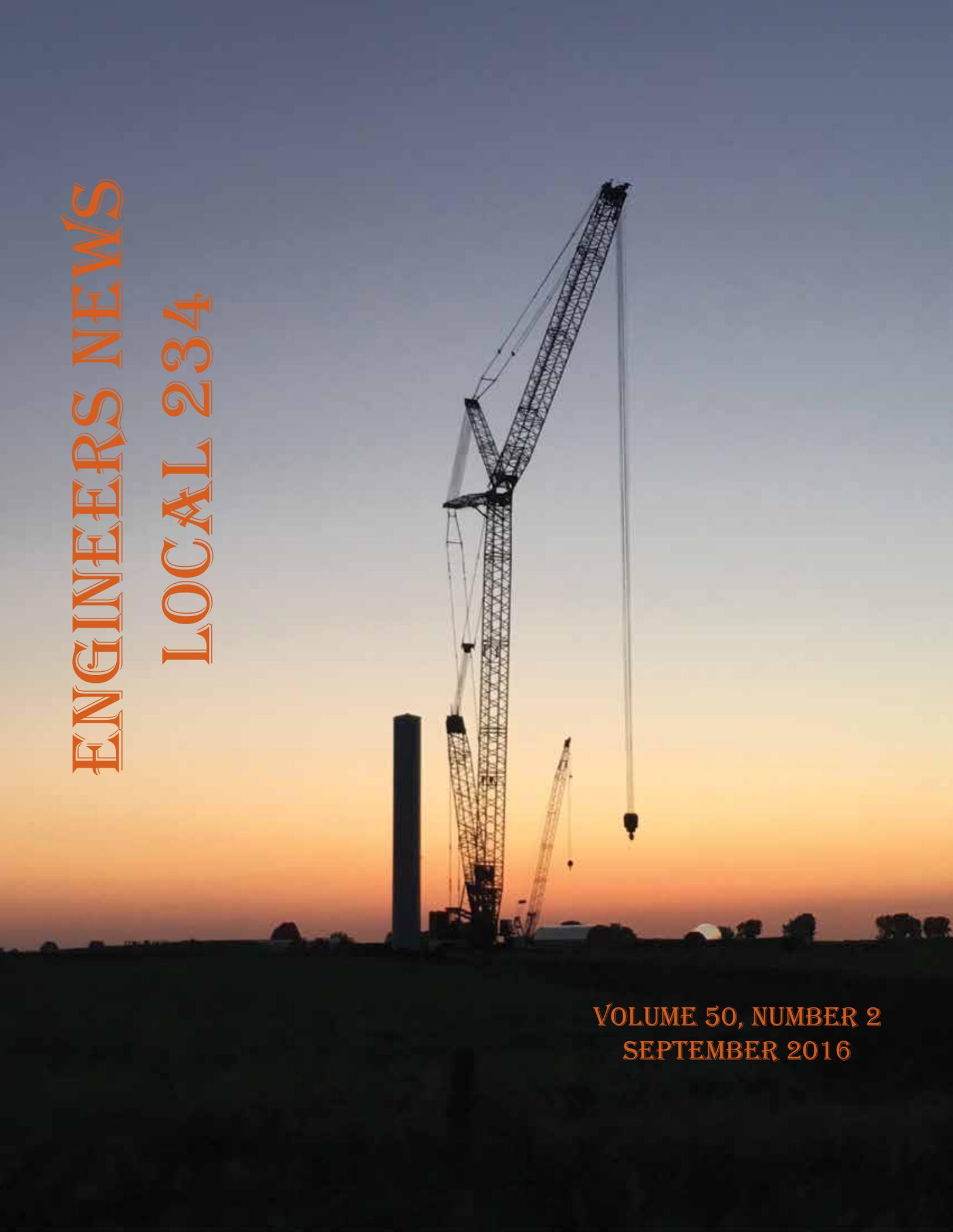


ENGINEERS NEWS

LOCAL 234



VOLUME 50, NUMBER 2
SEPTEMBER 2016



Brother Sidney J. Six, 59, passed away on June 20, 2016. Sid was a 42 year Member of Local 234. He attended Lincoln High School in Des Moines and after graduating in 1972, he enrolled at Drake University at the young age of 16. After one year of studying at Drake, he made the decision to join his father in the family business, Champion Crane Service, a

Union company signatory with Local 234. At just 19 years old he took over ownership of Champion Crane.

