

PLUMBERS & PIPEFITTERS LOCAL 23

ROCKFORD, ILLINOIS



75th Diamond

ANNIVERSARY & COMMEMORATIVE HISTORY

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LOCAL UNION 23
ON 75 YEARS!





CONGRATULATIONS to
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on your
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ANNIVERSARY.



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CONGRATULATIONS

Business Manager Timothy Huff
Officers and Members of
Plumbers & Pipefitters Local No. 23
on your
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PLUMBERS LOCAL 130, UA

Chicago Joliet Warrenville Volo

JAMES F. COYNE
Business Manager



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Recording Secretary

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Local 136
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Local 157
Terre Haute, IN

Local 166
Fort Wayne, IN

Local 172
South Bend, IN

Local 210
Hobart, IN

Local 281
Alsip, IL

Local 392
Cincinnati, OH

Local 440
Indianapolis, IN

Local 502
Louisville, KY

Local 597
Chicago, IL

Local 669
District 13 & 29

**Congratulations UA Local 23
Plumbers & Pipefitters on Your
75th Anniversary**

ISPTA



Indiana State Pipe Trades Association

President, Kent Prosser
Secretary-Treasurer, Mark Swaner

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Union Histories hails U.A. Local 23 for
75 Years of Service to Your Members,
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We were honored to serve you in producing
this book for your anniversary celebration.



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LOCAL 23 OFFICERS

January 20, 2021 – January 17, 2024

Business Manager/Financial Secretary/Treasurer

Timothy Huff

Business Agent

Ryan Marshall

President

Greg Harle

Vice President

Ryan Tracey

Recording Secretary

Carrie Crosby

Inside Guard

Randy Lindquist

Executive Board

Thomas Brown

Eric Gustafson

Ryan Henry

Brian Suik

Trustees

Timothy Huff

Ryan Marshall

Ryan Tracey

Robert Wooden

Finance Committee

Doug Bainbridge

Josh Gardner

John Kruse

Special Activities

Ryan Tracey

Ways & Means Committee

Timothy Huff

Ryan Marshall

Building Committee

Greg Harle

Timothy Huff

Ryan Marshall

Ryan Tracey

Plumber Examining Board

Brian Deveirman

Brian Handt

Dustin McCracken

Refrigeration Examining Board

Dave Bryant

Keith Dunaway

Timothy Pickett

Pipefitter Examining Board

Tim LaRue

Colton Meyer

Shawn Rose

Negotiating Committee

Timothy Huff

Ryan Marshall

Ryan Tracey

Tony Tranter

Tim Pickett

Rockford United Labor

Greg Harle

Timothy Huff

Randy Lindquist

Ryan Marshall

Scott Mishmash

Ryan Tracey



PLUMBERS & PIPEFITTERS LOCAL 23
75th-Anniversary Celebration Events

Casual Social & Fireworks
Live Band & Complimentary Drinks
FRIDAY, SEPTEMBER 8, 2023
Davis Park, Rockford
6:00 to 9:00 p.m.

Dinner-Dance Gala
SATURDAY, SEPTEMBER 9, 2023
Embassy Suites Rockford Riverfront Hotel
416 South Main Street, Rockford
5:00 to Midnight

Registration Opens.....4:30 p.m.
Cocktail Reception.....5:00 to 6:00 p.m.
Opening Remarks.....6:00 to 6:30 p.m.
Dinner (Food Stations) & Dessert6:30 to 8:00 p.m.
Presentations & Awards8:00 to 8:30 p.m.
Group Photo (on dance floor) 8:30 to 8:45 p.m.
Festivities & Dancing 8:45 to Midnight

Live Music will be provided by Brass From The Past



EMBRACING CHANGE, OUR LOCAL HAS THRIVED FOR 75 YEARS

Good evening, brothers, sisters, friends and associates. Thank you for being here to help celebrate Local 23's 75th anniversary and make this a night for all in attendance to remember. I'm honored to be able to serve the membership and be a small piece of our history while keeping this local progressing forward.

Local 23 members have been witnesses to many changes over the years. The local first opened its office at the Labor Temple at 212 South First Street in Rockford, and then in the mid-1960s, the office was moved to 325 Market Street, where the local shared the facility with the contractors' association. The Market Street facility allowed Local 23 to set up a showroom with various plumbing fixtures. In 1980, the membership decided they wanted their own building and moved to 4623 Boeing Drive. It wasn't that long ago Local 23 was housed in that small, brick building immediately south of where we now call home. The building still stands and is where many of you may have attended apprenticeship school. In 1998, the membership approved construction of our current home at 4525 Boeing Drive. After a couple additions to the training department, the hall remains how it stands today.



Former train coordinators Brothers Rich Morrison and Ray Knutson retired in 2000 and 2001, respectively, followed in 2011 by the retirement of full-time training coordinator Brother Larry McKay. Brother Greg Harle began his chapter in Local 23's training program and forever changed how apprentices not only attend school but how they learn, as well. With a strict, mentoring-style approach and switching from night school to day school, Greg and his staff produce the best-trained workforce in the construction industry. In an ever-changing work environment, Local 23 apprentices have never been better suited to succeed and excel on the construction site than they are today.

In 2017, we opened the first-ever Local 23 Activate Family Health Center in an effort to curb rising healthcare costs. Healthcare is not getting any cheaper, nor is the price to do business, which is why we have since added a chiropractor. As trustees, we will continue to research new ways to increase benefits without negatively impacting the member financially whenever possible.

With a positive work forecast for the next few years, it is pertinent that we continue to grow our numbers. With an aging workforce and the need for new apprentices, we must continue to increase our membership and recruit those in the non-union sector to ensure the future health of Local 23. Together with the partnership of our contractors, I know this local will continue to thrive. We may not always agree, but at the end of the day we both share a common goal. Thank you to all our contractors for your continued support.

I am truly blessed to be here. I am so thankful for everyone who has helped me and supported me over the years. My in-laws, Bob and Chris Sturges, opened their home and family to me and first introduced me to the trade. Thank you to past Business Manager Ted Hartman and Agent Noel Easton for seeing enough in me to accept me as an apprentice back in 1996. Thank you Darryll Russell and Domenic Alfano for supporting me while serving on the examining board and the executive board, and later endorsing me for business agent in 2012. Thanks Rick and Woody for your support and guidance while we worked together for the next six years. Thank you to my current work family for supporting me even when you don't want to, especially to Sascha Buntjer for her tremendous dedication, time and efforts to make this 75th anniversary celebration what it is. Even though I may not say it often enough, thank you for being my friends and support team.

Last of all, thank you to my wife, Kathy, and my boys, Carter and William, for putting up with all the late nights and weeks gone for work or political reasons. I am so lucky to have you all and want everyone to know that I am only here because of the support I receive from all of you.

Congratulations to all on a well-deserved Diamond Anniversary,

Timothy Huff

Timothy Huff, Business Manager/Financial Secretary
United Association Plumbers & Pipefitters Local No. 23

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“Local 23 is truly a local with a past – rich with glory, pride and a sincere dedication to the goals of the labor movement.”

United Association Plumbers and Pipefitters Local No. 23
35th Anniversary Celebration Program; June 4, 1983

*United Association Local No. 23,
Rockford, Illinois, at 75 Years*

A History of Success Built on Principles and Commitment

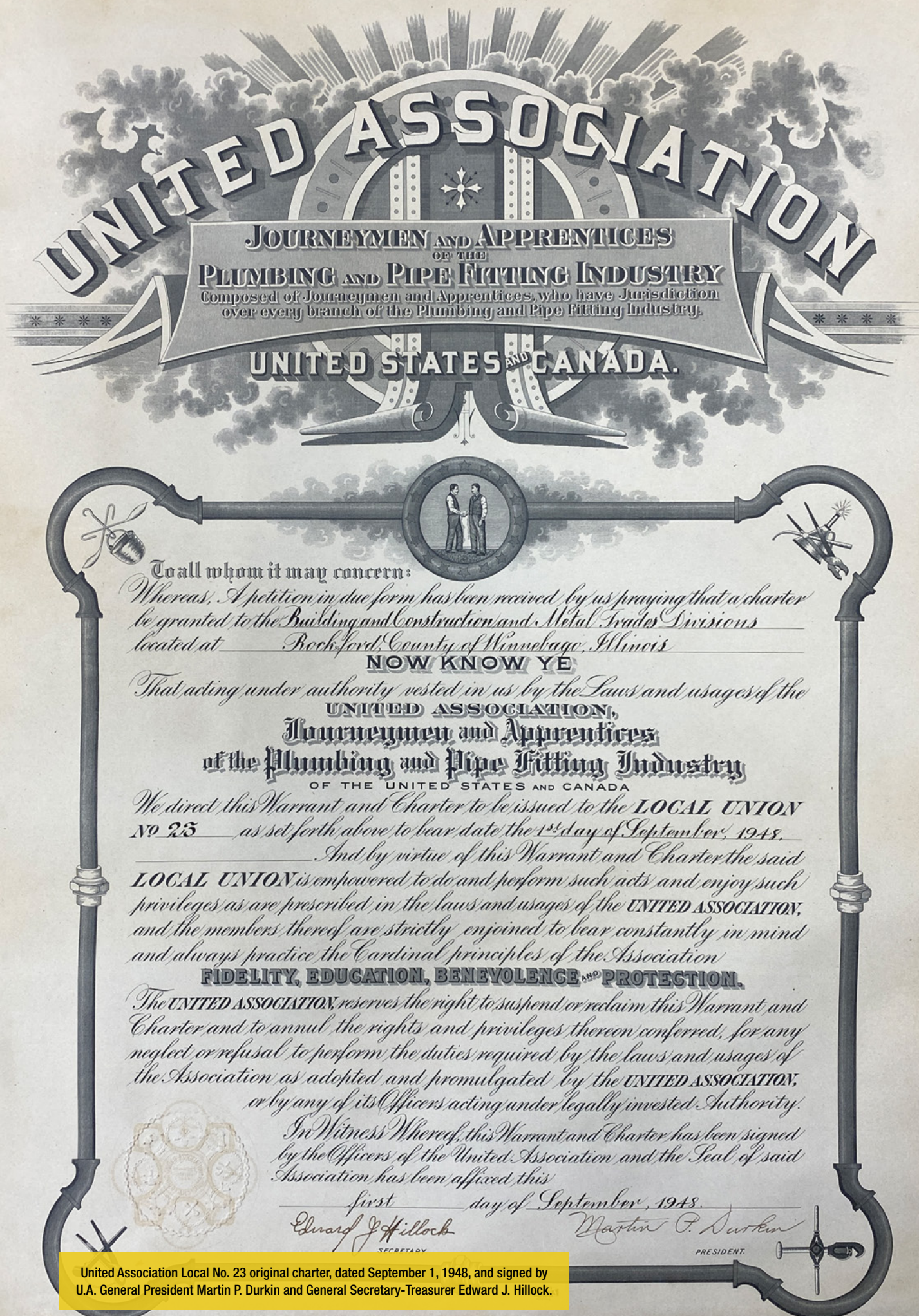


The 75-year existence of United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (U.A.) Local No. 23 is actually the result of the union having a presence in Rockford since late 1898. Then known as the United Association of Journeyman Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, the U.A. organized plumbers, steamfitters and steamfitters' helpers in the city who on December 22 of that year had requested a charter for a local affiliated with the union, which the U.A. subsequently granted on January 1, 1899, for **Plumbers, Steamfitters and Steamfitters' Helpers Local No. 57** to 11 initial members.

A little more than 16 years later, however, the local's plumbers and steamfitters in 1915

mutually agreed to split, after which 13 members of Local 57 (which by that time was also representing sprinklerfitters) petitioned the U.A. to form a separate local for Rockford's steamfitters and steamfitters' helpers, creating two locals of about 24 members each in the city. As a result, on September 25, 1915, the union-chartered **Steamfitters and Steamfitters' Helpers Local No. 210**, which U.A. General Organizer Frank J. Kennedy installed two days later on September 27. The locals agreed as part of their agreement to separate that Local 57 (which would then represent plumbers and gasfitters while the city's sprinklerfitters were transferred into national Sprinklerfitters Local No. 669) and Local 210 pledged to meet once each month "for the purpose of furthering the best interests of both locals."

But in 1948, while in the midst of a nationwide post-war construction boom



United Association Local No. 23 original charter, dated September 1, 1948, and signed by U.A. General President Martin P. Durkin and General Secretary-Treasurer Edward J. Hillock.



following World War II, which ended on September 2, 1945, when Japan surrendered after Nazi Germany had capitulated on May 8, 1945, Local 57 and Local 210 began discussing merging back together. Then in July of that year, U.A. General Organizer Thomas McNamara informed U.A. General President Martin Durkin that delegates from the two locals wanted to meet to discuss an amalgamation, after which the union recalled the respective charters of Local 57 and 210 and merged them to form Local 23, for which the U.A. issued a charter on **September 1, 1948**.

With a membership of 118 plumbers, gasfitters, steamfitters and helpers (or apprentices), the new, Rockford-based local had jurisdiction over that city and its surrounding metropolitan area; the villages of Milledgeville, Shannon and Lanark in Carroll County and Stockton in Jo Daviess County; and all of Winnebago, Boone and Ogle counties. The local was also given jurisdiction over the idled **Green River Ordinance Plant** in an isolated area in Lee County, Illinois, for which Local 57 and Local 210 had jurisdiction beginning when it was being built in 1942 to produce bombs, shells, bazookas, rifle grenades, detonators and 75-millimeter projectiles during World War II. By 1948, however, the plant had been shuttered since late 1945 after the war ended and it would remain closed without having ever been utilized again.

Initially headquartered in the **Rockford Labor Temple** on South First Street, Local 23 was first led by **Business Agent Harry R. Shaw**, who had been the business manager of Local 57 since June 1942, and **Business Agent William J. Finnan**, who had been Local 210's business manager since February 1944. Brother Finnan would serve in the position until he passed away in April 1967, and Brother Shaw would serve in the position until his death in February 1968.

U.A. ORGANIZED OVER 130 YEARS AGO

With a general lack of stable, national organizations to represent steamfitters and plumbers at the time, **Patrick J. Quinlan**, a plumber from Boston, sent a letter to **R. A. O'Brien**, a plumber in Washington, D.C., on April 25, 1889, proposing the formation of a new, national pipe-trades union. Subsequently, on October 7, 1889, 40 delegates from 23 piping-trades locals in 10 states and the District of Columbia assembled in Washington for a convention.

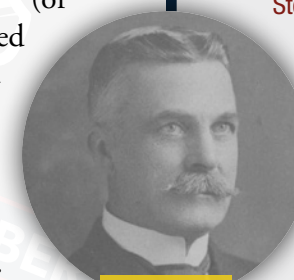
Four days later, the **United Association of Journeyman Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada (U.A.)** was born on October 11, 1889. The U.A. selected Brother Quinlan as its president, Brother Henry Collins of New York City as its vice president and Brother O'Brien as its secretary-treasurer.

Meanwhile, most steamfitters were attempting to sustain their own national union, the National Association of Steam, Hot Water and Power Piping Fitters and Helpers, that they had formed in 1888, soon after which it would become the International Association (I.A.). For two decades, however, the two piping unions clashed regularly over jurisdiction – before the American Federation of Labor (A.F.L.) ordered the I.A. to amalgamate into the U.A. in 1912.

The union endured through two world wars and the Great Depression, after which on January 1, 1947, it changed its name to the **United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada**.



