

# MB

## MILWAUKEE BUILDING & CONSTRUCTION TRADES COUNCIL

# TC

LYLE A. BALISTRERI  
*President*

5941 WEST BLUEMOUND ROAD  
MILWAUKEE, WISCONSIN 53213  
PHONE (414) 475-5580  
FAX (414) 475-5590

®  14

March 13, 2003

To: The Honorable Members of the Finance and Personnel Committee of the Milwaukee  
Common Council

Dear Sirs:

I stand before you today in reply to a letter sent to my office and the offices of the Building and Construction Trades Unions represented by the Milwaukee Building and Construction Trades Council.

The letter dated March 5, 2003, from the Commissioner of Public Works, Mariano A. Schifalacqua, contained a request from the Personnel and Finance Committee indicating your "committee would like to know the racial composition of the membership and how many of your members are City of Milwaukee residents. We would greatly appreciate it if you could provide this information prior to the next meeting of the Finance and Personnel Committee. That meeting is scheduled for March 19, 2003."

For the record, I have collected some of the information requested as of this date. I will, however, be unable to collect all of the requested data before your March 19<sup>th</sup> meeting. I ask for your patience in this matter. For some local unions, this is relatively easy data to collect. For others it is not. Information on racial composition, which is kept by a local union, is voluntary. I do believe however, that the numbers give you a picture of diversity in the building and construction trades.

Steamfitters, Local 601, represents 2245 members in total. 316 live in the city of Milwaukee. Their EEOC reports that 159 of their members are African American, 38 are Hispanic, 9 are Asian or Pacific Islander and 54 are American Indian. They have 35 white female members, 12 African American females, 10 Hispanic and 1 Native American.

Heat and Frost Insulators and Asbestos Workers Local 19, represents 263 members over a 24 county area. 42 of these people live in the city of Milwaukee. 30 of them are white, 7 are African American, 4 are Hispanic and they have 1 Native American member.

The International Union of Operating Engineers, Local 139 has a statewide jurisdiction. They have a total membership of 8735. Of those members 117 are female, 115 are African American, 110 are American Indian, 83 are Hispanic and 15 are Asian/Pacific Islander.

They have 487 members living in Milwaukee County. 246 live in the City of Milwaukee. Of those 6 are female, 56 are black, 3 are American Indian, 11 are Hispanic and 3 are Asian/Pacific Islander.

Sprinkler Fitters Local Union 183, represents 190 members. 28 live in the City of Milwaukee. 7 members are Hispanic, 4 are African American and 1 is American Indian.

The Milwaukee & Southern Regional Council of Carpenters has a total membership 4856 members. They have 104 African American members, 121 Hispanic members, 11 Asian/Pacific Islanders, and 14 American Indians. They have 18 white females, 1 African American female and 1 Asian/Pacific Islander and 1 American Indian female. 789 of their members live in the City of Milwaukee.

Painter and Allied Trades, Local 781 numbers:

Laborers 113 number:

Electrical Workers 494 numbers:

Bricklayers Local 8 numbers:

Collecting residency data is not a problem. We know where our members live. You must however, appreciate the logistics for collecting this information from twenty construction labor unions, some of which have state wide geographical jurisdictions. Several of the local unions, like the Milwaukee Building and Construction Trades Council, have a geographical jurisdiction, which includes Milwaukee, Ozaukee, Washington and Waukesha Counties.

As the president of the Council, I am mandated “to foster, develop and advance apprenticeship training and to cooperate with Federal and State agencies promoting the interests of apprenticeship training,” and “to engage in cultural, civic, political, legislative, fraternal, educational, charitable, welfare, social and other activities which further the interests of building and construction trades unions and their members and to protect and advance the interests of the building and construction trades industry.”

This language comes directly from our Constitution and Bylaws for this Council. This Council was chartered in 1910. We recognize that it is in the best interests of this Council and its affiliates to train residents of this community.

I am pleased to speak to you about the issue of racial and gender diversity in our member organizations. It gives me an opportunity to point out the ongoing efforts to attain diversity in the Building and Construction Trades in our community.

The construction labor unions, acting in solidarity, have been involved in many equal opportunity and affirmative action programs.