Sid is survived by his wife, Helen, and children Ben Six (Local 234 Member), Celeste Paulson, Candice Vos and 13 grandchildren; his mother, Winifred. He was preceded in death by his father, Vern Six (Local 234 Member); half-brother, Tim Six (Local 234 Member); and his son who passed at birth, Robert Six.



GENERAL MEMBERSHIP MEETING NOTICE
SATURDAY, SEPTEMBER 24, 2016 @ 1:00 P.M.
4880 HUBBELL AVENUE
DES MOINES, IA



ABOUT FRONT COVER

Michels Wind erecting a wind tower in Huxley, Iowa

BUSINESS MANAGER'S REPORT

In the newsletter from this past spring I said that we were looking at a very busy season, but I do not think anyone could have predicted the spring and summer we've had. It's been the busiest spring and summer than anyone, young or old, can remember in a very long time.

The biggest unknown last spring was whether or not we were going to be doing the Dakota Access pipeline project this year. The Iowa Utility Board did approve the start of the project in Iowa and it's been a whirlwind of activity ever since. The opposition has, and is still filing lawsuits to try to stop the project in Iowa to no avail. With the Native Americans protesting in North Dakota, the Federal Government will soon be involved with this project so only time will tell how that will turn out.

We have had an abundance of other work keeping our Members busy including dirt work, powerhouse work, building work, and two new wind farms in north-west Iowa. We are still getting calls about more work in Local 234's jurisdiction which will start this fall.

The Health & Welfare Fund is still holding its own against the every-day rising costs of health care. We continue to hold around \$32 million in total assets and should see that rise a little this season due to the amount of hours being worked. The biggest expense for the Fund continues to be prescription drugs. It is more important than ever to try to use generics whenever possible.

The Apprenticeship and Training Program has had a busy summer keeping up with the mowing, putting on a few oiler classes per week, and doing the update training for instructors. The total number of Apprentices frequently fluctuates, but we are currently around the 140-150 mark. It's been a challenge trying to figure out when they are all going to fit into their required classes.

The stationary contracts that expire this year were opened for negotiations in August. There have been some dates already set for proposal meetings with the Members. It seems like we just got some of the stationary contracts back to the Des Moines office last week that were open last year, and now here we go again. The good news is the wage increases in the past few years have been rebounding since the fall off in 2008, 2009 and 2010.

My view on politics hasn't changed much from my article in the spring newsletter - I still think both of the presidential candidates we have to choose from leave A LOT to be desired. I keep thinking that at some point someone will jump out and say "Gotcha" and admit that this entire election cycle has been the biggest prank ever pulled. With that being said, on a State-level, Local 234 has always supported the Democratic Party because although they may not do a lot to help Labor Unions, they do not try and kill Unions. We have put our support behind the Democratic Party of Iowa as a whole again this year, but there has been a lot more research done on individual candidates before campaign contributions are handed out. Local 234 will 100% of the time support the individual candidate that supports labor - no matter what party title they have behind their name. We all depend on our Union way of life for our paycheck, retirement, and health insurance so please think about that when going to the polls this year.



JASON COPPLE
BUSINESS MANAGER
FINANCIAL SECRETARY

ASSESSMENTS

THE ANNUAL ASSESSMENTS OF DEFENSE FUND (\$2 PER YEAR) AND GOOD STANDING FUND (\$1 PER YEAR) ARE DUE EACH YEAR ON JULY 1ST, WHICH PAYS YOUR ASSESSMENTS THROUGH JUNE 30TH OF THE FOLLOWING YEAR.

JURISDICTION WIDE



NICK NORTON
EXECUTIVE BOARD
DISTRICT II,
ORGANIZER AND
ASSISTANT BUSINESS
MANAGER

So far the 2016 season has been one for the record books. With the implementation of the Iowa State Gas tax we have seen more DOT work out for bid than we have in past years, and in turn it has been great for our dirt moving, utility and bridge contractors; as well as attracting several out of state Union contractors.