Patrick J. Quinlan



Richard A. O'Brien

GAINING GROUND, BENEFITS RIGHT FROM THE BEGINNING

The fledgling Local 23's membership grew rapidly to 175 member plumbers, pipefitters, refrigeration technicians and apprentices in 1949, during which on March 30 of that year the local came to terms on its



LOCAL 23 OFFICES AND UNION HALLS

(All locations are in Rockford.)

Rockford Labor Temple
212 South First Street
1948 into 1967

*(The Rockford Building Trades
built the Labor Temple in 1942.)*

Local 23 Headquarters
325 Market Street
1967 into 1980

*(The local rented the building and
shared it with its signatory
contractors' associations.)*

Local 23 Union Hall
4623 Boeing Drive
1980 to June 1, 1999
*(The local purchased the former
headquarters of the Clinkenbeard
Pattern Company for its union hall.)*

Local 23 Union Hall
4525 Boeing Drive
June 1, 1999, to present
(The local constructed its new union hall.)

first collectively bargained working agreement with 25 contractors “engaged in the plumbing and pipefitting business in the jurisdiction of U. A. Local Union No. 23 and the Rockford, Illinois, area.” The one-year contract, which went into effect on April 1, 1949, set the pay rate for the local’s journeyman plumbers and pipefitters at \$2.50 per hour through March 30, 1950, or until a new rate was negotiated.

Subsequent agreements increased the local’s journeyman wage scale to \$2.65 per hour on October 2, 1950, and \$2.75 per hour beginning

June 1, 1951. New contracts continued to escalate the pay of the local’s members to \$2.90 per hour beginning June 15, 1952; \$3 per hour on May 15, 1953; \$3.15 per hour beginning October 1, 1954; and \$3.25 per hour from March 1, 1955, to March 1, 1956 – although the contracts contained no fringe-benefits such as health insurance for members.

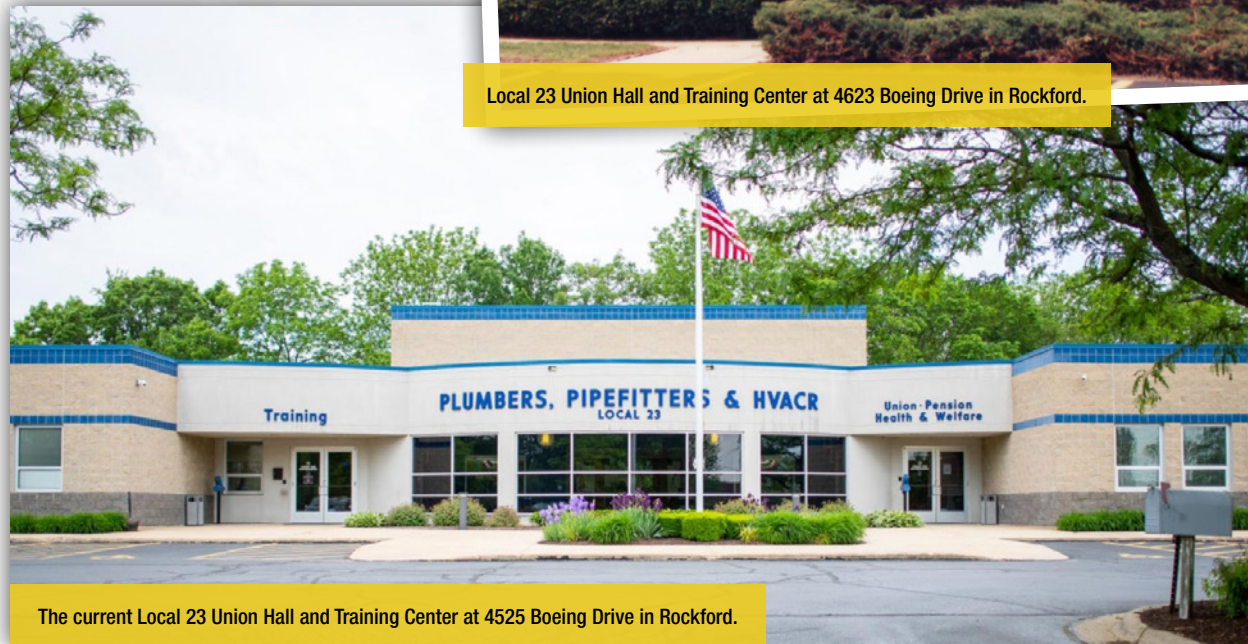
During that time, the local’s members were kept well-employed on numerous significant projects that included construction of the new, \$4.4-million **Rockford Memorial Hospital** on North Rockton Avenue from 1953 to July 1954. In addition to a large number of smaller jobs as well as significant residential-housing work during the first half of the 1950s and into the second half of the decade, members plumbers and fitters were further employed on

additional large projects such as an oil terminal adjacent to the Green River Ordinance Plant in 1955 and construction of a new **National Lock Company fastener plant** on Kishwaukee Street in Rockford beginning in May 1956.

The largest industrial company in the city at the time, National Lock had the \$5-million, half-million-square-foot plant built to house its screw and bolt operations. While during construction Sheet Metal Workers Local No. 219 set up pickets for four days on the jobsite beginning January 12, 1957, to protest the awarding of work installing heating units to Local 23, a dispute that was settled between the two locals’ international offices in favor of the plumbers and pipefitters, when completed later that year, the facility was the largest single-story structure in the world “devoted exclusively



Local 23 Union Hall and Training Center at 4623 Boeing Drive in Rockford.



The current Local 23 Union Hall and Training Center at 4525 Boeing Drive in Rockford.



The new National Lock Company Fastener Division plant on Kishwaukee Street near the Greater Rockford Airport shortly after it was built from May 1956 to November 1957 using Local 23 member plumbers and steamfitters.
(Photo courtesy of Midway Village Museum, Rockford, Illinois – Digital Collections.)



to the manufacture of threaded fasteners,” according to a December 8, 1955, *Rockford Register-Republic* newspaper article. (By 1982, *National Lock’s Rockford plants were closed and sold off and its Hardware Division was moved to South Carolina later that year.*)

Another new, one-year working agreement with the **Rockford Master Plumbers** and the **Heating and Piping Contractors Association** that went into effect April 1, 1956, raised wages for Local 23 journeyman plumbers and pipefitters to \$3.40 per hour for the ensuing year. Among its provisions, the contract set up a new **Journeyman and Apprentice Training Fund** to subsidize the local’s training programs, with contractors initially paying 2 cents per hour worked by the local’s members into the fund beginning January 1, 1957.

Just as (if not more) significantly, the agreement also established a new **Health and Welfare Fund** to provide healthcare insurance



Local 23 business agents Harry Shaw (seated) and William “Bill” Finnan at work at the local’s offices in 1961.

to members as a fringe benefit into which employing contractors initially contributed 10 cents per hour worked by members also beginning January 1, 1957. Some 42 years later, the Local 23 50th Anniversary Celebration program was able to boast that its Health and Welfare Fund “provides our members with some of the best medical benefits available today.”

A first-ever three-year working agreement between the local and its employing contractors then established a new wage scale at \$3.50 per hour from October 1, 1957, through March 31, 1958. It subsequently increased the pay to \$3.65 per hour April 1, 1958, to March 31, 1959, during which time contractor contributions for healthcare were raised to 15 cents per hour; and \$3.80 per hour from April 1, 1959, to March 31, 1960; while contributions for training remained at 2 cents per hour.

TAKING CARE OF MEMBERS AND DEALING WITH SETBACKS

Local 23 began the following decade by gaining one-year and one-and-a-half-year contracts that boosted its journeyman wages to \$4.15 per hour beginning the second half-year of that second contract, which commenced on April 1, 1962, and continued through December 31, 1963. Members continued to receive additional 15-cent and 2-cent hourly contributions to their Health and Welfare and Journeyman and Apprentice Training funds, respectively.

Perhaps most prominent among a number of noteworthy construction projects within its jurisdiction that employed Local 23 members during the early- and mid-1960s was the \$50 million **Chrysler Belvidere Assembly Plant** built in 1964 and 1965 in the southern part of Belvidere, Illinois, adjacent to U.S. Route 20. The Greater Rockford region’s largest industrial facility under one roof at more than 1.9-million square feet of floor space and able to produce 960 passenger cars each day when completed,

LOCAL 23 LEADERSHIP

Business Representatives

Harold “Harry” Shaw
1948 – 1968

William “Bill” Finnan
1948 – 1967

Lyle Sellers
1967 – 1973

Rudolph “Rudy” Ammon
1968 – 1972

Arthur “Art” Schiavo
1972 – 1979

Earl Baker
1973 – 1979

Business Managers

Robert “Bob” Bruski
1979 – 1982

Earl Baker
1982 – 1988

Robert “Bob” Bruski
1988 – 1991

Ted Hartman
1991 – 2000

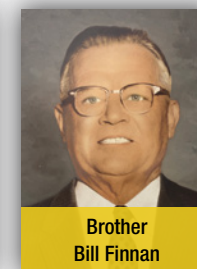
Darryl Russell
2000 – 2012

Richard Beck
2012 – 2018

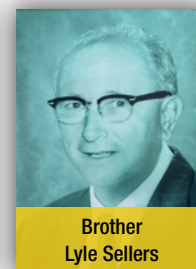
Tim Huff
2018 – present



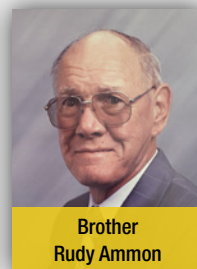
Brother
Harry Shaw



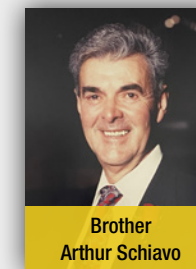
Brother
Bill Finnan



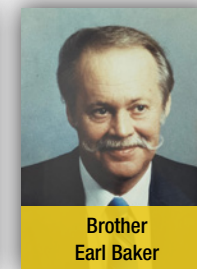
Brother
Lyle Sellers



Brother
Rudy Ammon



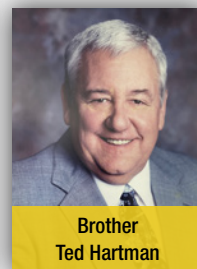
Brother
Arthur Schiavo



Brother
Earl Baker



Brother
Robert Bruski



Brother
Ted Hartman

Local 23 past and current business managers (left to right) Ted Hartman, Darryl Russell, Rick Beck and Tim Huff, shown here at an event in 2018.



the factory’s first production-line vehicle was made on July 7, 1965, with the assembly of Chrysler’s 1966 model Plymouth and Dodge “C” platform cars.

Over the next nearly six decades, the Belvidere Assembly Plant would often provide steady when not abundant manhours for the Local 23 membership on maintenance and upgrade jobs and change-out projects for new car models, for which union members would install untold miles of piping and vessels for necessities such

as cooling water, hydraulic fluids, paints, steam and condensate, and even air. (However, future owner Stellantis North America would indefinitely close the factory effective February 28, 2023.)

An eventful mid-1960s for Local 23 was highlighted by the local’s moving its headquarters to a new facility at **325 Market Street** in Rockford, which the local shared with the contractors association.



BROTHER BERT COTE CENTURY-OLD MEMBER, VET REMAINS A LOCAL 23 FIXTURE

As a member of Local 23 for more than 70 of the local's 75-year existence, **Brother Bert Cote** worked on a wide range of both iconic and conventional construction projects throughout Northern Illinois while also regaling his fellow members with recollections of his service in World War II or entertaining them with music from his harmonica. Having turned 101 years old in September 2022, he still pulls out the instrument and those wartime memories whenever he can attend a function for the local or its retirees.

During the war, Brother Cote served under U.S. General George S. Patton as one of five men assigned to a mortar crew in the U.S. Army 2nd Armored Division, known as "Hell on Wheels," and was among the first American troops to enter Nazi Berlin. Six of his brothers also fought in the war, one of whom was killed in action while serving as a gunner on the U.S.S. Wasp aircraft carrier.

Brother Cote shook the hands of Patton and future president General Dwight D. Eisenhower when they visited with the soldiers in his division. Because he spoke fluent French, following the war he remained overseas for a few additional months to help displaced families return to their homes.

Before joining the Army in 1943 and then the union after returning from the European theater in 1946, Brother Cote grew up in Rochelle in the 1920s and 1930s with his 16 siblings. He has resided there ever since.



Local 23 longtime member and retiree Bert Cote, shown here in April 2022 at age 100 and displaying a cane decorated with memorabilia from his military service and those of his nine brothers that he received from the Free Canes For Veterans organization in Florida, which creates canes free of charge for veterans that are dependent on them.

But the period was truly punctuated for the local when it gained a new pension retirement benefit for members as part of its collective bargaining agreements with the Mechanical Contractors Association of Rockford and the Rockford Association of Plumbing, Heating and Cooling Contractors that went into effect on April 1, 1966. With the new benefit, on that date contractors began paying 15 cents per hour worked by Local 23 members into

the new **Rockford Pipe Trades Industry Pension Fund**.

The local's 50th Anniversary Celebration program in 1999 would note that the pension initiated 33 years earlier "allows our members to retire with the confidence and security that they can continue to provide themselves with a comfortable living."

Sadly, however, the year after the local and its contractors established the pension fund, Business Representative Finnan died on March 1, 1967, and the following year, Business Representative Shaw died on February 1, 1968. **Brother Lyle Sellers** and **Brother Rudolph "Rudy" Ammon**, respectively, were elected to replace the only leaders the local had ever known.

Also in early 1968, the Local 23 membership unanimously voted to have a single labor agreement negotiated with all contractors to cover its plumbers, pipefitters and refrigeration fitters, whereas previous contracts for plumbers and pipefitters had been bargained separately from those for refrigeration fitters. As such, the local's refrigeration members at that time were working under a three-year agreement with "contractors engaged in the refrigeration and air-conditioning business" that provided them with an initial wage scale of \$4.70 per hour from July 1, 1966, to March 31, 1967, before two annual raises increased their pay to \$4.95 per hour for the final year beginning April 1, 1968.

A new, two-year contract effective April 1, 1969, for which the updated recognition paragraph on its first page now read, "CONTRACTORS ENGAGED

IN THE PLUMBING & PIPEFITTING AND REFRIGERATION & AIR CONDITIONING BUSINESS IN AND UNDER THE JURISDICTION OF U.A. LOCAL NO. 23," provided 50-cent-per-hour annual pay raises for all 400 of the local's members, regardless of their trade classification. With those two increases, all of the local's journeymen earned \$5.75 per hour from April 1, 1969, to March 31, 1970, and \$6.25 per hour from April 1, 1970, to March 31, 1971. With a total pay-package increase of \$1.30 per hour that included 30 cents per hour for fringe benefits, members were also earning 57 cents per hour for healthcare, pensions and training during the life of the agreement.

HANDLING GROWTH, A FIRST STRIKE AND A MAJOR PROJECT

After holding merger talks with **U.A. Plumbers, Steamfitters, and Gasfitters Local No. 328** of Freeport, Illinois, since the previous year, on January 1, 1970, the union amalgamated Local 328 into Local 23. Having served its jurisdiction for nearly 68 years since being chartered on April 5, 1902, Local 328 members were transferred into the growing force of Local 23.

As the new decade initially progressed, early on the local's members were employed on key projects that totaled more than \$25-million worth of work throughout its expanded jurisdiction. Those included construction of the **Rock Valley College** library, physical education building and student center, which totaled about \$7-million in contracts; the \$3-million **Eisenhower Middle School** and the \$2.5-million **Kennedy Middle School** in Rockford; the \$2.2-million **Winnebago County Courthouse**; the \$2.75-million **State Bank of Freeport**; and a \$2.5-million **K-Mart** store on East State Street in Rockford.