Our efforts to gain the diversity that mirrors the diversity of the community began in 1967 with Project Leap, which evolved into BIG STEP Inc. BIG STEP is the acronym for Building Industry Group Skilled Trades Employment Program. Project Leap came from the vision of Vince Toran, an African American man highly respected and tenacious in his drive to open doors for minorities. BIG STEP was led by Mr. Lerman Ellis, another African American dynamo, who epitomized the organization and its commitment to recruit, train and mentor people of color in apprenticeship training programs. Mr. Ellis served as leader of BIG STEP for thirty years. Currently, the director of the organization is Mr. Earl Buford, an African American gentleman who continues the efforts initiated by Vince Toran and Lerman Ellis.

BIG STEP has been highly successful. For instance, during the past three years under Mr. Buford's leadership, 252 BIG STEP graduates, including 101 minority and 19 female applicants, have passed the pre-apprenticeship test. Ultimately, 133 who passed the test were contracted as apprentices. Of the 133 new apprentices from BIG STEP efforts, 50 represented a minority group and 6 were females. No other entity in this area, or anywhere else in this state, has done more to provide training and entrance into the highest paying blue-collar jobs available in our community. This organization is responsible for hundreds of people of color gaining entrance to family supporting careers in the construction industry. These are wonderful careers that lead to high wages and valuable benefits like pension plans, vacations, and family health care. BIG STEP and its predecessor, Project Leap, were created through a collaboration of construction trades unions, contractor associations and apprenticeship committees. For many years, the funding for these efforts was solely through voluntary contributions from the industry partners.

Big Step continues to do the job for which it was created. The proof of that statement is illustrated by the content of a recent press from the U. S. Department of Labor's Office of Apprenticeship Training, Employer and Labor Services (OATELS). A copy is attached to this letter for your review. The OATELS Technical Assistance program was instituted to promote diversity in the skilled trades. The program accomplishes its goals by matching organizations having a proven record of accomplishment with those having difficulty in this area. In recognition of their success in promoting diversity, BIG STEP was selected to be included in the first national pool of technical assistance providers.

A more recent outreach effort for the Building and Construction Trades Council is our collaboration with the Wisconsin Regional Training Partnership (WRTP) in the formation of a Construction Labor Management Council (CLMC) for the Greater Milwaukee area. The WRTP is nationally recognized as a leader in workforce development and the establishment of workforce policies and programs favoring workable and effective efforts promoting diversity. Under the auspices of an initial grant from the Federal Mediation and Conciliation Service (FMCS), the CLMC has brought representatives of the construction unions and their employer associations together to work for the betterment of the industry. Using the WRTP partnership model of inclusion, the CLMC unions and employer groups will be reaching out to educational institutions, community groups, and

governmental agencies to expand the workforce development opportunities that now exist in the community.

In 1996, Building and Construction Trades Unions negotiated a project labor agreement for the construction of the Midwest Express Center, a \$170 million project. A significant provision of this contract included agreement for a minimum goal of 25% of the work being done by minority contractors and 5% by women-owned firms. An additional goal called for the minority and women workforce to be 25% and 5%, respectively. Both goals were met.

A year later, the construction of Miller Park began under another project labor agreement with the same percentages for contracting and EEO participation goals. These goals were also met. Minority firms at Miller Park did over \$110 million worth of construction work. This was accomplished through a union negotiated PLA. I respectfully submit that legislated set asides could never have accomplished these goals. They haven't in the past.

Potawatomi Casino was done under a union negotiated PLA with similar diversity goals and once again, success. These three projects exceeded one billion dollars and opened up many opportunities for minority workers and contracting firms. No open shop firms or organizations would even begin to approach the success exemplified in these three construction projects.

From 1997 through 2001 this council, with approval of its member unions, administered the Minority Business Development Training Program grant for the Milwaukee Metropolitan Sewerage District. The MMSD program provided approximately one million dollars a year to train minority contracting firms, to recruit and prepare some of the most disadvantaged people in our community for entrance into apprenticeship programs, to offer training and placement in construction management, and provide a construction theater for firms to practice what they had learned on MMSD sponsored jobs.

