



INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS LOCAL NO. 18 • AFL-CIO

Business Manager Report

October 2023

Tony Gazzaniga

Work Picture

As it is every month, the work picture is relevant to each of us individually, depending on if you are employed or in some cases, under-employed. We continue to have between 30 and 40 mechanics on the open employment list and less than 5 to 10 apprentices. Additionally, we have around 60 Assistant Mechanics working. With the Fontainebleau in Las Vegas winding down, some layoffs are expected. San Diego is still putting members to work, and, in some cases, we are going to the new hire list to fulfill the requests for labor. Try not to be overly selective when offered a job and if you find yourself on the open employment list, continue to maintain your certifications and licenses, while improving your skills through Continuing Education. This should be a general understanding, but as Elevator Constructors, we must be willing to go where the work is. For those of us who are employed, turning in Job Location Cards, and watching for Article IV violations are ways to help get our brothers and sisters back to work.

IUEC 18 Stats

Mechanics 1871

Apprentices 523

Helpers 3

Total 2394

Probationary 116

Arbitration Settlement

Remedy Settlement for Arbitration Decision IUEC – 4 (55-3). While won this arbitration, but the arbitrator left some issues open regarding vouchers for the parties to remedy. This arbitration decision revolved around the issue for those employees who have selected the direct mail option of Article XI, System of Payment in our CBA, paychecks delivered by USPS. The arbitrator ruled on several issues the parties were unable to resolve when employees' paychecks were not received in accordance with Article XI, System of Payment of our CBA.

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iuec18.org



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Arbitration Settlement continued...

Issues:

- Kone employees did not receive their regular paycheck by their “regular payday.”
- Kone employees’ regular payday is on the following Wednesday of the payroll week ending date.
- Kone employees who do not receive their regular paycheck on or before their regular payday (Wednesday) shall be paid the following day by voucher.
- The employee’s word alone shall suffice as proof they did not receive their regular paycheck on or before their regular payday (Wednesday).
- Kone has 24 hours upon notification to pay their employee with a reloadable and reusable electronic voucher (“Live Check Card”).

If you have any questions, please call.

With that being said, we should all be paying close attention to our paychecks; keep accurate records and paper copies of what you have submitted. If a mechanic or supervisor is entering your time, you should also keep a paper copy of zone, expenses, and the hours you worked. If you find a discrepancy in your paycheck, in addition to contacting the person who processes your payroll, please contact us immediately. This also includes if the employer tells you they are correcting the error; this will assist us recognizing patterns of mistakes and will allow us to keep accurate records of the mistakes made by our employers. Lastly, please be aware that if your employer makes changes to the time you submitted, they must contact you with a reason. If this happens, please contact us immediately so we can ensure you are getting paid what is owed to you.

Grievances

We are currently waiting to hear the outcome of a grievance filed by Local 18 concerning traveling expenses and zone pay while performing periodic testing by service route mechanics. We expect to be reporting on this case soon.

EPT Funding

The Employment Training Panel (ETP) provides funding to employers to help upgrade the skills of their workers through training that leads to good paying, long-term jobs. The ETP was created by California State Legislature in 1982 and is funded by California employers through a special payroll tax.

On a recent trip to Sacramento, I was able to secure funding for the Southern California Joint Apprenticeship Training Committee (JATC) for the upcoming year. This funding has been an important factor in our efforts to improve our training facilities within Local 18 and has been used toward classroom upgrades where we provide NEIEP Training Courses in Glendora and San Diego. This funding has also been used toward welding labs, smartboards, and continues to be a valuable resource in maintaining our educational programs in Southern California.



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Belt Monitoring Devices

Please review this [Circular Letter](#) regarding Coated Steel Belt Monitoring. There have been reports of belt failures causing catastrophic damage to the elevator equipment. If unsafe practices continue, it is a matter of time before an accident involving our members or the riding public will occur. When this product was introduced in the industry, manufacturers estimated about a fifteen-year life span of these belts. We are in the period of the expected life span for many of these units, thus making your inspections critical. Furthermore, a belt monitoring device is required to be in place and operating properly. Do not compromise safety when faced with overriding any safety device, circuit, or inputs in a microprocessor.

Jobsite Safety

This past month, there have been two serious accidents involving injuries to Local 18 members on the jobsite. The injured members required immediate medical attention following the accidents and quite honestly, considering the nature of these accidents, we are extremely thankful to not be discussing fatalities.

When an accident occurs, it is common for people involved to be in a state of shock, have heightened thoughts going through their head and experience stress and trauma, but stress and trauma can also include those who are not directly involved with the accident. However, in all cases, if you witness an accident, the first instinct should be to get help for those who need immediate medical attention. When one of our members is injured or an accident occurs, we should follow this protocol:

Call 911 – Get emergency medical attention on site as soon as possible.