But those jobs were halted when, for the first time in 53 years, the union plumbers

and pipefitters of Rockford went on strike beginning April 5, 1971, after Local 23 and its employing contractors with the Rockford Association of Plumbing, Heating and Cooling Contractors; the Mechanical Contractors of Rockford Association; and the Northern Illinois Refrigeration and Air Conditioning Contractors Association could not settle on a new wage package in a working agreement. While the previous contract had expired on March 31, the following day the local's members began a "work stoppage" under its "no contract, no work" policy, according to an April 1 *Register-Republic* article, before going out on strike four days later as negotiations continued but produced no pact. Complicating those talks was U.S. President Richard M. Nixon's new executive order aimed at stabilizing construction-industry wages, which included a provision that capped trade-union wage increases at 6 percent of current pay.

The local ended its week-long strike on April 12, agreeing to remove all picket lines from jobsites and have its 400 members return to work the following morning, after it and the three contractors associations decided to submit all unresolved contract matters, including wages, to the **Industrial Relations Council of the Plumbing, Pipefitting and Refrigeration-Air Conditioning Industry**, an arbitration board of an equal number of U.A. business managers and U.A.-signatory contractors from all parts of the country. On June 8, 1971, the council granted the local a \$1-per-hour increase effective April 1, 1971, and spread out over the next two years, taking its wage scale to \$6.25 per hour until March 31, 1972, and then \$7.25 per hour until March 31, 1973. Hourly fringe-benefit contributions during the contract were set at 35 cents for the Health and Welfare Fund, 40 cents for the Pension Fund, 2 cents for the Training Fund and 5 cents for an Industry Fund used to promote union piping contractors and labor.

Meanwhile, as the local's employment remained strong, in February 1972 it committed to the provisions of the City of

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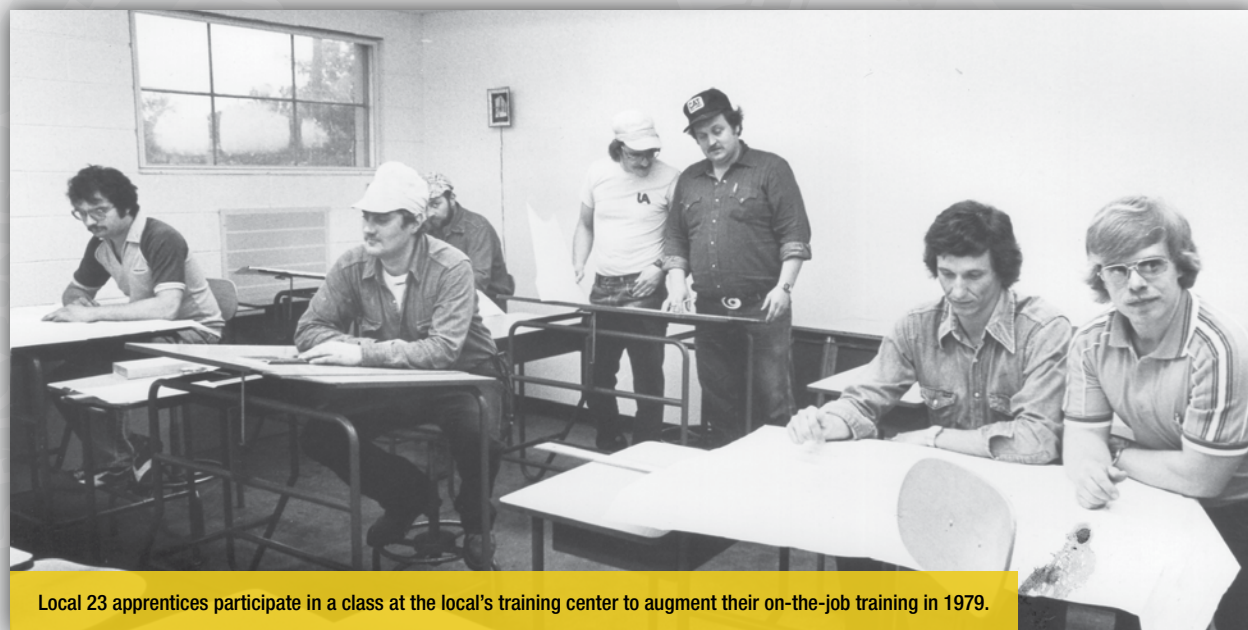




Local 23 Training and Education A STEADFAST DEDICATION TO PREPARING AN INDUSTRY-BEST WORKFORCE

“Local 23 is committed to teaching our apprentices and journeymen new skills and emerging technologies.”

— Local 23 “50 Years Of Pride,” 1999 50th-Anniversary Celebration Program



Local 23 apprentices participate in a class at the local's training center to augment their on-the-job training in 1979.

Ever since it was first organized in 1948, Local 23 has trained its newest members to become piping-industry craftspeople through the time-honored system of apprenticeship, which on-the-job training is augmented by classroom instruction and trainees are paid while they learn. Through the local's apprenticeship program, the local's apprentices are educated on the skills and knowledge needed to be a journeyman plumber, pipefitter, welder or heating/ventilation/air-conditioning/refrigeration (HVACR) technician through working side-by-side on jobsites with experienced journeymen members while also attending school at the local's training center – while also earning wages and being provided benefits such as healthcare insurance.



Local 23 training instructor LeRoy Anderson (third from left) works with members (left to right) Jon Roby, Jim Smith and Art Sledge during a valve-repair class at the local's training center in 1992.



However, it was not until December 3, 1956, that Local 23 and its employing contractors, who were represented by the Certified Plumbing Contractors Association and the Rockford Chapter of the Mechanical Contractors Association of America, established an **Education & Training Program Fund** to fund the local's training programs. As part of the collective bargaining working agreement between the local and contractors that year, beginning January 1, 1957, the employers would contribute 2 cents for every hour worked by the local member into the fund.

Over the ensuing years, the contractors' payments into the training fund have increased exponentially in new working contracts. Meanwhile, the Local 23 apprentice training program has evolved from five years at its outset to four years briefly in the 1980s and then back to five years. **In 2023 as Local 23 celebrates its 75th charter anniversary, the local's apprentices are required to attend 1,250 classroom hours and work 8,500 on-**



Local 23 apprentices train at the local's training center in 2023.



Local 23 Training and Education A STEADFAST DEDICATION TO PREPARING AN INDUSTRY-BEST WORKFORCE



Local 23 apprentice Tyler A. Raders (fourth from left) holds the plaque he received as winner of the Allyn Parmenter and George Bliss U.A. Directors of Training Award, which recognizes the contestant who demonstrates exceptional leadership and honors the ideals set forth by the U.A. Standard for Excellence, during the 2012 U.A. International Apprenticeship Contest, while he is joined by (left to right) Director of Training Chris Haslinger; retired Director of Training George Bliss; U.A. General President Bill Hite; U.A. General Secretary-Treasurer Mark McManus; and U.A. Assistant General President Steve Kelly.

the-job hours to graduate to journeyman status, while being paid percentages of the local's journeyman wage scale that increase as they advance through their apprenticeships.

Because the local's mechanical trades require more schooling than all of the other building trades, the local devotes the most money and time to training its members. To that end, the local spends about **\$2 million each year** on training, part of which helps keep its training center up-to-date with the technologies in the piping industry.

"The technology is like what you'd see in science-fiction movies years ago," Business Manager Tim Huff explained in June 2021 to *Northwest Quarterly* when detailing the local's rigorous training program and the modern piping-trades industry. "After five years here, our apprentices are walking out with a plethora

of knowledge I never had access to and are way better journeymen than I'd be."

Local 23 initially hosted classes in its union hall on Market Street in Rockford during the 1960s and 1970s, but to further enhance its training, in 1979 the local purchased a large building at **4623 Boeing Drive** into which it moved its expanding apprentice training program along with its union offices early the following year. As the training program continued to grow and advance, in 1998 and 1999 the local constructed a new training facility as part of its new, \$2-million union hall facility at 4623 Boeing Drive to accommodate a growing number of people looking to enter the trade. When it opened in 1999, the program was teaching nearly 80 students, whereas just five years earlier the local was training only about 40 apprentices.

The state-of-the-art **Local 23 Training Center** houses a welding shop and 11 classrooms to offer better training programs for apprentice and journeyman workers, and its heating and air-conditioning systems were purposely exposed in certain areas to provide hands-on training. The local has since added a 3,000-square-foot addition in January 2009 for additional storage space and an upper level that provides further training apparatus in the form of a mock-up of a two-story house in which plumber apprentices can install water heaters and piping in a lower level and install sinks, tubs, toilets and faucets in the upper lever.

The local also welcomed new and current **Apprentice Coordinator Greg Harle** to lead its training program in May 2011. Brother Harle was a Local 23 apprentice and later an

instructor in its apprenticeship program, and he is a graduate of Washtenaw College.

Under his direction and the guidance of the **Rockford Area Plumbing, Pipefitting, and Refrigeration Joint Apprenticeship Training Committee (J.A.T.C.)**, a board of equal numbers of union and contractor representatives, Local 23 is well-positioned to ensure its apprentices and journeyman members, who are provided with regular upgrade-education opportunities to keep their skills current, are prepared to handle current and future piping-industry techniques and advances. "We have to keep pace with the new technologies or we're going to be left behind," Business Manager Huff further told the *Northwest Quarterly*. "We want to be the leader, so we'll definitely be learning whatever it takes to keep moving forward."



After winning the Welder category of the 2018 U.A. International Apprenticeship Contest, Local 23 apprentice Colton Meyer (third from left) stands with other category winners and U.A. General Secretary-Treasurer Pat Kellett (far left) and U.A. General President Mark McManus (far right) during the awards ceremony.



Rockford's "hometown plan" to promote the hiring of minorities in the building trades. A program of the U.S. Office of Federal Contract Compliance, Rockford's plan, titled the **"Northern Illinois Construction Affirmative Action Program,"** called for trade locals to reach minority membership of 10 percent over the next five years.

Throughout the remainder of the 1970s and much of the first half of the 1980s, Rockford and its metropolitan area were hit particularly hard by nationwide economic recessions, which shattered the city's manufacturing-based economy.

Fortunately, the start of construction of the **Byron Nuclear Generating Station** power plant in Ogle County in April 1975 would prove to be a boon for Local 23 as it provided plentiful manhours for its members, as well as traveling U.A. members who came from other locals to the Local 23 jurisdiction to work at the station, while it was being built over the next dozen years and beyond. Almost three years after construction began, in fact, Local 23 **Business Representative Arthur Schiavo** stated in a January 15, 1978, *Rockford Morning Star* newspaper article, "If we didn't have the Byron powerhouse, we would have over 40 percent of our local working force on unemployment. There is hardly any work in town."

By that time, about 130 members from the local and dozens of travelers were employed at the site, which was constructed by Commonwealth Edison, installing a large amount of piping and machinery that featured systems to draw water from the adjacent river to cool the facility's fuel rods and then pump the water to its cooling towers. Over the next decade, they and other U.A. members would help build the \$4.5-billion plant's Unit One and Unit Two reactors, which began operation in September 1985 and August 1987, respectively, that could produce a combined 2,300 megawatts of electricity.

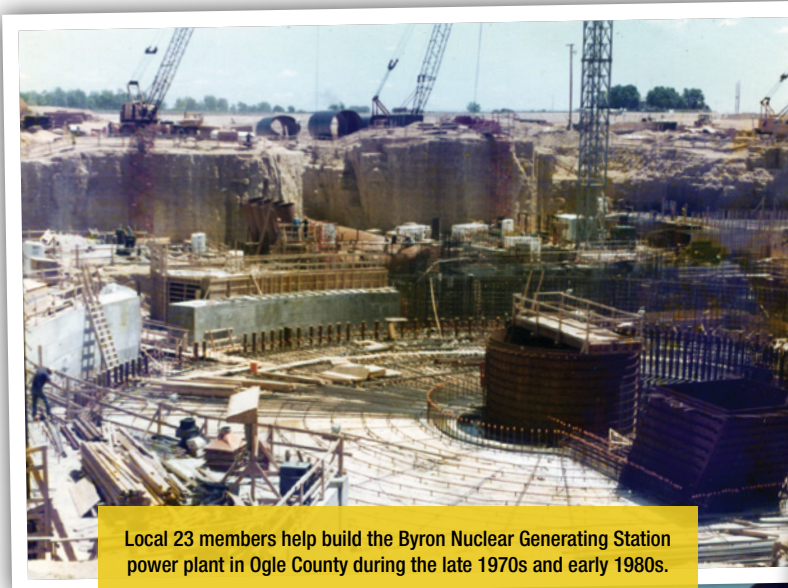
As construction of the Byron plant continued but the local and national economies remained stagnant, pushing the average unemployment in the Rockford-area construction industry to about 25 percent, according to the March 24, 1976, *Morning Star*, at that time Local 23 and other local trade unions were "hammering out contract agreements earlier and in a far more amiable fashion than usual." With its current contract set to expire, the union plumbers, pipefitters and refrigeration fitters ratified a new, 14-month pact with its three contractors associations for April 1 that provided a total 70-cent hourly pay hike, with 10 cents taking effect in the last two months, that improved the local's base wage scale of \$10.85 an hour and set contributions into the Health and Welfare Fund at 45 cents per hour before the contract expired on May 31, 1977.

What's more, in an effort to stimulate housing construction in its jurisdiction, Local 23 committed to lowering wage rates for its plumbers working on new single- and two-family homes to about 70 percent of the normal rate for journeymen plumbers.