Apprenticeship goals were set at 160 and 130 people of color were contracted into registered apprenticeship programs. We set a very aggressive goal and did not reach it. No one faulted us for our effort. The African American firm that facilitated the program, Leftwich Management Group, did a wonderful job in making sure service providers did what they had been contracted to do. All under contract were held accountable to Building and Construction Trades Council. I am very grateful for the great job Greg and his team did in managing this extremely difficult grant program.

With the blessings of my affiliates, I am currently a director of the Lynde and Harry Bradley School of Technology and Trades, better known as Bradley Tech. This school is a new endeavor offering career alternatives to high school students. Bradley Tech is approximately 85% minority populated. We have a building trades program under way at the school and continue to work to perfect the curriculum. Recognizing that we got very few candidates for apprenticeship from the Milwaukee Public School System, a

collaboration of union, educational, and business leaders collaborated to make this school a reality. In a time when budgets severely impair educational delivery systems, educational, corporate and private partners are sustaining this school. I believe we fulfilling Jane Pettit's vision of what Bradley Tech would mean to the community.

I also serve Milwaukee County as a Director at the Private Industry Council of Milwaukee County, a workforce development board. At the PIC, we strive to improve the overall community by hiring contractors that train disadvantaged citizens for meaningful careers in many industries. I respectfully submit that I would not be sitting on any of these boards if not for the full support and backing of the unions represented by the Milwaukee Building and Construction Trades Council. Whatever success I have and the success of the council should be attributed to the support from our member unions.

We currently are working on workforce development initiatives with We-Energies and Milwaukee Public Schools. We see the Power the Future project as well as the Neighborhood School Initiative as vehicles to take us to our goal of complete workforce diversity.

I am proud to say that minority graduates of our apprenticeship programs are employed by the City and the County, greatly enhancing the diversity of the municipal employment pool. Joe Davis, a journeyman steamfitter serves this community as a county supervisor and may soon join your fraternity. Kenneth Johnson, a journeyman wireman electrician, is an elected school board member and serves Milwaukee on the Redevelopment Authority. You may wish to ask them what union apprenticeship training meant to their careers.

The letter from the Commissioner of Public Works stated, "Most of the City's public improvement contracts are awarded to companies that employ unionized labor." My memory indicates that a large portion of these contracts go to sub-standard open shop employers that offer no formal training whatsoever. They hire members of the minority community in order to meet the requirements of the minority contracting provisions, only to throw them away upon completion of the job. Through our organizing efforts, many of these workers eventually move to union jobs offering real training that leads to decent wages and benefits.

Finally, I issue a challenge to any other industry or groups of industries in the community to even begin to measure up to our continuing efforts, our successes in offering high wage jobs and training to all citizens in the community.

Whether we represent five or five thousand members who live in the City of Milwaukee, we work to constantly improve this City through the quality projects we build and our continuing commitment to improve the overall quality of life for all citizens. We have trained and prepared all of our members for high wage jobs for over a hundred years. We go about our business quietly and diligently. I want to thank you for giving me the opportunity to tell you about our partnership with the City of Milwaukee.

Sincerely,

Lyle A. Balistreri  
President

Cc: All Building and Construction Trades Unions  
BIG STEP  
AGC, ACEA, NECA, PMC, SMACCA and WUCA

14-Mar-03

## Painters & Allied Trades, Local Union No. 781, AFL-CIO

Our Local 781 membership is comprised of approximately 1,022 total members; 843 of which are active working members and 179 are retirees.

Of these 843 working membes, 346 are residents of the City of Milwaukee, and their ethnicity breakdown is as follows:

	Actual	
	Number	Percentage
White	276	80%
Black	46	13%
Hispanic	24	7%
<b>TOTAL</b>	<b>346</b>	<b>100%</b>

Included in the above totals are our 68 apprentices, and their ethnicity breakdown is as follows:

	Actual	
	Number	Percentage
White	55	81%
Black	5	7%
Hispanic	8	12%
<b>TOTAL</b>	<b>68</b>	<b>100%</b>

Of our 45 members employed directly by the City of Milwaukee and the Milwaukee Public School System combined, the ethnicity breakdown of those members is as follows:

	Actual	
	Number	Percentage
White	39	87%
Black	5	11%
Hispanic	1	2%
<b>TOTAL</b>	<b>45</b>	<b>100%</b>

# Laborers' International Union of North America



JOHN J. SCHMITT  
Business Manager  
NACARCI E. FEASTER  
Secretary-Treasurer

March 14, 2003

Local No. 113  
6310 West Appleton Avenue  
Telephone 414-873-4520  
Fax 414-873-5155  
Milwaukee, WI 53210

Affiliated with  
AFL-CIO and B.T.C.