There are currently several ongoing Energy projects in our jurisdiction. Local 234

Members are putting the finishing touches on the new gas fired powerhouse in Marshalltown, with others doing upgrades on existing power plants around the state. We have also sent information out to more contractors in order for them to bid projects coming up this fall and winter. There are three wind farms going on right now in Iowa that Local 234 Members are performing the civil and erection on, with MidAmerican and Alliant Energy proposing more projects for the 2017 season.

Building work around the state is also going very strong. We have several projects in every corner of our jurisdiction where Local 234 Members are performing site

work and the building portion of these projects. There are also several new large building projects to start in late 2016 or 2017.

The Stationary season is also starting with several contracts being opened. We are busy getting proposal meetings set up with the Members. Our goal is to get to the negotiating table as soon as possible.

With all the work, Local 234 has taken on several new Members and currently has more Apprentices than ever before. I would like to encourage our seasoned Journey persons to help teach the Apprentices to do OUR work as safely and efficiently as possible; as well as to be involved in the Union process.



Brother John Connolly operates a tower crane at Bessey Hall on the Iowa State University Campus in Ames



Brothers Chad Tesar, Chisolm Laird and Jessi Alexander working on the civil portion of the Ida Company Wind project for Mortenson



"AMERICA WAS NOT BUILT ON FEAR. AMERICA WAS BUILT ON COURAGE, ON IMAGINATION, AND UNBEATABLE DETERMINATION TO DO THE JOB AT HAND."

- HARRY S TRUMAN



Members of Local 234 and Local 150 working on the Sabula/Savanna bridge project over the Mississippi River



Brothers Lincoln Taylor, Seth Skelton and Curtis Petersmith doing some pipework on the Highway 120 project for Dave Schmitt Construction

LAYOFF RULES FOR ALL LAYOFFS, INCLUDING SEASONAL

Referral Register Affects Unemployment Compensation and Insurance Self-Pay Rights.

If you are laid off, even if it is a seasonal layoff, you must check in with Local 234 by phone, mail or in person at least once every 30 days in order to remain on the Referral Register.

Iowa Workforce Development does random audits of unemployment claims. If you have not put yourself on the Referral Register, your claim will be denied by their office and you will NOT be eligible for unemployment compensation.

Additionally, the rules for eligibility to make self-pays for insurance through the Local 234 Health & Welfare Fund require you to be available for work. You are not considered as available for work unless you have placed yourself on the Referral Register.

PLEASE...Don't jeopardize your unemployment compensation! Don't jeopardize your health insurance!

DISTRICT I



CHAD CARTER
VICE PRESIDENT &
BUSINESS
REPRESENTATIVE

This season has been full of a lot of ups. I have only been a Business Representative for ten years but I've never seen it this busy. Talking with all of the contractors and older Members they have not seen a season like this either. The biggest downfall this season has been Mother Nature.

Work around central Iowa has been busy. We have seen a great amount of commercial work. We have seen a lot of new housing development also. Energy work has also been steady. Iowa DOT work has been up from the past few years. Distribution pipeline work is also up.

One thing that is great this season compared to the last ten is that we finally started the Dakota Access Pipeline job that the Local has been talking about since November of 2014. We started pre-jobbing in late April and started dispatching around the first of May on two of the four spreads through Iowa. Precision Pipeline has three spreads. The first spread runs Lee county to Jasper county, about 130 miles. The second spread was split into a 95 mile spread and 65 mile spread. The 95 mile spread starts just south of Newton and runs just south of Rockwell City. The next spread starts there and runs Northwest 65 miles. Michels has the last 60 miles in Iowa. We waited on the Army Corps permit up until around July 23. From that day on they have been trying to play catch up. As of the middle of August, we have right at 700 IUOE Members working on the pipeline. I would bet we will hit the 1000 mark around the end of September. Michels also picked up the pump station. It is located on the east side of I-35 between Huxley and the Hwy 30 exits. I would like to thank the Stewards we have in place on these projects. Spread 2 - Greg Hersh; Spread 3 - Earl Dick; Spread 3a - Mike Conway; Spread 4 - Mike Meyering and Will Chedester at the pump station. You guys make my job a lot easier and I appreciate your dedication.