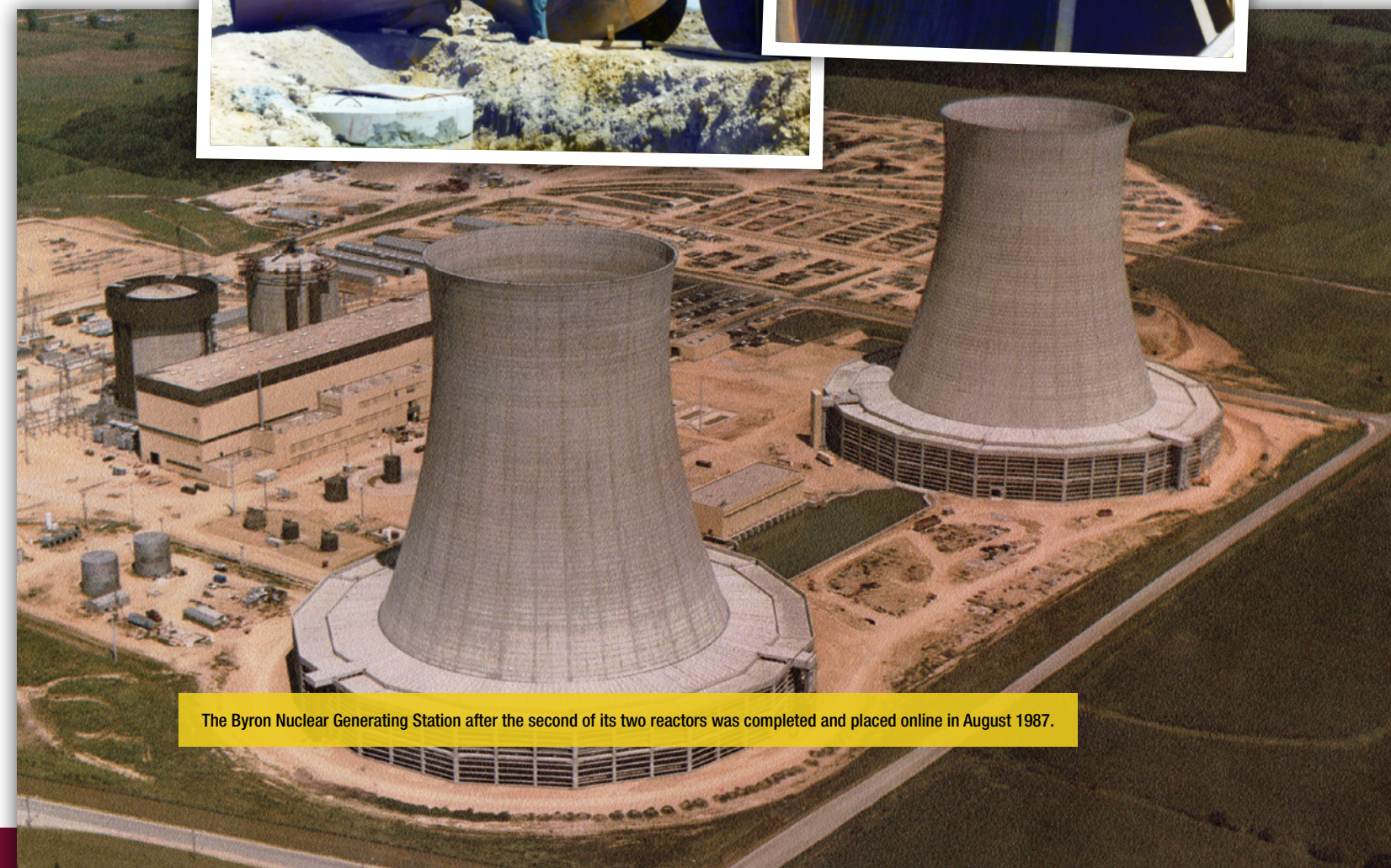
However, Local 23 did briefly strike against the **Illinois Water Treatment Company**, a unit of the Sunbeam Corporation, beginning April 1, 1976, after some 50 members working for the firm rejected a two-year contract offer that called for a 10-percent wage hike the first year and 8 percent the second. After three days, the members voted to accept a new offer from Illinois Water Treatment that included the previously proposed wage increases but improved pension and healthcare benefits.

While contract negotiations in 1978 were a bit more contentious, with Local 23 filing unfair labor-practice charges against the contractors with the National Labor Relations Board, which ultimately dismissed the accusations that the employers refused to sign an agreed-upon contract, the two sides reached a deal on a new, three-month agreement that went into

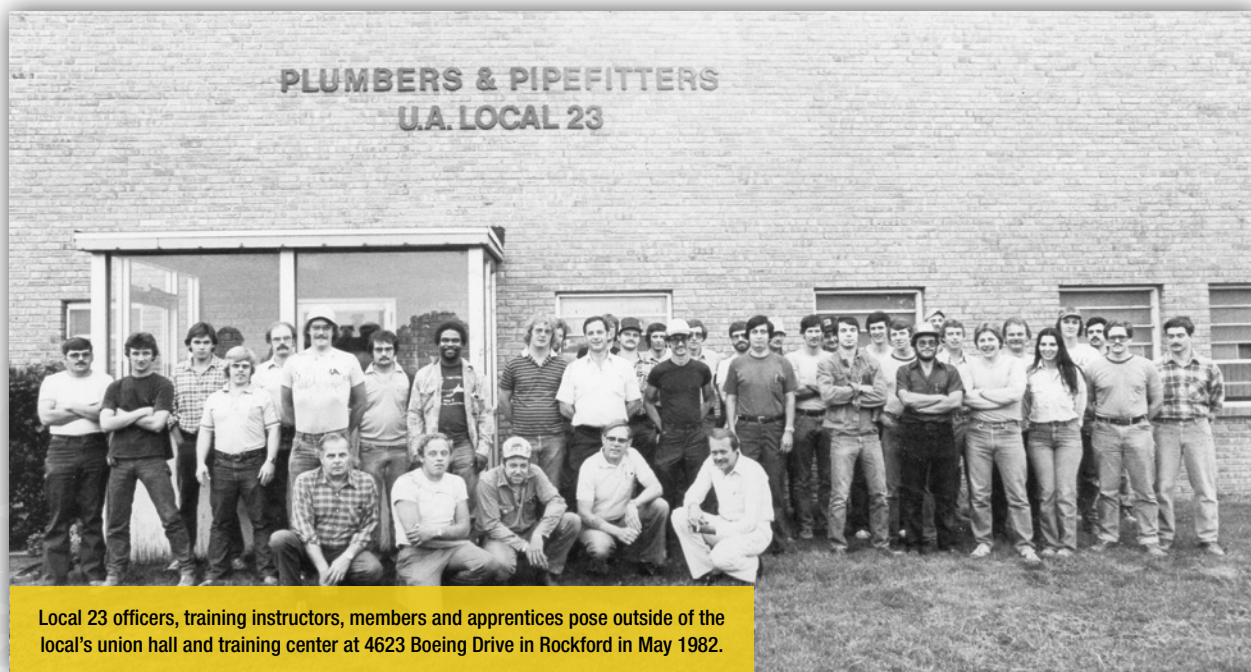
BYRON NUCLEAR GENERATING STATION



Local 23 members help build the Byron Nuclear Generating Station power plant in Ogle County during the late 1970s and early 1980s.



The Byron Nuclear Generating Station after the second of its two reactors was completed and placed online in August 1987.



Local 23 officers, training instructors, members and apprentices pose outside of the local's union hall and training center at 4623 Boeing Drive in Rockford in May 1982.

effect on June 1 of that year. With the stated goal of attaining a wage scale with a “50-cent differential between Local No. 23 and the average (scale) between Chicago locals No. 130 and No. 597,” the contract ultimately provided journeyman wages during its third year of \$15.41 per hour from June 1, 1980, through May 31, 1981, and total fringe benefits of \$1.80 per hour that encompassed 65 cents for healthcare, 95 cents for pensions, 10 cents for training and 10 cents for the Industry Fund.

MOVING INTO NEW HOMES DURING A DIFFICULT PERIOD

The 580-strong Local 23 membership decided it wanted a union hall and offices of its own as the local entered another new calendar decade, so in 1980 the local purchased, renovated and moved into a building at **4623 Boeing Drive** in Rockford.

The following year, the local ended its participation in an 11-day strike by area union construction tradesmen on June 12, 1981, when it reached a deal on a one-year contract with its three piping-trades

contractors associations (whereas other unions negotiated with the Northern Illinois Building Contractors Association). After the local's membership ratified the agreement on June 17, their total journeyman wage-and-benefits pay package increased \$1.50 from \$17.21 per hour to \$18.71 per hour, a raise of 8.7 percent.

But the worst economic downturn in the United States since the Great Depression of the 1930s, which lingered from July 1981 to November 1982, again crippled Rockford and its construction industry. And again, Local 23 had work on the Byron Nuclear Generating Station on which to lean, with Business Agent Schiavo even essentially echoing in the December 31, 1982, *Rockford Register Star* the sentiment he had expressed in another newspaper half a decade earlier: “Members of our union have been fortunate to have the Byron nuclear power plant to provide employment, but if we did not have that, we would have about 70 percent unemployment.”

Regardless, Local 23 was proactive in its efforts to provide for and protect its members and their livelihoods during that period of high unemployment. In one shining example,

the local supplied \$501,000 from its Pension Fund to help finance the construction of the five-building, 148-unit **Halsted Woods Condominiums** development on Rockford's northwest side. “With the economy the way it is in Rockford, there are an awful lot of building-trades union members out of work,” Brother Schiavo explained in the December 31, 1982, *Register Star* after groundbreaking ceremonies the previous day. “With this project, we’ll be putting a lot of them back to work, plus earning a good return for our pension fund.”

As work picked up again and the local subsequently grew to more than 600 members during the second half of the 1980s, by 1989 it covered a jurisdiction that encompassed the Rockford area; Winnebago County; Boone County; Ogle County; Carroll County to Route 78 including Mt. Carroll, Illinois; Stephenson County; and Jo Daviess County “except for the area in southwestern Jo Daviess County that is known as the Savanna Ordnance Depot.”

That year, the local gained a new, two-year working agreement with the Northern Illinois Association of Plumbing, Heating and Cooling Contractors; the Mechanical Contractors-Rockford Association; and the Northern Illinois Refrigeration Air Conditioning Contractors Association that went into effect on June 1, 1989, and continued through May 31, 1991. The contract increased the local's basic journeyman rate to \$20.58 per hour for the first year and to \$20.88 per hour beginning June 1, 1990, for the final year. It also fixed employer contributions for the first and second years, respectively, for healthcare at \$1.38 and \$1.48 per hour; for pensions at \$2 and \$2.10 per hour; and for training and the Industry Fund at 10 cents per hour.

But the United States entered another recession in 1990 that lasted 8 months through March 1991 and was marked by high unemployment. With the Byron Nuclear Generating Station having been completed in



The 1985 Local 23 member softball team.



Local 23 retirees (left to right) Ray Shook, Floyd Eckman, Anthony DiGiovanni, Thomas Johnston, Clarence Gustafson, Nels Crane, Charles Mandeville, James Ives, Laverne (Andy) Anderson, Raymond Whittington, Peter J. Scibona, Robert Crouse, Laverne Kubly, Robert Wenger, Earl Garman, Ellsworth (Ozzie) Jensen, Ermel Hathaway, Joseph Boyle and Albert (Bud) Entwistle gathered during the local's annual picnic in 1989.

1987, by March 1991 about 100 of Local 23's 500 active members were out of work.

Coming out of that downturn, Local 23 went on strike against the Piping Industry Council of the Rockford Area after its contract expired at midnight on May 31, 1991, and no new wage scale had been settled in a new agreement, with the union asking for raises to its \$24.66 hourly wage-and-benefits package of \$1.30-per-hour for each of the following three years while the council was offering only 95 cents per year. The week-long work stoppage ended when the two parties reached an agreement on June 8 for a new contract with some wage concessions from the local but improved working-condition language.

The local then grew steadily over the next five years, reaching a membership of about 750 plumbers, pipefitters, refrigeration techs and apprentices by 1998. That year while celebrating its 50th charter anniversary, the local looked back on a first half-century in which it was instrumental in building and maintaining the three major hospitals in Rockford, the Chrysler plant in Belvidere and the nuclear generating

station in Byron, as well as a multitude of homes, schools and commercial and industrial sites.

To help ensure its relevance during its next 50 years and beyond, in July 1998 Local 23 began building a modern, new, \$2.5-million union hall, offices and training center facility just north of its existing headquarters on Boeing Drive, which would help it accommodate its expanding membership and training programs and a growing number of people who were seeking to enter the piping trades. "We've just totally outgrown our space," **Business Manager Ted Hartman** said at the time in a July 23, 1998, *Register Star* article reporting on the groundbreaking for the building that day. "We have too many people to train."

The local's administration, training program, funds offices and roughly 800 members moved into the new, 21,000-square-foot **Local 23 Union Hall and Training Center** at 4525 Boeing Drive on June 1, 1999. *(Since that time, the building has been expanded with two new additions totaling an additional 10,000 square feet of space.)*

SUPPORTING MEMBERSHIP THROUGH HIGHS AND LOWS

After weathering another nationwide recession in the early years of the new decade, the new 21st century and the new "Y2K" millennium that affected the United States from about March through at least November 2001, Local 23 enjoyed steady work into the second half of the 2000s. Among several key projects the local's members helped build during that time was the new, \$7-million, 3,279-seat **Rockford RiverHawks Baseball Stadium** in Loves Park, Illinois, that replaced the minor-league team's former home, Marinelli Field, when it opened May 31, 2006, for the home-opening game of a new season. *(The park has since been renamed Rivets Stadium as the home field of the Rockford Rivets, a collegiate summer baseball league team that replaced the minor-league Rockford Aviators team and its predecessor, the RiverHawks.)*

Construction of a 50-million-gallon-per-year ethanol plant in Rochelle, Illinois, beginning in 2004 was one of several other projects in its jurisdiction that provided manhours for the local's membership throughout the mid-2000s. The \$75-million **Rochelle Ethanol Plant** built

Local 23 members Patrick Mossey (left) and Denny Cabrera and his children ride in the local's float in the 1991 Rockford Labor Day Parade.

for Illinois River Energy, which converts corn to fuel, was completed in early 2007, after which members were put to work expanding the facility later that same year to an annual capacity of 133 million gallons. *(The plant would be acquired by CHS Inc., North America's leading farmer-owned cooperative, in June 2014.)*

When not employed within their own jurisdiction during that time, many Local 23 members were utilized by numerous sister U.A. locals to work on maintenance, upgrade and refueling "outages" at power plants within their respective jurisdictions. Those often included the Braidwood Generating Station, a nuclear power plant in Will County in northeastern Illinois, and the Dresden Generating Station, a nuclear power plant in Grundy County also in northeastern Illinois.

Residential work also provided manhours for Local 23 plumbers in the mid-2000s. "We currently have 23 signatory contractors employing over 120 residential plumbers," **Business Agent Rick Beck** was even able to report in the local's November 2006 newsletter. "There are no residential plumbers on the bench at this time."



Local 23 members with 50 years of service to the United Association (beginning with second from left, to right) Albert Entwistle, Harvey Barlow, Earl Finnan and Dale Finch are flanked by Business Agent Noel Easton (far left) and Business Manager Ted Hartman (far right) after receiving their 50-year service awards during a ceremony on May 22, 1993.



A CARING MEMBER OF ITS COMMUNITY

Throughout its history, Local 23 and its membership have consistently contributed their time, resources and talents to a host of charitable causes and organizations, including recently (as pictured below, clockwise from top left): The Salvation Army's "Christmas In July" food drive in 2023, the "Heat's On" program in partnership with union-signatory contractors to repair furnaces for financially burdened households in 1993, the Local 23 Annual Golf Outing in 2021 to benefit the Nikolas Ritschel Foundation that grants wishes for young adults with cancer, and the Salvation Army's holiday food drive in December 2018.



The local then gained a new, three-year contract with the Piping Industry Council of the Rockford Area that went into effect on June 1, 2007, and provided total raises of \$2.55 per hour for each year of the agreement to increase the local's total journeyman wage-and-benefits package to \$50.76 per hour immediately; \$53.31 per hour beginning June 1, 2008; and \$55.86 per hour on June 1, 2009, at which time the base pay scale was set at \$37.20 per hour. Among several other provisions of the contract, it stipulated that the local and its contractors adopt the new U.A. **"Standard of Excellence"** that the union created in 2006 as policies for both labor and management to follow "to uphold the highest industry standards for quality in the workplace and ensure customer satisfaction."

Meanwhile, a refueling outage at the Byron Nuclear Generating Station in April 2007 and the start of a \$20-million renovation of the **Metro Centre** under a Project Labor Agreement (P.L.A.) with the **Northwestern Illinois Building & Construction Trades Council** (with which Local 23 is affiliated) later that summer helped stave off slowly increasing unemployment among the local's membership brought on with the completion of major projects such as the **Winnebago County Justice Center**, a **Lowe's Distribution Center** and the first phase of the Rochelle Ethanol Plant, as well as slumps in the area commercial and residential-housing markets. The start of the Rochelle Ethanol Plant 78-million-gallon-per-year expansion later that year under a P.L.A. likewise put several members back to work, as well.