Mr. Lyle Balistreri  
President  
Milwaukee Building and Construction Trades Council  
5941 West Bluemound Rd.  
Milwaukee, WI 53213

Dear Lyle:

Following is the breakdown of Local #113 membership:

339	African Americans
181	Hispanics
4	American Indians
72	Women
200	Members in 25% Resident Preference Program

Fraternally,

LABORERS' UNION, LOCAL NO. 113

John Schmitt  
Business Manager

JS  
pm/opeiu9aflpcio



FAX

Date

Number of pages including cover sheet

1

Fax  
Phone

CC:

FROM: LOCAL UNION 494, I.B.E.W.  
3303 S. 103<sup>RD</sup> STREET  
MILWAUKEE, WI 53227

TO:

LYLE

Phone

Phone 414-327-5202

Fax 414-327-3655

Phone

SAM

REMARKS:  Urgent  For your review  Reply ASAP  Please Comment

We have 2792 members  
with 184 minorities ⇒

97	Black
10	Asian
59	Hispanic
18	Indian

That is 6.5%

We have 528 member living in  
the City of Milwaukee with 63  
Minorities

That is 23.8%

P.S. Not All members disclose their race

March 13, 2003

Frank P. Zeidler Municipal Building  
Attn: Tom Miller  
841 N. Broadway  
Milwaukee, WI 53202

Dear Tom,

This is in response to your letter dated March 5, 2003.

The Bricklayers Local 8 has approximately 610 active members at this time. Out of that we are estimating 50 of that number qualify as minority status. Our records indicate that 108 are City of Milwaukee residents.

In addition, to fulfill a commitment to equal opportunity in training and employment we offer an extensive pre-job training program. Our program runs 12 weeks, Monday thru Friday 7:00a.m. to 3:30p.m. Upon completion the trainee's wage is 65% of Journeymen's rate as compared with 45% without training. Placement assistance is available to them.

In addition, our 2002 pre-job started with 27 trainees, 9 being minorities. At the end of the 12-week program, 18 completed, 4 being minorities.

I hope this information will be of help. Please call if more is needed.

Sincerely,

Frederick J. Hultquist  
Field Rep Bricklayers Local \*

## PRESS RELEASE

2002

August 7,

### **Department of Labor Announces Selection of Apprenticeship Diversity Technical Assistance Providers Bank Members**

WASHINGTON, DC – DAH Consulting, Inc. (DAH), in collaboration with the U. S. Department of Labor's Office of Apprenticeship Training, Employer and Labor Services (OATELS), is happy to announce the selection of 17 organizations that will comprise the OATELS' Diversity Outreach Technical Assistance Providers Bank. The Technical Assistance Providers Bank is a key component of the "Apprenticeship Outreach Technical Assistance Providers Bank Pilot & Demonstration Project" launched in January of this year.

The goal of this new and innovative initiative is to promote diversity in the skill trades and in so doing, help to bolster the overall numbers of new workers choosing the trades as a career path.

These 16 Technical Assistance Providers along with the July 2002 Technical Assistance Providers Conference held in Reno, NV, heralded the culmination of a competitive five-month selection process. Providers Bank Members were selected from a pool of 43 qualified respondents. Their selection also signals the beginning of a matching process that will recommend Technical Assistance Providers to Stakeholder/Partners' registered apprenticeships that have already expressed a need for assistance in overcoming barriers to diversity by voluntarily responding to the Providers Bank Needs Assessment Survey.