I also want to thank every Member that put any time in going to meetings or signed any of our letters to the Iowa Utilities Board. It would not have happened without all of your hard work. We have had a few other pipeline jobs pop up as well around our area. I would like to thank all the other stewards that we have in place also. I hope to see everyone at the General Membership meeting in September.



Northwest Erection setting precast at Baker Electric's new office/shop in Des Moines



Future home for Baker Group's new complex in Ankeny



Sister Diana Hayes operates a farm tractor for Northern Clearing on Spread 3



Local 234 Brother Members working for Precision on Spread 3

SINCEREST SYMPATHIES GO TO THE FAMILIES OF THE BROTHER MEMBERS OF LOCAL 234 FOR THE LOSS OF THEIR LOVED ONES.



Rick McBee February 29, 2016 16 year Member

Allen Hutchison March 4, 2016 49 year Member

Dylan Watson March 7, 2016 1 year Member

Carleton Bartleson March 13, 2016 41 year Member

Ora Robuck March 14, 2016 47 year Member

Garlyn Ash March 24, 2016 52 year Member



Terry Christy April 3, 2016 38 year Member

Robert E. Smith April 3, 2016 11 year Member

Richard Barnes April 24, 2016 2 year Member

Dwaine Struve May 11, 2016 50 year Member



David Ballwahn May 17, 2016 14 year Member

Carter Huff June 3, 2016 48 year Member

Sidney Six June 20, 2016 42 year Member



Jerome Putz July 1, 2016 43 year Member

Donald Jordison July 17, 2016 47 year Member

Les Mackey July 22, 2016 1 year Member

DISTRICT II



BRIAN VASKE
BUSINESS
REPRESENTATIVE

Work in District II this season has been good. The contractors are hiring more Operators, many who we stripped from non-union contractors. I ask all Members to help the newer Members get acquainted at job-sites and with the Union way.

Work at the Sabula/Savanna bridge project is coming along with Case doing drilling in the Mississippi River, Phoenix Corporation building causeways and doing utilities work and Kraemer North America doing the bridge work. They hope to be setting beams on the Iowa side later this fall with Sun Concrete Pumping doing the pumping for Case and Kraemer North America.

In the Cedar Rapids/Iowa City area, Dave Schmitt Construction is working on multiple projects. Calacci continues to work at the new Children's Hospital, as well as the Marshalltown Powerhouse project. Calacci will also be starting work at a well house and the Brooklyn waste water plant. Miron continues to work

at the Madison Street dorm project in Iowa City. Barnhart Crane will be moving to a new office/shop in Cedar Rapids located on Bowling Street. Portzen has multiple projects in the area and recently picked up a \$13 million dollar waste water plant in North Liberty.

In the Dubuque area, Tschiggfrie and Portzen continue to work at the Bee Branch project. Both contractors have multiple other projects in the Dubuque area. Key City Excavation is doing a school project for the Midland/Wyoming School District. McDermott Excavating is working at Rite Hite expansion, and they are also digging and doing site work at the John Deere Dubuque Works new waste water plant. Portzen will be more involved in the concrete paving with a new paver, trimmer and curb machine arriving in late 2016 or early 2017. Work looks to be good this fall with the Palo Nuke plant outage and Miron will be doing work at Hydrite Chemical in Waterloo.

With training season arriving in a couple months, please check your certification cards and sign-up for classes to keep them all updated. It would be a good time to also get some time in the seat of machines you don't typically operate.