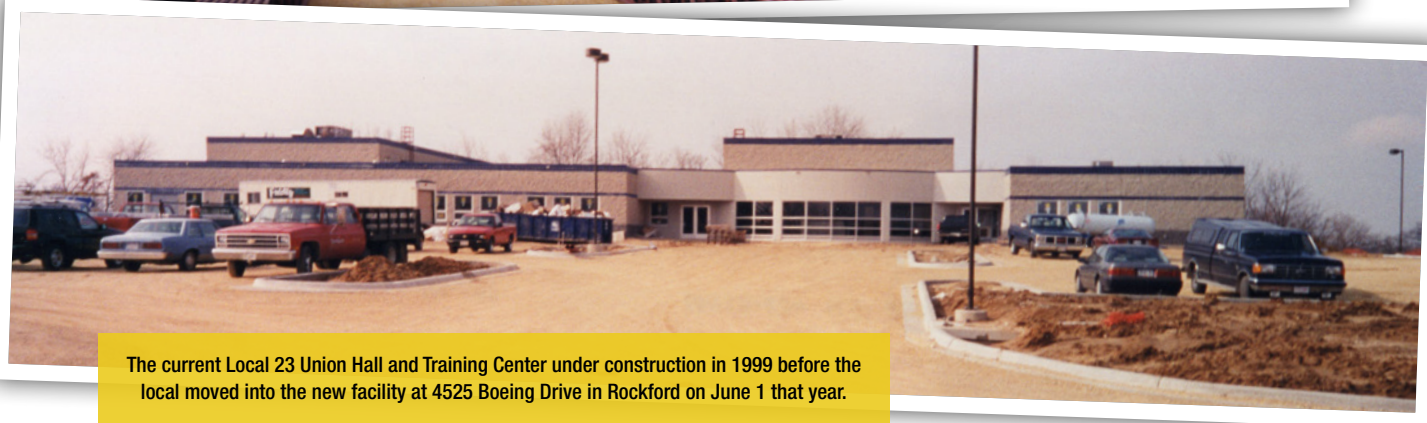


Union and public officials, including Local 23 Business Manager Ted Hartman (second from left), participate in groundbreaking ceremonies for the local's new union hall and training center building at 4525 Boeing Drive in Rockford on July 23, 1998.



But the Great Recession, a period of marked decline in the national economy from late 2007 to early 2009 that was triggered primarily when the U.S. housing bubble burst, after which home prices fell and homeowners abandoned their mortgages, stifled Local 23's momentum. The local's employment severely declined during that time, as construction work faltered while "employment in both residential and nonresidential construction declined rapidly during the recession," the U.S. Department of Labor's *Monthly Labor Review* later reported in its April 2011 issue.

In that setting, throughout the remainder of the 2000s **Business Manager Darryll Russell** regularly reported in the local's newsletter – named the *Journeyman Journal* beginning in December 2007 – that work within the local's jurisdiction "is still very slow." As such, the local continued to struggle with rising unemployment despite occasional respites in the form of refueling outages at the Byron power plant, including a September 2008 outage for which there was such a shortage of manpower that the local implemented its "Suspension of Benefits" rule to allow retired



The current Local 23 Union Hall and Training Center under construction in 1999 before the local moved into the new facility at 4525 Boeing Drive in Rockford on June 1 that year.

members to work there without incurring a loss of their pension benefits. Subsequently, at one point in June 2009 the local had 217 members on its "out-of-work list," representing 39 percent of its active membership, of which 44 were traveling to other locals for work primarily on nuclear-powerhouse outages, leaving 165 members, or 30 percent of the local's membership, without jobs.

With the sluggish working environment further exacerbated by increasing competition for jobs from non-union and out-of-town contractors, as well as other building-trades locals that had become more aggressive in performing work within the jurisdictional boundaries of the U.A., Local 23 responded in kind by increasing its picketing activity during the late 2000s to defend its work throughout its large jurisdiction. As a result, the local was able to "turn" several jobs from using non-union construction labor to union manpower including a new **Sonic Drive-In** restaurant in Belvidere and a new **All About Eyes** store in Rockford after successful rallies.

Local 23 also established a **Ways & Means Fund** in November 2009 to assist members who were "experiencing financial problems due to periods of long unemployment." The fund was available to provide loans of up to \$200 per month, not to exceed \$2,400 in a two-year period, for any member who had not worked within one month, which would be paid back only when the member was working full-time again.

RECOVERING ONCE AGAIN TO CONTINUE ITS MISSION

Record unemployment persisted into the new decade to such a degree that, with more than 200 members on its out-of-work list, in January 2010 Local 23 lifted its "Suspension of Benefits" for retirees so that more work at an upcoming Byron Nuclear Generating Station outage was available for

its active membership. "The retiree workforce provided a bridge that helped to make sure that we had enough U.A. members to cover the shutdown. That condition has not existed recently," Business Manager Russell explained in that month's *Journeyman Journal*. He further noted that sister U.A. locals were also "experiencing hardships" and, as a result, traveling work in their jurisdictions was also "very difficult to get."

Before the year was out, however, Local 23 members were afforded a \$1-per-hour wage increase to their existing contract effective December 1, 2010, to May 31, 2011. The raise boosted the journeyman pay rate to \$38.50 per hour for that period and its overall total wage-and-benefits package to \$58.12 per hour, which included \$10.38 per hour in Pension Fund and \$7.89 per hour in Health and Welfare Fund contributions.

After as much as 38 percent of its membership was unemployed at one time during the previous three years, the local was provided with a glimpse of recovery with continued outages at the nuclear plants and the beginning of construction of a large Chrysler Assembly Plant addition in the summer of 2011. After sending 175 members and U.A. travelers from other locals to work at Chrysler and while preparing for an 18-day outage at the Byron nuclear plant, Business Manager Russell declared in the local's September 2011 newsletter, "We are happy to report that work in Local 23's jurisdiction has turned around. Everyone that wants to work is working."

The local was also granted a new working contract by the Industrial Relations Council after it resolved negotiations between the local and its contractors following a hearing on July 7, 2011. The pact, which was retroactively effective to June 1, 2011, and continued in force through May 31, 2014, initially set the local's total earnings package for its journeymen at \$58.73 per hour and eventually pushed their





Local 23 members and their families march in the 2019 Rockford Labor Day Parade.

wages and benefits through a series of raises to a sum of \$62.58 per hour beginning December 1, 2013, over its final six months.

But “slow” work returned to the Local 23 jurisdiction in early 2012 and persisted over much of the next two years, during which as many as 162 members were on the local’s out-of-work-list at one point in May 2012. As in the past, the local was provided with breaks from the poor employment by outages at the Byron power plant and powerhouses under sister U.A. locals – however, the local was down about 80,000 total manhours at one time in 2013 over those at the same point in 2012.

Unemployment again began to ease beginning in the spring of 2014, pushed in part by construction of the new \$200-million **Woodward, Inc.**, manufacturing campus in Loves Park that began in 2012. The job for the energy-control and -optimization products

manufacturer for aerospace and industrial markets, which was founded in Rockford in 1870 before it moved its headquarters to Colorado, would feature a 300,000-square-foot production plant and office center over 60 acres, which Woodward named its **Rock Cut Campus**, when it was completed in June 2015 with the contributions of more than two dozen Local 23 members.

Furthermore, as of March 1, 2014, the local again had a residential contract with a reduced wage scale for housing work. “We are hoping that the new rate will help our contractors and members obtain more work in the residential market,” **Business Agent Bob Wooden** announced in the April 2014 *Journeyman Journal*, while also noting that during the previous year in the Rockford/Winnebago County area, 26 new homes were built with non-union labor while only six were built with union craftspeople.



Then another new working agreement for the local’s construction plumbers and pipefitters that was in effect for three years beginning June 1, 2014, increased the “building trades” journeyman base wage rate to \$43.10 per hour. It also set hourly contributions for health and welfare at \$8.22, pensions at \$11.29, training at \$1, education at 31 cents, the **Rockford Pipe Trades Labor Management Cooperative Council** at 6 cents and the U.A. International Training Fund at 10 cents – giving the local’s members a total wage package of \$64.08 per hour for the contract’s first year. Before the agreement expired on May 31, 2017, annual raises increased the total package to \$65.83 per hour on June 1, 2015, and then to \$67.83 per hour beginning June 1, 2016.

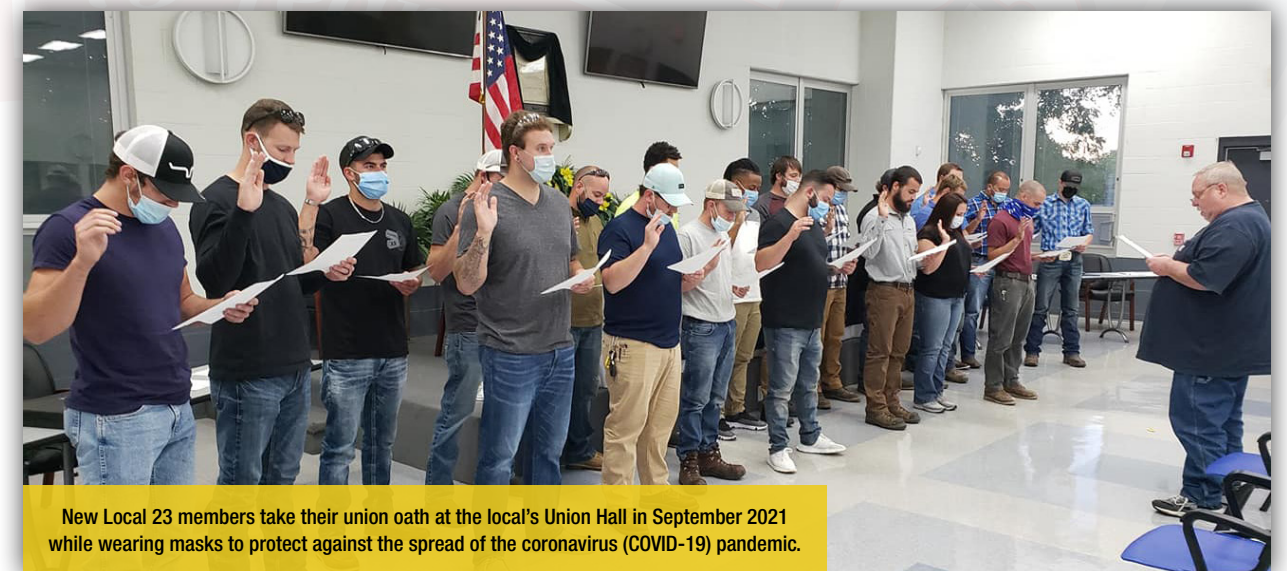
Following a summer of 2014 that was bookended by successful contract negotiations and a Byron powerhouse outage, Local 23 ended the first half of the decade on an upward trajectory with its members working on a range of projects that included two **Meijer** supermarkets in Rockford; the final stages of the Woodward building; and numerous smaller commercial projects and jobs at schools such as Forrester Junior/Senior High and Rochelle Central, Auburn, Guilford, West View and Spring Creek elementaries, as well as Rock Valley College.

Additionally, the local began prodding its members to recertify or receive their medical-gas certifications through its training department in preparation for the planned construction of a new hospital and a large expansion of another hospital in Rockford.

MAKING STRIDES ON WAY TO DIAMOND ANNIVERSARY

“The long-anticipated return of work to the area has finally arrived.”

With construction underway since June 2016 on Mercyhealth’s new, \$505-million, seven-story specialty women’s and children’s **Javon Bea Hospital** and adjacent adult and multi-specialty **Physician Clinic–Riverside** in Rockford and providing Local 23 members with employment along with a number of other jobs across its jurisdiction, Local 23 **Business Agent Tim Huff** was finally able to make that declaration in the October 2016 issue of the local’s *Journeyman Journal*. In fact, additional projects such as a \$80-million addition to **St. Anthony’s Hospital**, two new middle schools, three proposed hotels, two nuclear-plant outages, the addition to the area of three supplier companies for a new line at the Belvidere automobile factory, and multiple



New Local 23 members take their union oath at the local's Union Hall in September 2021 while wearing masks to protect against the spread of the coronavirus (COVID-19) pandemic.



LOCAL BUILT HEALTH CLINIC FOR MEMBERS

Local 23 constructed the new **Activate Healthcare Family Medical Center** on Colony Bay Road in Rockford and opened it in July 2017 to deliver primary and preventive care, chronic condition management and wellness services to its members and their immediate families. **Everside Health** has since taken over operation of the clinic.

The medical team at the Everside Health Rockford Clinic provides services tailored to the union's specific healthcare needs, such as free access to primary and routine care and health management; health coaching; generic prescription medications; routine lab work; comprehensive annual physicals; and school and sports physicals for dependents. All of the clinic's services are provided with no out-of-pocket costs or co-pays for Local 23 members.

The clinic is also the local's preferred collection site for Screen Safe drug testing, which helps keep those costs down.

projects for the **Rockford Park District** (the third-largest park-and-recreation system in Illinois) had the local once again focusing on its current manpower needs.

Along with the hospitals, which would open in January 2019, also near the top of its list of jobs for which Local 23 would supply piping craftspeople was the \$350-million retool of the Belvidere Assembly Plant for new owner **Fiat Chrysler Automobiles** to produce the Jeep Cherokee sport-utility vehicles there in 2017. Elsewhere, in September 2018 **Berner Food and Beverage** began building a massive, \$25-million, 675,000-square-foot warehouse and distribution center in the Rock 39 Industrial Park in New Milford, Illinois, using scores of Local 23 and other U.A. plumbers and fitters, as well.

The local's roughly 750 members and numerous U.A. travelers remained busy with work throughout the latter 2010s, as projects

continued and more jobs were started in the Local 23 jurisdiction while Rockford experienced a resurgence in construction. "Healthcare has been a major help, with all the projects the hospitals have going on," Local 23 **Business Agent Ryan Marshall** acknowledged in the April 2, 2018, *Register Star* while Mercyhealth and St. Anthony's together were employing about 100 members before they were completed that year. "The refueling of the Byron nuclear plant and the Chrysler plant remodel helped last year."

Added to the mix of projects supporting steady employment for the local's membership was the complete renovation of the abandoned, historic **Amerock Building** (also known as the Ziock Building and the Tower Building) in downtown Rockford beginning in April 2018 to convert it into the upscale **Embassy Suites by Hilton Rockford Riverfront** and its adjoining **Lawrence J. Morrissey Rockford Conference Center**. Originally the home to several manufacturing enterprises owned by William H. Ziock Jr. after it was built in 1913 and the headquarters of Amerock, a manufacturer of kitchen goods, in the 1940s, the \$87.5-million conversion of the 13-story structure was completed with abundant union piping labor before the new hotel welcomed its first guests on July 1, 2020.

As work continued into that year on a four-story women's and children's tower addition at **Swedish American Hospital**; the \$24-million Ogler County jail in Oregon, Illinois, for which ground was broken in April 2019; and wastewater treatment plants in Mt. Carroll and South Beloit, plans were also being finalized for construction of a new casino and many other projects slated to start in and around the city. Accordingly, Business Agent Marshall made a seemingly safe statement in the March 2020 *Journeyman Journal*: "We anticipate this year to be a good year for work in our area."

However, the coronavirus (COVID-19) pandemic, which first appeared in the United States in early 2020 and would claim the lives of more than 1-million Americans over the next two years, severely impacted Local 23 and the entire nation as shutdowns and social distancing became the norm to help stop the spread of the disease. To protect its staff and members, the local closed its offices to walk-in traffic and canceled meetings, training and events including the spring retirees bus trip, the Local 23 Charity Golf Outing and its annual summer picnic. Meanwhile, the local made certain that jobsites on which its members were employed were safe so they could remain employed as "essential workers" on key construction and maintenance projects such as outages at the Byron Nuclear Generating Station.

