at Tri-State?**

A. I was elected on December 5, 1989. At the time I was working as a carpenter steward at the VA hospital for PJ Dick.

But I had also been Recording Secretary and President of my local and worked as an organizer for what at the time was the Tri-State District Council of Carpenters.

**Q. What's different today than when you started?**

A. The problems are the same but how we address them today has changed.

When I started ball bats and axe handles were used, it was very primitive but people when forced to protect themselves will.

Laws and technology have changed all that, and ball bats will just land you in jail.

Today we use partnerships with owners, by talking we try and understand what is going on behind the scenes, and learn what it takes to be successful.

Knowledge is power and we must gather knowledge then use it to gain work for people.

**Q. What challenges do building trades members face today?**

A. Recognizing the need to be the

most skilled qualified worker, to have discipline – by that I mean to show up on time, work until lunch time and not quite until quitting time.

If our members take care of the basics they will succeed, and if not then the owners and contractors will find another way – it is that simple.

For example I think cell phones should not be allowed on the job – because they interfere in the workers ability to produce – and that's what we have to do is produce.

Absenteeism is a real problem and needs to stop – it costs the contractor and the whole system – including our members - pays.

**Q. What are some accomplishments at Tri-State during your tenure?**

A. Before I started we were plagued with work stoppages. Folks created the Multi-Craft Agreement and during my 24 years we never had a work stoppage.

That's eight contracts without a strike and we often had the negotiations done ahead of schedule.

We created LEAD to combat drug and alcohol abuse on the job.

It was not easy because there was an attitude at the time that safety was not our problem – that was the wrong attitude.

Illegal drug use remains a serious problem.

One of the things I am most proud of is helping to create ACT.

When we were faced with a fight over a proposed billion dollar pulp and paper mill some 20 years ago we knew we had to find more sophisticated ways to fight.

ACT was created to give our members a better way than axe handles to stand up for fair pay and conditions and it has proven to be a very valuable tool.

But it's not just about fighting, I would much rather work together with the contractors and owners to solve problems than fight with them.

If you can get the customer, contractor and labor all in the same room to work together, we call it Tri-Partite, then you have a 99% chance of success.

There are plenty of owners that want to work with us and know we are the best game in town.

**Q. What is the future for Building Trades members?**

A. It's up to them – I think there is an enormous amount of opportunity – if they are prepared, they will do well. Industry needs people and we need to recruit and train the best workers.

But if we don't address the needs for manpower then we will go down the tube.

If you can hire as good a person out of the paper as they can from the hall then we are done.

**Q. What advice do you have for new members?**

A. We can't be satisfied with the status quo – we should not be afraid of taking a risk. We need to change and adjust to the situations we find

ourselves in.

We need to take advantage of the tools we have to get the job done. Training, productivity, and getting the job done on-time and on-budget, that's what will bring us success.

And we need to stop arguing about jurisdiction.

**Q. What do you credit your success with?**

A. I always try to keep in mind the person in the field, the guy or gal that wears the jeans and the work boots – we need to be honest, and tell them the truth about what the industry needs.

**Q. Anything else?**

A. Just that I've had the privilege of working with some great leaders over the years and I want to thank the members who pay the dues, go to work every day and get the job done for their support and participation. ■

## Tri-State Trades Hold Annual Marshall Tailgate



Members, family and friends are seen enjoying the Tri-State Building and Construction Trades Council's annual Marshall Tailgate-Football Game event on Saturday, October 5 in Huntington.

Around 400 people attended the event according to Mark Johnson, Business Manager for Tri-State. Members of Operating Engineers Local 132 volunteered to cook the food and members of Laborers 543, Sheet Metal Workers 24, Carpenters 302 and Iron Workers 769 were among those who chipped in as well.

"I appreciate all the folks who volunteered their time and made this a great event," said Johnson.

To make it even better Marshall won 34 – 10 over Texas-San Antonio.

# Trades Concerned About Kroger Projects

Watching out-of-state contractors and imported workers take jobs from local workers is always upsetting.

But to see it happening at Kroger, a food store frequented by union workers and their families is causing great concern.

Earlier this year Kroger announced plans to spend \$200 million to renovate stores.

In Charleston one of those projects is underway and the results are less than optimum.

Dave Efaw, Secretary-Treasurer of the WV State Building Trades, sent a letter to Kroger President W. Rodney

McMullen urging him to consider contractors who use local union labor for the company's renovation projects.

Efaw noted that not only were local building trades members and their contractors the most qualified they were also major customers.

"I would also like to point out union members are big customers of Kroger.

Just looking at pharmacy numbers from one program called Sav-Rx we recently learned union workers and their families through this program have spent more than \$9 million on

prescriptions in the last 12 months at Kroger Pharmacies," wrote Efaw.

Efaw went on to point out that pharmacy purchases were just a small part of what building trades members and their families buy and offered to meet with Kroger officials to discuss the construction.

Working with ACT, area organizers developed a questionnaire about the Kroger renovations and local workers.

Local union members and cus-

tomers are being asked to participate in the survey.

Craft representatives from a number of other states have also been talking to their West Virginia counterparts.

"We've talked to unions in Virginia, Ohio and Michigan who all are interested in what we are doing here in West Virginia," said Bert McDermitt, WV State Organizing Coordinator with the International Brotherhood of Electrical Workers. ■

## Local Jobs for Local Workers: Does it Matter?

### Dear Shopper:

Kroger has announced plans to spend \$200 million to renovate their stores.

Yes  No Would you prefer Kroger use local contractors and local workers for these projects?

Yes  No If Kroger decides to import workers and contractors from outside the area could that effect your shopping choices?

Name \_\_\_\_\_

City \_\_\_\_\_

Thanks from the WV State Building and Construction Trades Council

Local union members and customers are being asked to participate in this simple survey about Kroger renovations in West Virginia.

## Maryland Governor

Continued from Page 1

ing seven factors to consider including cost, size and complexity of the project, benefits to the public and employment opportunities for state residents.

"It's not exactly what we wanted because it doesn't have any teeth but it's a step in the right direction," said Cliff Wendricks, Business Manager for Iron Workers 568 in Cumberland, Maryland.

The order also creates a commission on public-private partnerships and gives it the task of investigating where these tools would benefit the state most.

Public-private partnerships are being considered in more states for

infrastructure funding because federal funding had been either stagnant or reduced. Where private financing can fund a project and get a return, such as from a toll or a parking fee, then governments are increasingly looking to use private financing for projects.

"We support the concept of public-private projects because they mean more funding for needed infrastructure," said Wendricks. "But we also are cautious about them because we want to preserve the many protections we have in place for public spending and accountability like bidding, open records and prevailing wages." ■

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