Call the hall – Having immediate representation is crucial to ensure members are receiving care, whether they are physically injured or not. Do not assume that your employer will contact the hall, as they usually do not.

Call your supervisor – You will need to report the accident to your supervisor, however, do not feel compelled to discuss anything until you have spoken with Union Representation and had an opportunity to process the incident. Know your Weingarten Rights; these are located on the back of all our business cards and are written out for you below. Screenshot this or save it to your phone. Additional information can be found at iuec18.org>Member Resource>Important Updates>Weingarten Rights.

Weingarten Rights of Union Members

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at the meeting.

Without representation, I choose not to answer any questions.



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NECPA

The National Elevator Constructors Political Action Committee (PAC) is funded through voluntary contributions from IUEC members. These PAC funds have been critical in supporting labor candidates and labor interests. If you would like to voluntarily contribute to NECPAC, fill out this [NECPAC form](#) and turn it into your employer.

Las Vegas Hall

As reported and approved by the body, Local 18 has begun the due diligence to purchase an office building in Las Vegas. Renovations will be geared toward meeting the standards to hold NEIEP classes and Area Meetings. Updates will be reported at next month's meeting.

4 – 10 Hour Days

When working in Construction or Modernization, we can work a 4/10-hour day workweek. The employer must contact the Union when a job goes on 4/10s. Please refer to Article VII and Article VIII(A) and contact a Business Representative when going on a 4/10 work schedule.

Upon written notification to the Local Business Representative, the company may establish hours worked on a job site for a four (4) ten (10) hour day workweek at straight time pay for Modernization work (Construction). It is agreed that the regular working day shall consist of ten (10) hours worked consecutively with an unpaid lunch period, between 6 A.M. and 6 P.M., four (4) days per week, Monday to Thursday inclusive or Tuesday to Friday inclusive. All employees on the jobsite shall work the same four (4) ten (10) hour day workweek schedule. Any work performed on a day other than the days established for the four (4) ten (10) hour day workweek and before and after 19 the regular working day where a four (4) ten (10) hour day workweek has been established, will be paid double the rate of single time.

Medical List

As a member, it is a requirement to keep the hall current with your status. With that, if you go out of work for medical reasons, you are required to contact the hall, as there is benefit paperwork that must be filled out. As a reminder, if you are out of work due to medical reasons, you are not required to pay local dues; by contacting the hall, the necessary paperwork will be completed, your status will be updated, and you could be entitled to an adjustment in your current quarter's dues. Lastly, once you are released to return to work, please provide the hall with a doctor's release note and we will update your status.



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Continuing Education

If you complete your Mechanic Exam after July 9, 2022, you must complete 8 hours of Continuing Education each calendar year, this includes mechanics who are on an Assistant Mechanic Agreement. NEIEP (National Elevator Industry Educational Program) has created an online course, and it is available at NEIEP.org. Please pay close attention to the instructions on the NEIEP website while choosing the course you would like to complete. Once you have completed the course, you will receive 8 hours of the local mechanic rate.

Union Picnics

Thank you to all who attended our Los Angeles and Las Vegas picnics. Both picnics had great attendance and we anticipate having a great turnout at our San Diego Picnic. This year, San Diego is returning to Santee Lakes; if you haven't had the opportunity to RSVP yet, [RSVP here](#).

Each year, we look forward to putting on these picnics for our members and their families to show our appreciation for the demanding work and sacrifices you make. Getting together outside of work and gathering our families is one of the ways we can strengthen the bond we have as Brothers and Sisters of this Union. We hope you enjoyed the Los Angeles and Las Vegas picnics and we look forward to seeing you at Santee Lakes on Saturday, November 4.

Veterans Day

This year, Veterans Day falls on a Saturday, therefore Local 18 will observe Veterans Day on Friday, November 10. As a reminder, Veterans Day is an IUEC Local 18 Paid Holiday, and all work performed will be at double time rate.

On Veterans Day, Saturday, November 11, we will be hosting a golf tournament fundraiser at the Wildhorse Golf Course in Henderson, Nevada. The fundraiser will benefit the Tunnels to Towers Foundation, a charity that assists veterans. The tournament is open to anyone who wishes to play and while there are still spots available, they are going fast, so register soon!

Upcoming Events

October 26: Blood Drive, Glendora Hall

November 4: San Diego Picnic, Santee Lakes Lake 5

November 11: Las Vegas Golf Tournament, Wildhorse Golf Club

Stay Safe

Tony Gazzaniga