Local 23 officers and staff also worked with the U.A., its attorneys and local and state government agencies to procure any type of relief or information to assist members in need during the crisis. "Sadly, we are all going through something none of us have ever seen or experienced before and have little to no control of," Brother Huff, who had been elected business manager of the local in December 2017 and assumed the office the following month to replace Brother Beck, who was retiring after serving as business manager since 2012, wrote to the membership in the May 2020 issue of the local's newsletter.

As another consequence of the shelter-in-place mandate imposed during the pandemic, the local and its employing contractors were unable to safely meet to negotiate before their three-year collective-bargaining agreement expired on May 31, 2020. Therefore, to protect the well-being of both contractor and labor negotiators, the two sides were able to agree on a new, one-year contract that provided a pay raise for the local's journeymen of \$1.50 per hour and contained no language changes.



CROSBY IS LOCAL 23'S FIRST FEMALE OFFICER



After joining the Local 23 apprenticeship program in 2014 as the local's first new female member in 20 years, less than seven years later **Sister Carrie Crosby** became the local's first-ever female officer when she was elected its recording secretary in December 2020 and installed into the officer the following January. Sister Crosby, a former hairdresser, came into Local 23 after completing an apprenticeship-readiness course, the Illinois Highway Construction Careers Training Program, at Rock Valley College.

While serving her apprenticeship, Sister Crosby achieved numerous certifications in welding, valve and fusion, and she represented Local 23 in the 2017 Illinois State Pipe Trades Apprentice Contest. More recently, she has also served as a Local 23 delegate at the Illinois State Pipe Trades Convention multiple times and a delegate at the 40th U.A. General Convention as the first female to represent Local 23.

Finally beginning to emerge from the extraordinary crisis but with well over 100 members on its out-of-work list, Local 23 was able to open its offices and training center by August 3, 2020, with state-mandated provisions remaining in place in order to protect its members, staff and apprentices.



As such, anyone entering the local's facilities was required to wear a mask, sanitize and have his or her temperature taken.

Further approaching a full return to normalcy as the pandemic continued to subside, after the local and its contractors decided in May 2021 to submit their stalled negotiations for a new contract to the Industrial Relations Council for arbitration on June 28, the two parties instead reached an agreement on June 25 that the local's membership voted on July 19 to approve without any amendments. The new, five-year contract provided a 3-percent raise to the local's total wage-and-benefits package for each year, which gave its journeymen a \$52.20-per-hour

base pay rate beginning June 1, 2022, and into its 75th anniversary year of 2023. The pact also increased "stand-by" pay for service work and tool allowances and included language to help the membership grow in the future.

Employment opportunities for members in the Local 23 jurisdiction also increased as the year progressed, including work at the **General Mills** specialty-foods manufacturing plant in Belvidere by the summer of 2021, and continued to escalate throughout 2022 and into 2023. Leading the persistent surge in available manhours were spring outage projects at the Byron power plant and a plethora of work on schools.

Then, with Local 23 beginning preparations to celebrate its 75th charter anniversary on September 1, 2023, excavation crews broke ground early that year for construction of the new **Hard Rock Casino Rockford**. Soon after, union plumbers and fitters from the local were on site to help build the \$300-million, 180,000-square-foot venue and its 65,000-square-foot casino, multiple restaurants and live-music hall for its grand-opening target date of Labor Day 2024.

By that time, Local 23 will have launched into its next three-quarters of a century, having made an indelible mark on Rockford and the Northern Illinois region during its first 75 years. Undeniably, its pride for and dedication to the piping crafts and the union piping industry that sustained the local throughout that time will carry it into its future and beyond, with a continued and increased focus on service and training of the most exceptional workforce of plumbing and pipefitting craftspeople and heating, ventilation, air-conditioning and refrigeration (HVACR) technicians in the local's jurisdiction of Winnebago, Stephenson, Boone, Ogle, Jo Daviess and portions of Carroll counties in the Prairie State. ●



Local 23 members (left to right) Todd Jacobs, Shawn Rose and Gabe McKee work at the 104-year-old Nelson Carlson Mechanical piping fabrication shop in Rockford in 2023.





IN MEMORIAM

We fondly remember these Local 23 members who have passed before us ...

Real Roy January 8, 1998	Grover Gilbertson August 24, 2001	Lowell Herbert April 15, 2004	Lloyd Nelson February 4, 2006	Thomas Randall November 25, 2008
William Schwanke February 8, 1998	Burt Wilhelmi October 31, 2001	Thomas Burrows May 1, 2004	George Goral February 11, 2006	William Randecker November 27, 2008
Olen Eller July 5, 1998	Leonard Troha January 10, 2002	James Wax October 31, 2004	Clifford Berryman March 13, 2006	Roger Kaisi February 13, 2009
Frank John Dougherty August 1, 1998	Dennis Meeks March 9, 2002	Ralph Awender November 23, 2004	Robert White, Jr. August 16, 2006	Orville Tabbert May 9, 2009
Melvin Leitzen August 3, 1998	Phenie Petta, Sr. April 2, 2002	Richard Aeling November 26, 2004	Raymond Shook August 18, 2006	Richard Jaenecke May 28, 2009
Robert Whiteford October 11, 1998	Henry Voorvart April 23, 2002	Craig Bicker January 14, 2005	Michael "Mick" Sornsin October 26, 2006	Spencer Jensen June 7, 2009
George Russell, Sr. December 22, 1998	Elton "Topper" Randall June 25, 2002	Louis Giancesin January 31, 2005	Robert McIntyre November 15, 2006	Paul Miller June 24, 2009
Richard Herlugson June 9, 1999	Alfred Gillespie September 27, 2002	Roger Eiseman February 17, 2005	Jerry Lester February 14, 2007	Richard Lindsay June 29, 2009
John Dennis Murphy August 26, 1999	William "Bill" Harris October 8, 2002	Merrill Peters March 26, 2005	Richard Hodapp March 3, 2007	Lee Jacobsen July 1, 2009
Chad Sacker November 4, 1999	Glen Rohr October 29, 2002	Thomas Kaylor April 26, 2005	Claude Ryer April 29, 2007	Wayne Diddens September 30, 2009
Vernon Barger April 23, 2000	Ralph Jensen November 10, 2002	S. Clay Bowman May 20, 2005	Clayton "Punch" Belongia May 13, 2007	Wayne Krueger October 26, 2009
George Loser June 23, 2000	Fred MacAdam November 26, 2002	Robert Adams May 22, 2005	Austin Hendrix June 16, 2007	Joseph Swinbank April 26, 2010
Robert Harris August 3, 2000	John Roberts March 11, 2003	Peter Pepitone June 1, 2005	Ronald Krueger August 30, 2007	Dan Barlow September 12, 2010
Robert Bardell September 16, 2000	Joseph Hille May 7, 2003	James Smith June 14, 2005	Earl Baker October 4, 2007	Richard Askeland September 20, 2010
Ralph Hull September 23, 2000	Andrew Stevenson June 10, 2003	James Ives June 23, 2005	Delmer Harp November 18, 2007	Donald Krafft November 8, 2010
Harvey Barlow October 24, 2000	Gerald "Jerry" Kundo September 6, 2003	Virgil Burden July 13, 2005	Howard Lindquist December 16, 2007	James Kincaid January 8, 2011
Wayne Yagla November 8, 2000	Fred Suddarth October 30, 2003	Eugene Wallin September 27, 2005	Earl Garman March 13, 2008	James Thompson March 24, 2011
John Statdfeld, Sr. January 30, 2001	Allan Cain November 15, 2003	Frank "Ted" Hill October 25, 2005	Douglas Renton May 13, 2008	Roger Swanson May 6, 2011
Roger Johnson March 14, 2001	Walter Johnson November 21, 2003	Denny Cabrera November 15, 2005	Lester Bauman July 30, 2008	Allen Craig November 4, 2011
James McCarren July 26, 2001	James Pederson, Jr. December 9, 2003	Lawrence Best December 17, 2005	Alfred "Whitey" Steward August 31, 2008	Larry Anderson November 21, 2011
		Brian Easton January 30, 2006	James Doherty September 30, 2008	



Jeffrey Greenberg November 30, 2011	Richard Brunson November 24, 2013	Dale Upstone March 22, 2016	Dennis Hendrix November 7, 2018	Ronald Degenhardt May 24, 2021
Arthur Schiavo December 12, 2011	Carl Johnson November 30, 2013	John IIs March 26, 2016	Clarence Meadowcraft March 9, 2019	Charles Finch July 12, 2021
Paul Mickley December 21, 2011	Gerald Carlson January 14, 2014	Steve R. Swanson July 4, 2016	Thomas Segalla April 26, 2019	Fred Carlson July 16, 2021
Terry Brown December 27, 2011	Dean Plumb August 8, 2014	Leonard Hoover August 24, 2016	Richard Rieff May 17, 2019	David Price August 5, 2021
Michael Rossi January 15, 2012	Harold Richards September 10, 2014	Roger Yuccas August 25, 2016	Joseph Gillespie July 1, 2019	Kenney Lindsay September 5, 2021
Raymond Whittington January 26, 2012	Paul Gilligan September 13, 2014	Daryl Grennan September 13, 2016	Mitch Giancesin July 25, 2019	Julio Sepulveda September 25, 2021
Michael Guzzardo January 28, 2012	Winston Lester September 24, 2014	Robert Wenger October 3, 2016	Fred Walters November 25, 2019	Floyd Lanning December 6, 2021
Donald Stevens March 10, 2012	Jerome Strohacker November 7, 2014	Raymond Knutson January 20, 2017	Dennis Schellschmidt November 27, 2019	Getheridge Lester December 22, 2021
Roger L. Johnson March 20, 2012	Ray DiMarco December 3, 2014	James Lingelbach March 19, 2017	Richard Carlson January 12, 2020	Robert Gray January 17, 2022
Dale Finch April 1, 2012	Gary Lee December 19, 2014	Frank Blum June 4, 2017	Robert Bruski January 16, 2020	Thomas Harmon February 9, 2022
Charles Cooksey April 5, 2012	Roger Carlson December 28, 2014	Phenie Petta July 12, 2017	Bob Hastings, Sr. February 16, 2020	Thomas Frederick March 5, 2022
Gregg Wadsworth May 16, 2012	Gerald Rausch January 7, 2015	Jim Pena August 2, 2017	John DiGiovanni February 23, 2020	Ronald Ortberg March 14, 2022
Bernard Ammon May 21, 2012	William Moore January 28, 2015	Ron Easton August 3, 2017	Richard Vuttera March 25, 2020	Gary Silbaugh June 15, 2022
Gerald Nighswonger July 23, 2012	Eric Singer March 7, 2015	William Sabin August 28, 2017	James Carlson May 19, 2020	Daniel Burd June 29, 2022
David St. Angel September 25, 2012	Monty Dietmeier March 10, 2015	William Finnan September 8, 2017	Ned Friel June 17, 2020	Thea Wiseman August 19, 2022
Lowell Ludens October 15, 2012	Gene Johnson, Sr. May 8, 2015	Robert Conant October 5, 2017	Richard Weigle August 13, 2020	Roy Garland September 21, 2022
Laverne Taft November 3, 2012	William Smallwood May 17, 2015	Richard Spanger November 20, 2017	David Shurley September 1, 2020	Dennis Davis November 19, 2022
William Neal December 16, 2012	John Huber June 16, 2015	Harvey Gustafson December 30, 2017	Charles Fuller November 27, 2020	Mark Finnan January 4, 2023
William Randle January 10, 2013	Robert Crouse June 24, 2015	Gene Johnson, Jr. February 15, 2018	Bill Carson January 1, 2021	Elmer Zastrow May 6, 2023
Craig Perry March 27, 2013	Carl Glass July 2, 2015	Primo Tanaglia May 31, 2018	Leroy Ceroni January 30, 2021	Edward Beck May 16, 2023
David Crane July 19, 2013	David Mishmash July 6, 2015	LaVerne Andersen June 13, 2018	Brian Haijenga February 11, 2021	Noel Easton June 7, 2023
Stanley Nelson September 10, 2013	Robert Metters January 23, 2016	Leroy Adams July 29, 2018	Michael Ainsworth April 29, 2021	Martin "Ron" Erner July 11, 2023
Timothy VanHorn November 8, 2013	Donald Randecker February 20, 2016	Russ Radke August 31, 2018	Joseph Gile May 22, 2021	



U.A. LOCAL 23 MEMBERSHIP YEARS OF SERVICE TO THE U.A., 2023

71 Years

Cote, Bert J.

69 Years

Fiorello, Joseph

65 Years

Hafstedt, Parker W.

62 Years

Morrow, Robert D.

61 Years

Blex, Jimmie D.

Krause, David L.

60 Years

Holz, Paul W.

59 Years

Painter, Raymond T.

Weis, John E.

58 Years

Harkness, Robert L.

McKay, Larry L.

Miller, Donald L.

O'Sullivan, Joseph J.

Seuring, Gene E.

57 Years

Gallagher, Dennis M.

Lee, Carlyle

Lester, Chelsie D.

Winters, James E.

56 Years

Block, Thomas C.

Falgatano, Robert C.

Gustafson, Clarence R.

Hartman, Ted L.

Marshall, John A.

Seymour, Dayle D.

55 Years

Eckman, Michael T.

Hill Jr., Leonard S.

Kubly, Harold R.

Lindgren, Sven O.

Nelson, Dennis A.

Prentice, Claude J.

Sherbon, Paul E.

Strom, Bruce

Sturges, Robert

Wanstrom, Barton C.

54 Years

Angell, Stephen A.

Brown, Steven L.

Buell, Webster C.

Bumbard, Michael C.

Carlson, Carl I.

Caudle, Richard W.

Dejong, John

Finch, Steven T.

Frericks, Eugene H.

Geiken, John J.

Girardi, Michael S.

Hand, Bruce L.

Kuntzelman, Gary D.

McConville, Thomas B.

Reed, Oliver L.

Scherbinski, F. James

Smeltzer, Gregory L.

Walker, Tony M.

Western, Melvin E.

53 Years

Anderson, Randal L.

Conkrite, Michael C.

Larkin, Daniel J.

Owen, Steven J.

Rienstra, Leo B.

Serrao Jr., Frank G.

Swanson, Douglas C.

52 Years

Bliss, David E.

Grosch, Timothy L.

Saia, Jimmy Joe

50 Years

Anderson, Leroy S.

DiBenedetto, Russell D.

Girardin, Allen J.

Herramann, William C.

Heshelman, Gerald L.

Hultgren, Larry E.

Pearson, Kenneth C.

Russell, Darryll W.

Stewart, Scott A.

49 Years

Deblauw, David A.

Kruse, John

Moss, James R.

Palka, Stanley E.

Smith, Fred P.

Stassi, Joseph A.

Walikonis, Charles S.

48 Years

Berryman, Mark C.

Cortright, Rex D.

Flanders, Ronald W.

Hendrix Sr., David W.

Klock, Gary R.

Schiavo, Kevin L.

Underhill, Dan W.

Voss, Larry

Wells, Michael T.

47 Years

Nieman, Paul A.

Rumler, William L.

46 Years

Barlow, Jeffrie J.

Gill, Douglas J.

Glawe, Charles W.

Lynn, Gerald P.

Nyen, Allen J.

O'Connor, Barry A.

Russell Jr., George E.

Stelter, Duane L.

Wilhelmi, Robert R.

Young, John

45 Years

Boeke, Scott C.

Bradt, Steven C.

Cacciatore, Timothy C.

Ortberg, Richard A.

Tripodi, Gary D.