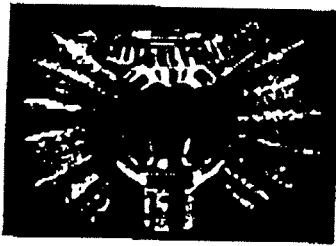
Technical Assistance Providers Bank Members are listed in alphabetical order as follows: BIG STEP -- Milwaukee, WI; Central Florida Joint Training Association, Inc., -- Orlando, FL; Chicago Women in the Trades (CWIT) -- Chicago, IL; D&L Training & Counseling -- Columbia, SC; Denmark Technical College -- Denmark, SC; IAM CARES -- Pascagoula, MS; Leslie Patton & Associates -- Birmingham, AL; Montana PEAKS, Inc., -- Kalispell, MT; Nontraditional Employment for Women -- New York, NY; Oregon Tradeswomen Inc. -- Portland, OR; Pennsylvania Women Work -- Pittsburgh, PA; Project P. R. I. D. E. -- Chicago, IL; TOP/WIN -- Philadelphia, PA; Trident Technical College -- Charleston, SC; WINTER -- Long Beach, CA; Women in the Building Trades -- Dorchester, MA.

The 2002 Technical Assistance Providers Conference held from July 29th through July 31<sup>st</sup> facilitated networking and an exchange of ideas among the TA Providers OATELS Senior Leadership and DAH Consulting Senior Staff. Lessons learned from this event will be incorporated into next steps for the initiative. The current pool of Stakeholder/Partners is scheduled to receive Technical Assistance at no cost during a six month period from August 2002 to January 2003.

Additional Information about the Technical Assistance Providers Bank Pilot Project including more detailed information about the successful applicants can be found at [www.taprovider-bank.com](http://www.taprovider-bank.com)

DAH Consulting, Inc. (DAH) is a multi-service management and technology consulting firm specializing in financial and economic analysis, management research, and internet marketing. DAH is the DOL contractor responsible for the implementation and management of the Apprenticeship Diversity Outreach Technical Assistance Providers Bank Pilot and Demonstration Project.

**Press Contact: Veda Simpson (301) 589-2547**



Licensed Journeymen and  
Apprentices Having Jurisdiction  
Over Fire Protection in the  
Counties of Milwaukee, Ozaukee,  
Washington and Waukesha  
Since 1906

# SPRINKLER FITTERS LOCAL UNION 183

633 South Hawley Road, Suite 103  
Milwaukee, Wisconsin 53214  
414-257-3159 • Fax 414-257-3168



March 14, 2003

To: Tom Miller

Re: Composition of Sprinkler Fitters Local 183

Dear Mr. Miller,

Our membership consists of 70 Apprentices and 120 Journeyman Automatic Fire Sprinkler Fitters. Of the 190 members, 28 reside in the City of Milwaukee. We have 7 Hispanic members, 4 African-American members, and 1 Native-American member.

If you require any further information, please contact me at the office. (414) 257-3159.

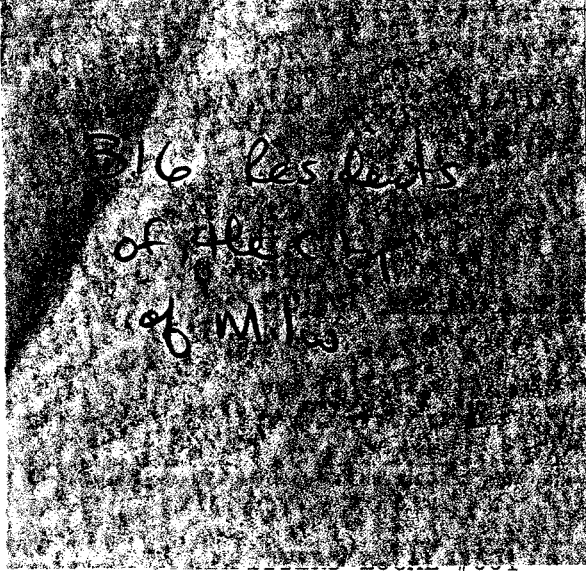
Respectfully,

Corey Gall  
Business Agent  
Sprinkler Fitters Local 183

**EMPLOYMENT OPPORTUNITY  
L UNION REPORT (EEO-3)**

**COPY**

Approved by OME  
No. 046-0008  
Expires: 2/28/2003



*516 Residents  
of the City  
of Milwaukee*

NTL=1508

CNTY=MILWAUKEE

079

ST=55

PMSA=5079

WI 53227

EEOC SURVEY DIVISION  
1801 'L' STREET, N.W.  
WASHINGTON, DC 20507  
PHONE: (202)663-4960

**A. LOCAL UNION IDENTIFICATION**

1. Local number.

b. Union office, if different from 2a.