Brother Andy Ostwinkle operates a Cat D5 Dozer for Tschiggfrie at the Bee Branch project in Dubuque



Brothers Matt Drees and Chris Lawrence operate concrete pump trucks for Sun Concrete at the Sabula/Savannah bridge project over the Mississippi River



Brother Eric Wincentsen operates a 400 ton crane for Tri-State Crane & Rigging in Iowa City at Kinnick Stadium in preparation for the Back Porch Revival concert



Brother Ben Bunn operates a tower crane at the University of Iowa dorm project in Iowa City for Miron. Brother Shawn Wilson (not pictured) operates the second tower crane on this project

Brother Larry Buck operates a Komatsu PC 800 Excavator for SM Hentges at a sewer project in Cedar Rapids



DISTRICT III



SPENCER YOCKEY
BUSINESS
REPRESENTATIVE

It has been another busy year state wide and the west side is no exception. First, I'd like to thank the staff at the Apprenticeship & Training Site for all the support they have provided this year to fill the seats on these projects. Early spring was wet and the rain continues in northwest Iowa which has hindered production this season. However, I'm hopeful

for a decent fall to finish the season.

Ames Construction currently has four projects in the state: Highway 20 near Sioux City, Highway 92, Railroad expansion and a project for Mid America filling in a holding pond in the Council Bluffs area. Barnhart Crane has been steady in the area and has hired a few more Operators recently. Crane Sales and Service remains busy. Union contractors picked up most of the work on pork processing plant in Sioux City with DM Steel is setting the iron and Davis Erection getting the bid on the precast. Foley is also on site installing process piping, Klinger is working on the footings and MMC has the water and sewer. JF Brennan finished up the dredging project at Lake Manawa in late August.

Mortenson is currently working on two wind turbine farms in northwest Iowa in Ida and O'Brien counties. There are 238 turbines total with completion scheduled for both in late November. It sounds as if we will have another very busy couple of years with more turbines announced by Mid America Energy and Alliant Energy.

Contract opening letters were sent out in August for upcoming stationary negotiations. Insurance cost seem to be the biggest hurdle we face this season, which has been a hot topic for a long time.

Local 234 Members of the Operations and Maintenance Department at Sioux City Schools

From L to R: Brothers Jarrod Solomon, Jeff Jaynes and Dan Erickson

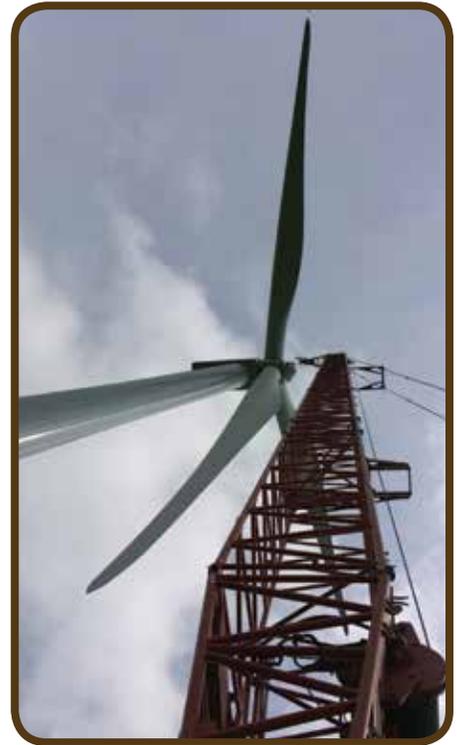


From L to R: Brothers Pat Palmerton, Anthony Nelson, Austin Martin, Delbert Miller and Mark Eischeid working for Headwaters at the powerhouse in Council Bluffs



Brother Jeff Failla pushing up stock pile for JF Brennan at the Lake Manawa Dredging project in Council Bluffs