Yagla, Larry D.

44 Years

Alfano, Domenic J.

Behlke, Keith A.

Bragg, Les C.

Easton, Thomas M.

Esparza, George

Fellenzer, David J.

Fetters, Dana R.

Green Jr., Truman A.

Grimm, Christopher J.

Hill, Harold J.

Hunefield, Gerald C.

Kowalewski, Jeffrey S.

Lindsay, Gregory J.

Lutzow, Lonny G.

Marshall, Paul H.

Mishmash, Scott D.

Pedrick, Ralph F.

Richards, Dennis C.

Richards, James A.

Sarbacker, Richard A.

Smith, Larry F.

Statdfeld Jr., John E.

Vojtech, Thomas F.

Wadley, Michael W.

Wooden, Robert J.

43 Years

Fane, Jerry L.

Flynn, Leonard N.

Henry, Frank B.

Lease, Robert L.

Lindemann, Randall

Mackenzie, Peter H.

Moist, Gary L.

Myers, James J.

Newberry, Norwood

Pauletto, Eugene B.

Perry, Kurt D.

Rodriguez, Aurelio

Sawdey, James L.

Schobinger, Richard A.

Wyatt, Bifford J.

42 Years

Anderson, Rodney E.

Brown, Lee O.

Burns, Larry E.

Cacciatore, Peter S.

Cook, Brian D.

Griffey III, Alvin L.

Hastings Jr., Bob G.

Heller, Thomas R.

Johnson, Bruce T.

Lillie, James D.

McCarren Sr., Jerome E.

McCarren, Joseph C.

Miller, David L.

Morrison, Richard L.

Poulos, T. John

Prehn, Peter J.

Russell, Michael A.

Smith, Jack R.

Vanvelzer, Richard G.

Wood, John B.

41 Years

Adams, Randall K.

Arriaga, Francisco J.

Brunson, Robin L.

Davidson, Jeff E.

Hastings, William R.

Wilson, Gary

Zweep, James J.

40 Years

Adee, John P.

Ballard, Dennis K.

Beck, Richard R.

Boyle, Nicholas J.

Cross, Larry B.

DiGiovanni, Darrell G.

Doherty, Edward P.

Faulkner, Ronnie S.

Gaul, James L.

Gustafson, Henning E.

Hoyle, John F.

Huber III, John E.

Johnson, James R.

Kowalewski, Diane E.

Lester, Gregory J.

Lindquist, Randy D.

McGlinn, Michael C.

McGlynn, Richard W.

Russell, Matthew M.

Seuring, Kent R.

Sherbon, Michael A.

Shull, Gary A.

Steffan, Raymond P.

Swinbank, Kenneth J.

Urbanowitz, James

Walters, Greg S.

39 Years

Bardell, Brian R.

Gessner, Jeffrey J.

Hastings, John A.

Lester, Geoffrey L.

Meyers, Steven D.

Reimer, Daniel A.

Suddarth, Russell S.

38 Years

Beck, Kurt A.

Heaslip, Daniel P.

Manson, Michael R.

Stock, David C.

37 Years

Easton, David H.

Fiorello, Joseph J.

Lee, Steven R.

Ortberg, Dale W.

Schobinger, David B.

36 Years

Ferris, Todd A.

Harle, Richard E.

Higgins, Gregory A.

Hodges, Randall S.

Kachmar, Joseph H.

Nelson, Paul A.

Pickel, Michael P.

35 Years

Hastings, Richard G.

Nagel, Drew A.

Reeverts, James S.

St. Clair, James M.

Torine, Larry L.

34 Years

Farrar, Dwayne E.

Rongere, Joseph D.

Stevens, Lester G.

33 Years

Angell, Matthew S.

Ballard, Brian E.

Brewer, Jason L.

Castillo, John A.

Crawford, J. Jeff

Ditto, Michael J.

Doherty, Brian K.

Fuehrer, Jeffrey S.

Johnson, Charles M.

Lee, Tony S.

Lester, Mark D.

Lingel, Randy G.

Scorsolini, Maurice

Swanlund, Jeffrey P.

32 Years

Dunlavey, Brian A.

Graham, Shawn R.

Palka, Jarid M.

Piske, Jeffrey A.

Ross, William R.

Rowe, Oattie W.

Santiago, Efrain F.

Sherbon, Anthony T.

31 Years

Brown, Thomas C.

Hendrix Jr., David W.

Lee, Kevin C.

Nelson, Todd H.

Warner, Kevin P.

Webster, Terrance D.

Youngberg, Richard A.

30 Years

Holder, Randy W.

Serrao, Eric L.

Sumler, Robert D.

29 Years

Alonzo, Bruce T.

Breit, Jim E.

Brockman, Paul L.

Davis, Michael L.

Dietmeier, Todd A.

Herramann, Timothy C.

Marshall, Ryan T.

Murray, Jason G.

Polizzi, Robert

Poole, Troy D.

Rose, Shawn R.

Sanford, Jason A.

Smallwood, Tony L.

Thomas, Jeffrey J.

Thomas, Jon G.

28 Years

Akelaitis, Bradley J.

Beach, Kevin C.

Burns, Timothy P.



23 Years

Beach, Brandon B.
Bomkamp, Jared R.
Carlisle, Jason H.
Carlson, Matt M.
Costello, Keven J.
Craig, Gary H.
Crown, Jeffrey J.
Davis, Jeffrey G.
Davis, Scott A.
Eberle, Jeffrey T.
Genore, Jason J.
Greif, Matthew D.
Harkness, Daniel R.
Huenefeld, Matthew J.
Lindemann, Justin R.
Mcintosh, Eric G.
Miller, Joel M.
Spillare, Randy P.
Torola, Tim A.
Tranter, Anthony W.
Wells, Peter L.
Williams, Michael T.

22 Years

Barrick, Cale P.
Carr, Randall P.
Fadness, Nick
Guzzardo, Tony J.
Hensley, Ronnie A.
Hess, Keith M.
Huenefeld, Steve G.
Krell, Todd M.
Mead, Brett J.
Miller, Zachary M.
Montgomery, Patrick W.
Person, Eric E.
Reynolds, Jerry A.
Snyder, Troy E.
Suik, Brian M.
Troutman, Douglas E.
Urbanowitz, Nicholas A.
Viel, James E.
Waller, Chad A.

21 Years

Bainter, Travis R.
Boyden, Richard R.
Brandsma, Daniel W.
Carlson, Eric
Carr, Christopher A.
Chamberlain, Mark A.
Cunningham IV, E. Thomas
Davis, Darren R.
Davis, Troy D.
Deveirman, Brian M.
Domino, Paul E.
Earlywine, Thomas J.

Ferro, Daniel W.
Fiorenza, Joseph G.
Heyerdahl, Jason M.
Homeyer, Patrick M.
Johnson, Daniel L.
Luebke, Christopher W.
Marshall, Jarrett N.
Mathews, Jeremy J.
Montoya II, Joel
Murr, Trent P.
Putz, Michael R.
Ray II, Estel O.
Shull, Aaron B.
Smith, Carl J.
Swalve, Nathan A
Tworek, David L.

20 Years

Abrahams, Brian A.
Baker, Mike J.
Chennilero, Sam D.
Crome, Phil
Dunaway, Keith M.
Frautschy, Justin R.
Gellings, James R.
Graybill, Douglas R.
Haas, Scott A.
Hastings III, Bob G.
Johnson, Andrew M.
Maavich, Brian M.
Maavich, Mike D.
Miller, Jessie A.
Moring, Jeff L.
Nelson, Joshua R.
Patterson, Ryan L
Peters, Jonah S.
Shockey, Tex A.
Wood, Michael J.

19 Years

Capes, Chad E.
Grebener, Theron P.
Griffin, Keith W.
Howe, Donald R.
Hoyle, A.J.
Leombruni, David M.
Mathison, Mark D.
Schairer, Darrin J.
Sellers, James E.
Sterbenz Jr., Donald J.
Witt, John R
Wolf, Jerry H.

18 Years

Alber, Mark G.
Anthony, Keith B.
Bogdonas, Paul Q.
Brandt, Bevan J.
Buerkle, Ben A.

Chernick, Bill
Crandall, Ryan T.
Fruit, Jason C.
Fultz III, John D.
Hess, Kenneth A.
Holcomb, Jerney D.
Larue, Timothy R.
Lipovsky, John A.
McCleary, Joshua L.
Redieske Sr., Ray V.
Revelle, Joshua J. L.
Russell, Ryan A.
Seaton, Shawn M.
Thompson, Michael J.
Tracey, Ryan J.
Wilhelmi, Bryan W.

17 Years

Abrahams, Bruce D.
Beck, David H.
Broge III, Arthur G.
Buss, Erik O.
Carlson, Christopher A.
Finnan, Matthew W.
Hutchinson, Michael J.
Ils, Henry T.
Klingenmeyer, Paul D.
McCollom, Aaron M.
Poncek, Kenneth T.
Toelke, Craig R.
Whalen, Paul M.
Wolff, James J.

16 Years

Adams, Thomas M.
Cox, Brian J.
Davis, Aaron J.
DeGroot Jr., Kenneth E.
Huber IV, John E.
Kinney, Michael J.
Labelle, Dirk A.
Long, Ryan E.
Luepkes, Thomas E.
Raders, Tyler A.
Renton, Brian J.
Ristau, Daniel R.
Sainsbury, Todd W.
Sandman, Joshua J.
Smith, Daniel S.
Stoddard, Bryan M.
Storey, Winston J.
Thommen III, Glenn R.
Tillman, Terry N.
Woodman, Christopher S.

15 Years

Frazier, James H.
Heath, Mick R.
Moore, Robert L.

Nevdal, Luke R.
Ortberg, Jacob C.
Smith, Joseph M.
Steder, Jacob P.
Wichman, Kyle R.

14 Years

Day, Christopher L.

13 Years

James Jr., Steven C.
Schwandt, Daniel A.
Yohnka, Jeb S.F.

12 Years

Bier, James E.
Cannova, Joshua A.
Cervantes, Eric
Cogan, James R.
Enna, Christopher J.
Garnhart, Craig B.
Greif, David P.
Laursen, Aaron W.
Melenas, Mark J.
Nicholas, Scott P.
Widstrom, William J.

11 Years

Canciamille, Anthony R
Grosenick, Luke A
Hensley, Cole A.
Johnson, Alex M.
McCracken, Dustin J
Nelson, Andrew K.
Peterson, Steven R.
Sommerio, Randall S.
Sughrue, Ben J.
Terrones, Francisco
Zweep, Zachary J.

10 Years

Bagnuolo Jr., Michael A.
Baxter, Charles
Gardner, Josh J.
Mack, Adam W.
McCarren, Jerome E.
Mitchell, Dane M.
Nehring, Aaron J.
Pieper, Phil J.
Steingraber, Stephen J.

9 Years

Anderson, Keith J.
Balles, Kurt C.
Butler, Justin W.
Crosby, Carrie A.
Dill, Zachary D.
Finnan, Dylan J.
Hanson, Shawn W.
McClellan, Rachel J.
Meyer, Colton D.

Roop, Josh S.
Shumaker, Mason A.
Stearns, Bryce A.
Zweep, Dylan G.

8 Years

Beach, Andrew R.
Boney, Kaile M.
Burkhart, Quint T.
Burright, Brent M.
Capes, Theodore G.
Gamez, Maria G.
Johnson, Grant P.
Johnson, Nicholas M.
Klenz, Jason A.
Lender, Michael S.
Miller, Kody L.
Nesler, Ryan P.
Phillips, Donald W.
Stevens, Todd C.

7 Years

Alattar, Ahmed
Allen, Chet E.
Benefiel, Justin B.
Bratley, Joshua A.
Burke, Travis D.
Ceroni, Joshua S.
Dodd, Justin W.
Dusavage, David A.
Ellingwood, Corey D.
Giles, Nicholas G.
Huber, Jeb A.
Long, James M.
Mitchell, Clinton T.
Murphy, Timothy P.
O'Haver, Timothy M.
Orth, George W.
Risch, Austin C.
Sarabia, Jose R.
Sprague, Katlynn I.
Webster, Jonathon D.

6 Years

Albright, Craig A.
Altfillisch, Matthew J.
Blum, Frank D.
Bogdonas, Christopher T.
Brickson, Matt A.
Decker, Thaddeus J.
Didesch, Brian M.
Dillavou, Jeffrey A.
Dussing, Anthony J.
Falco, Matthew J.
Gabbard, Joseph M.
Gabbard, Paul D.
Gabbard, Thomas L.
Greene, Jarett S.
Hamilton, Andrew T.

Hawkinson, Michael A.
Henry, Ryan M.
Hodge, Kyle A.
Hutter, Travis C.
Hyle, Christopher A.
Jelnov, Sergey
Kettner, Jackson C.
Krause, Bradley A.
Lindquist, Blayne C.
Manalli, Jake M.
Rothmaler, Gustave C.
Scheider, Lane D.
Schubert, Andrew E.
Schubert, Jacob L.
Shippy, Justin
Simmonds, Kevin A.
Strohacker, Evan G.
Wallschlaeger, Austin L.
Young, Paul R.

5 Years

Bellows, Tyler T.
Bryant, Tyler S.
Butler, Trenton S.
Donaldson III, John V.
Drake, Cody M.
Farster, Clayton E.
Haas, Quinn D.
Hintzsche, Jonathan M.
Levertton, Michael C.
Lewis, Travis J.
Martin, Quinn A.
Mitchell, Matthew J.
Padron, Joey J.
Pedraza, Gabe P.
Rodriguez, Juan M.
Simmons, Zachary L.
Todd, Jaron D.
Williams, Decolieon T.
Wind, Blake W.

4 Years

Bates, Calvin C.
Beck, Jo E.
Belman, Adam M.
Cudney Jr., M. Andy
Doherty, Michael K.
Eberle, Kyle F.
Fore, Jason A.
Hall, Bryan A.
Hellwig, Mason J.
Hungerford, Mitchell L.
Janssen, Caleb J.
Johnston, Joseph M.
Kempel, Codi M.
Klepack, Alexander M.
Kuha, Jackson R.
Lask, Mitchell G.

Moore, Jordan G.
Nolan III, Robert E.
Szakatits, Jacob
Tracy, Samuel C.
Van Ness, Tyler B.

3 Years

Fiorenza Barnhart, Amy M.
Fish, Jeremy A.
Patterson, Timothy J.
Trimble, Joseph T.
Yeager, Brady T.

2 Years

Bertram, Bradley C.
Carlson, Shanna M.
Chernick, Luke A.
Coleman, Chad A.
Daniel, Noah P.
Dusavage, Scott J.
Giamalva, Bradley L.
Guy, Tyler W.
Haas, Cody M.
Haerterich, William T.
Haight, Gillian F.
Helms, Gage M.
Hess, Dakota N.
Kalina, Justin R.
Moss, Myles R.
Nieders, Cody A.
Raders, Caden M.
Rau, Corey J.
Sowell, Jordan D.
Tice, Brandon T.

1 Year

Ball, Jeremy S.
Bertrand, Thomas R.
Chipalla, Dominic W.
Cline, Timothy A.
Djordjic, Aleksandar
Dunkin, Douglas R.
Graceffa, Joseph P.
Hake, Hunter T.
Hanners, Benjamin L.
Haynie, Matthew L.
Knutti, Logan R.
Krise, Michael J.
Kubatzke, Christopher C.
Letsinger, Dylan M.
Lomas, Craig J.
Macdonald, Jared D.
Mathias, Tucker L.
Mitchell Jr., Rudy
Morgan, Easton
Navenma Jr., Eric D.
Nelson, Wesley A.
Nobis, Ashton S.
Olson, Brandon S.