Number and street

City

County

State

Zip Code

2. Mailing address.

a. Where official mail should be sent to the union.

53300 S. 103RD STREET

Number and street

MILWAUKEE

City

MILWAUKEE

County

WISCONSIN

State

53227-4111

Zip Code

3. Indicate type of local union report by a check in applicable box:

- a.  Report filed by local union in its own behalf  
b.  Other (explain)

4a. Are you affiliated with or chartered by a national or international union or national federation? Yes  No

b. If "Yes" to item 4a, give name and address of such national or international organization: UNITED ASSOC. OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPEFITTERS  
901 MASSACHUSETTS AVE., WASHINGTON, D.C. 20001

5. Are you affiliated with the AFL-CIO? Yes  No

**Part B. LOCAL UNION PRACTICES**

1. To the best of your knowledge, does your membership include any:

- a. Blacks (Non-Hispanic)? Yes  No   
b. Hispanics? Yes  No   
c. Women? Yes  No

3. To the best of your knowledge, has your international union chartered a separate local within the same work and/or area jurisdiction which consists only of:

- a. Persons of the same race/ethnic identity? Yes  No   
b. Persons of the same sex? Yes  No

2. If "No" to any items 1a, 1b, or 1c, is this because the group or groups not represented:

- a. Are not in the local community?  
b. Are not in the bargaining unit?  
c. Are excluded by provision in constitution or bylaws?  
d. Have not applied for membership?  
e. Have applied, but did not have a sponsor?  
f. Have applied, but did not meet qualifications other than sponsorship?  
g. Other reason(s) (Explain)

(CHECK ALL APPLICABLE BOXES)

BLACK NON-HISPANIC	HISPANIC	WOMEN
1 (a)	1 (b)	1 (c)

**Part C. LOCAL UNIONS REQUIRED TO FILE**

1. Has the local union had 100 or more members at any time since December 31 of the preceding year?

Yes  No

The union must complete the entire report if it answered "YES" to Item 1, AND the answer is "YES" to any of the three questions in Item 2.

2. Does the local union, or any unit, division, or agent of the local union, or any labor organization which performs, within a specific jurisdiction, the functions ordinarily performed by a local union, whether or not it is so designated:

- a. Operate a hiring hall or hiring office?    
b. Have an arrangement under which one or more employers are required to consider or hire persons referred by the local union or an agent of the local union?    
c. Have 10 percent or more of its members employed by employers which customarily and regularly look to the union, or any agent of the union, for employees to be hired on a casual or temporary basis, for a specified period of time, or for the duration of a specified job?

The union is not required to complete the entire report if it answered "NO" to Item 1, OR "NO" to all three questions in Item 2. If that is the case, the union must complete Parts A, B, C and E and return this form to the specified address.

**COPY**

Part E. IDENTIFICATION AND SIGNATURE

To the best of my knowledge and belief, the information contained in this report is true and complete. It is further certified that to the extent any data in Schedule I, Items 1 or 2, are based on self-identification by individuals, this information was gathered only after they were advised of its confidential nature and purposes.

1. Type or print name, title, address and telephone number for union business of designated representative

Name KEVIN LAMERE  
 Title BUSINESS MANAGER  
 Work address 3300 S. 103RD STREET, MILWAUKEE, WI 53227-4111  
 Telephone number (including area code) 414/543-0601

2. Signature of designated representative *Kevin J. Lamere* 3. Date 01/30/03

"Whoever, in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies, conceals, or covers up by any trick, scheme, or device a material fact, or makes any false, fictitious or fraudulent statements or representations, or makes or uses any false writing or document knowing the same to contain any false, fictitious or fraudulent statement or entry, shall be fined not more than \$10,000 or imprisoned not more than 5 years, or both." Title 18, Section 1001, United States Code.

SCHEDULE I—LOCAL UNION REPORT (EEO—3)

MEMBERSHIP, APPLICANT and REFERRAL INFORMATION

1. Method of identification

How was information as to race/ethnic identification and sex in Item 2 below obtained?

This information may be obtained by visual survey, from records made after employment, from personal knowledge or by self-identification. The self-identification method may be used subject to the conditions set forth in the instructions. No State law prohibiting the self-identification method applies, since the Equal Employment Opportunity Commission's regulations supersede such laws.

Check all applicable boxes

a. Existing Record	
b. Visual Survey	
c. Tally from Personal Knowledge	
d. Self-Identification	
e. Other (Specify)	

2. Statistics

	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
		NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
		WHITE B	BLACK C				WHITE G	BLACK H			
a. MEMBERSHIP IN REFERRAL UNIT											
(1) MEMBERS	2245	1927	159	38	9	54	35	12	10	0	1
(2) APPLICANTS FOR MEMBERSHIP DURING THE PAST YEAR	93	51	20	9	0	7	3	1	1	0	1
b. REFERRALS DURING 2-MONTH PERIOD											
(1) NUMBER OF PERSONS REFERRED	214	141	56	5	2	4	3	3	0	0	0
(2) NUMBER OF REFERRALS	214	141	56	5	2	4	3	3	0	0	0
(3) APPLICANTS FOR REFERRAL											

3. Period Used For Referral Date

You should obtain the figures reported in Item 2 "Statistics" using any 2-month period between August 1 and November 30.

Dates of 2-month Period OCT 1 - NOV 31, 2002

COPY

March 11, 2003

City of Milwaukee  
Department of Public Works  
Frank P. Zeidler Municipal Building  
841 N. Broadway  
Milwaukee, WI 53202

Attention: Tom Miller

Dear Mr. Miller:

This letter is in response to your letter dated March 5, 2003, copy enclosed. In your communication you requested information about our Union, specifically the racial composition of our membership and how many of our members are City of Milwaukee residents. We have compiled that information for you as follows:

<u>TOTAL MEMBERSHIP</u> - 4,856	
<u>WHITE MALES</u> 4,586	<u>WHITE FEMALES</u> 18
<u>BLACK MALES</u> 104	<u>BLACK FEMALES</u> 1
<u>HISPANIC MALES</u> 121	<u>HISPANIC FEMALES</u> 0
<u>ASIAN MALES</u> 11	<u>ASIAN FEMALES</u> 0
<u>AMERICAN INDIAN MALES</u> 14	<u>AMERICAN INDIAN FEMALES</u> 1
<u>CITY OF MILWAUKEE RESIDENTS</u> - 789	

We sincerely hope the information we provided will be of great help to your programs that apply to public improvement contracts in the future.

Very truly yours,

Jeffery Dziedzic  
ES/Business Manager

JD/pls  
Opeiu 9 afl-cio

# International Association of Heat and Frost Insulators & Asbestos Workers

Local No. 19 City Milwaukee State Wisconsin

Address 12032R West Adler Lane Milwaukee, WI. 53214

Tel (414) 258-9373 Fax (414) 258-9374

March 13 2003,

The Heat & Frost Insulators and Asbestos workers Union may be the smallest of the Building Trades Unions. Our local has Jurisdiction and works in 24 Counties in Wisconsin and 4 Counties in Illinois. Our entire local consists of 263 active members. Of these active members 42 live in the city of Milwaukee. Here is a breakdown of those 42 by race.

White	30
Black	7
Hispanic	4
American Indian	1

This assumes that all people filling out our application for employment that did not fill out the section on race are white.

Sincerely,

Gerald Vangsness  
Business Manager Local 19



**LOCAL 139 TOTAL MEMBERSHIP = 8735**

FEMALES = 117

BLACK = 115

AMERICAN INDIAN/ALASKAN NATIVE = 110

HISPANIC = 83

ASIAN/PACIFIC ISLANDER = 15

**TOTAL MEMBERS IN MILWAUKEE COUNTY = 487**

FEMALES = 7

BLACK = 60

AMERICAN INDIAN/ALASKAN NATIVE = 8

HISPANIC = 19

ASIAN/PACIFIC ISLANDER = 5

**TOTAL MEMBERS IN CITY OF MILWAUKEE = 246**

FEMALES = 6

BLACK = 56

AMERICAN INDIAN/ALASKAN NATIVE = 3

HISPANIC = 11

ASIAN/PACIFIC ISLANDER = 3