Prenner, Sean A.
Sharp, Travis A.
Sportsman, Tonsen F.
Stringini, Ashley M.
Stringini, Mitchel D.
Suedbeck, Daniel J.
Tesmer, Tanner R.
Thomas, Derrick R.
Ware, Joshua A.

New Members

Abbott, Steven L.
Alderks, Kylee J.
Anders, James M.
Beam, Alexander J.
Brown, Logan A.
Coleman, Chad A.
Daniel, Noah P.
Dusavage, Scott J.
Giamalva, Bradley L.
Guy, Tyler W.
Haas, Cody M.
Haerterich, William T.
Haight, Gillian F.
Helms, Gage M.
Hess, Dakota N.
Kalina, Justin R.
Moss, Myles R.
Nieders, Cody A.
Raders, Caden M.
Rau, Corey J.
Sowell, Jordan D.
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Dunkin, Douglas R.
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Hake, Hunter T.
Hanners, Benjamin L.
Haynie, Matthew L.
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Kubatzke, Christopher C.
Letsinger, Dylan M.
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Macdonald, Jared D.
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Stringini, Mitchel D.
Suedbeck, Daniel J.
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Kalina, Justin R.
Moss, Myles R.
Nieders, Cody A.
Raders, Caden M.
Rau, Corey J.
Sowell, Jordan D.
Tice, Brandon T.
Jordan, Nathaniel R.
Korallus, Michael A.
Kowalewski, Justin R.
Macias, Joseph M.
Mercado, David G.
Meyer, Lane S.
Michaels, Zachary S.
North, Douglas T.
Ortiz, Jesus A.
Parrish, Brett M.
Pelcher, Jeremy M.
Perez, Edwin
Phillips, Keegan T.
Roman, Joseph A.
Rush, Jacob R.
Sasek, Ethan R.
Schiferl, Tanner J.
Schroyer, Randall R.
Sippel, Kerri E.
Smith, Shane S.
Stringer, Nathan R.
Stubbe, Jared A.
Tenorio, Jose S.
Thompson, Kennedy A.
Tisdale, Jesse L.
Wagner, Nicholas R.
Williams, Christopher R.
Wolf, Monty R.



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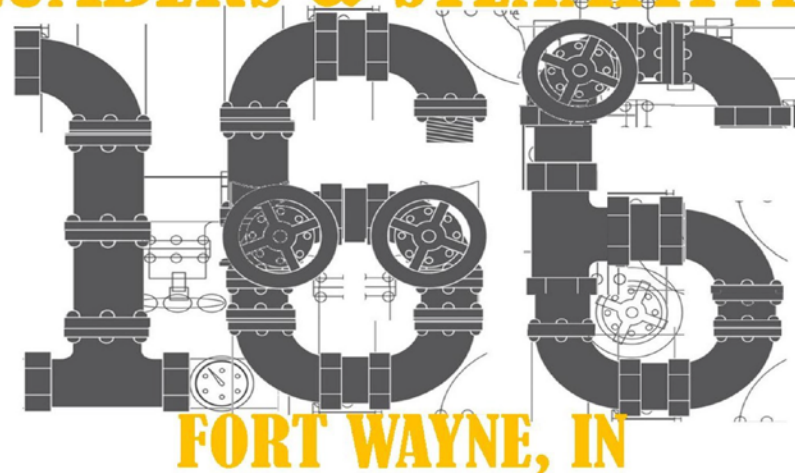
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Christopher Brown
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Les Zimmerman
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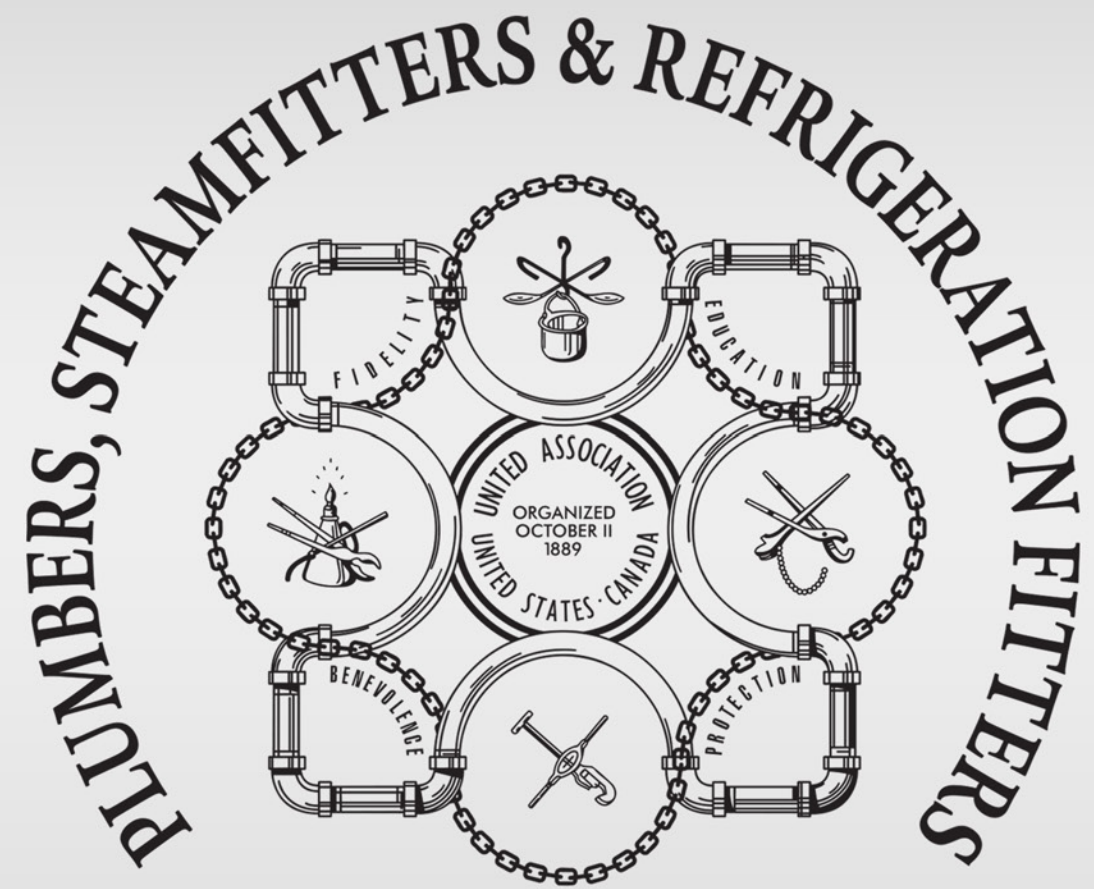
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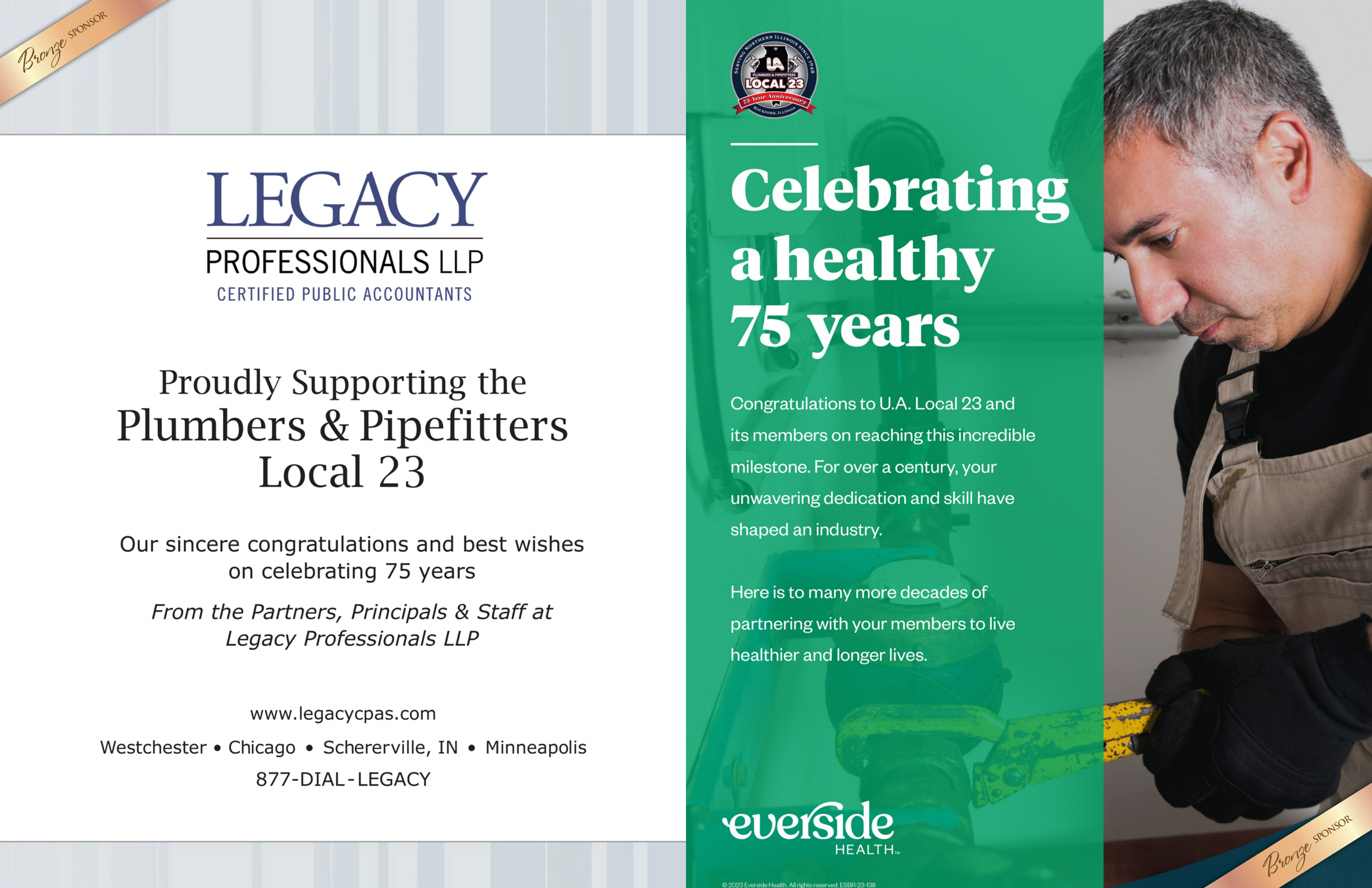
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From:

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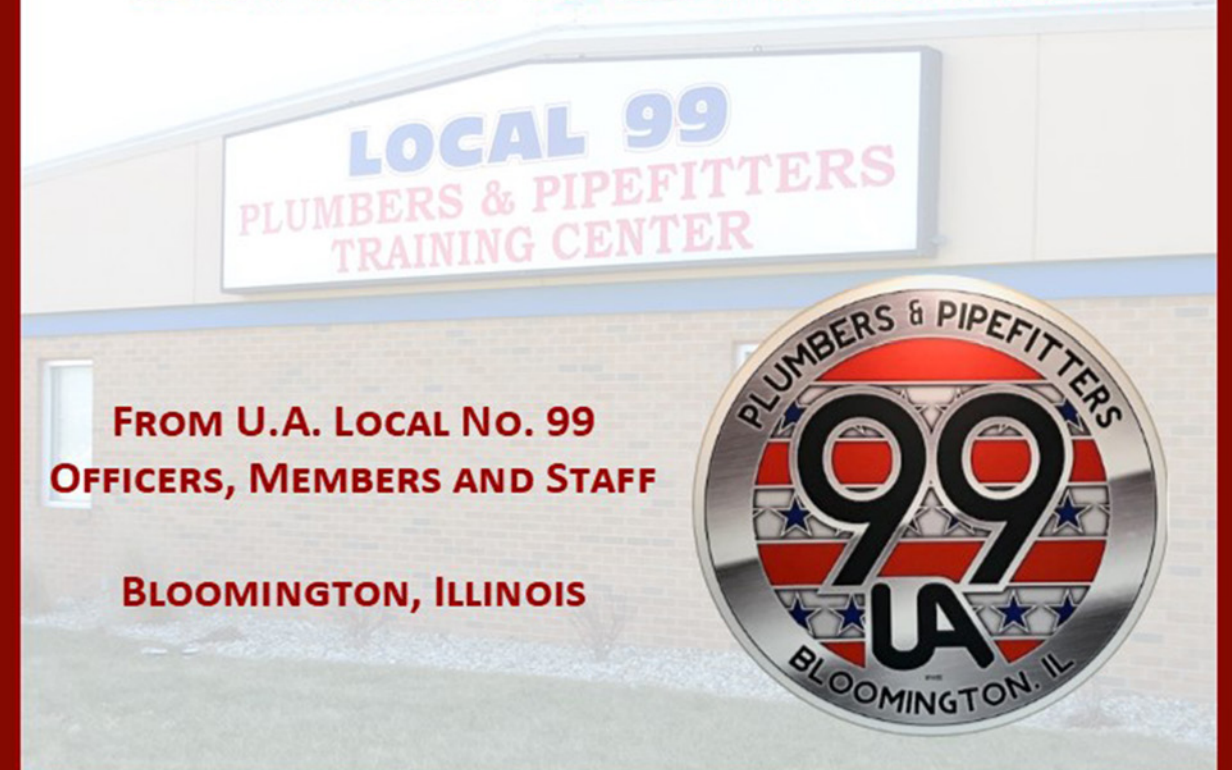
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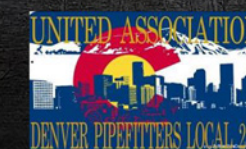


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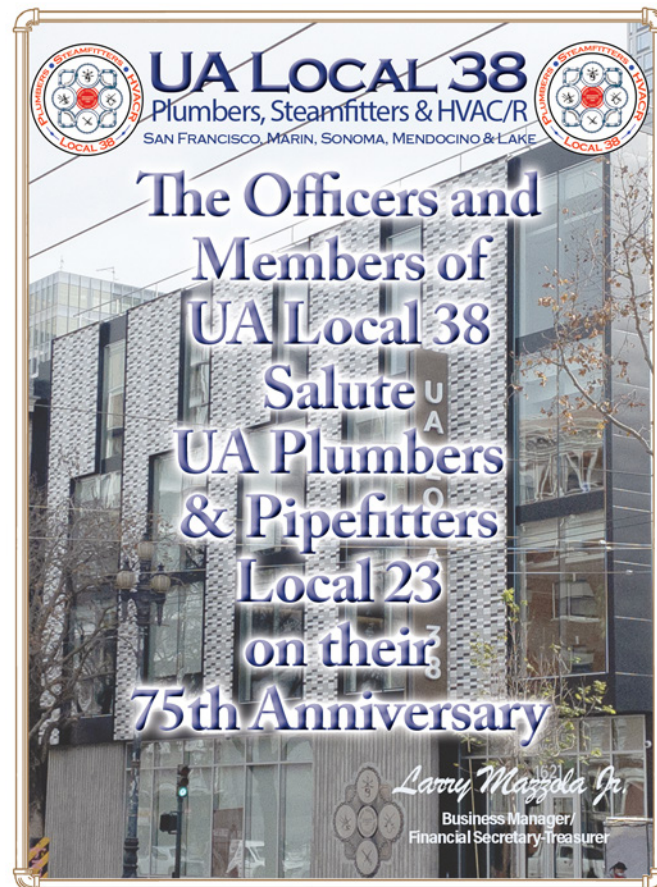


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