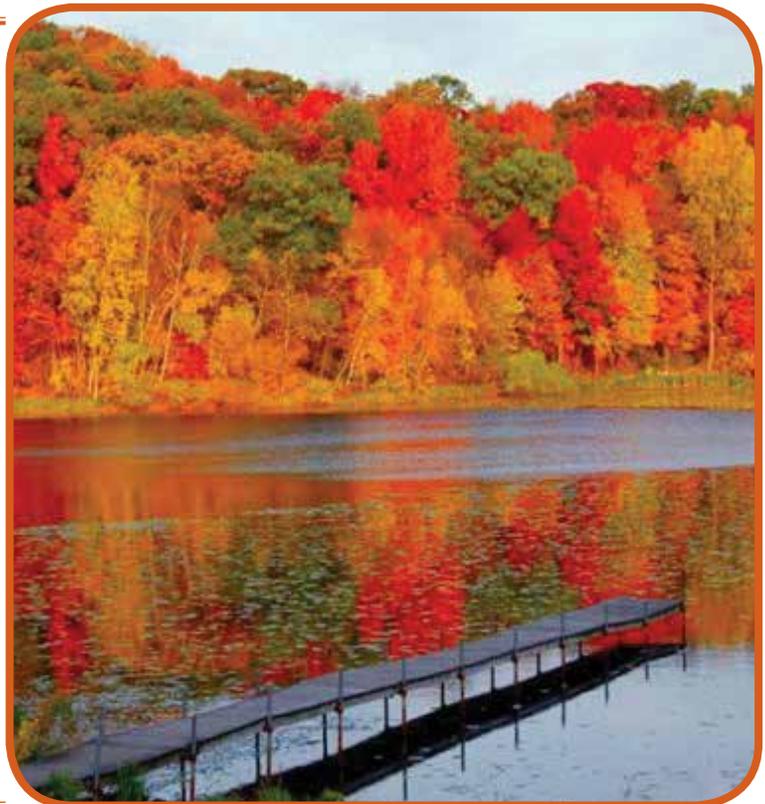




Brother Levi Dolch operates the Manitowoc 16,000, Brother Cody Will operates the 90 ton Grove and Brother Lee Werner operates the tail crane for Mortenson's Ida Grove Windfarm

CONGRATULATIONS RETIREES

Clarence Skellenger	12-1-15
Dave Gillett	1-1-16
Terrance Jackson	1-1-16
Ronald Johnson	1-1-16
Katherine Strief	1-1-16
Richard French	2-1-16
James Huber	2-1-16
Jeffrey Newberry	2-1-16
Eric Lysinger	3-1-16
Robert Scholl	4-1-16
Bruce Fyfe	7-1-16



STATIONARY



CHERYL ARNOLD
RECORDING
CORRESPONDING
SECRETARY & STATIONARY
REPRESENTATIVE

As this busy summer comes to a close, the arrival of the annual Stationary contract negotiations has begun. The Local will continue to be busier than they have ever been on both the Hoisting and Portable as well as the Stationary side.

There are many Public and Private Collective Bargaining Agreements that are opened throughout the entire state this year. Once again, the issue of Health Insurance will more than likely be at the forefront of discussions at the table.

I would like to take this time to THANK the stewards and the Bargaining Committees in advance for all of the hard work they do in gathering proposals from the Members, attending the meetings, and for their voice at the table during the negotiations. Your passion and dedication to the Members that you work with as well as Local 234 is commendable and does not go unnoticed!

I have been approached at meetings by Members and asked who the Local or I, personally support, in the upcoming Presidential Election. My answer has been and will continue to be the same. I will support the candidate that will support the working women and men as well as forward the cause of Labor. With that being said, and all political issues aside, I do take great pride, as a woman that the Glass Ceiling has finally been broken!

One hundred sixty-eight years ago the First Women's Rights Convention was held in New York. Sixty-eight women and 32 men signed the Declaration of Sentiments. This was a set of 12 resolutions that called for equal treatment of women and men under the law, along with voting rights for women. This document created the agenda of women's activism for all future decades. Just imagine what they would be saying now to a woman being voted in as a Presidential candidate with the possibility of actually becoming President of the United States!

No matter what your political views or opinions may be, this is most certainly a celebratory moment in history for all women and men alike!

"THE DAY WILL COME WHEN MEN WILL RECOGNIZE WOMAN AS HIS PEER, NOT ONLY AT THE FIRE-SIDE, BUT IN THE COUNCILS OF THE NATION. THEN, AND NOT TILL THEN, WILL THERE BE THE PERFECT COMRADESHIP, THE IDEAL UNION BETWEEN THE SEXES THAT SHALL RESULT IN THE HIGHEST DEVELOPMENT OF THE RACE."

- SUSAN B. ANTHONY



IS YOUR ADDRESS, EMAIL ADDRESS AND PHONE NUMBER
CURRENT WITH YOUR UNION?

IF NOT, DROP US A NOTE OR CALL US AT 515-265-1657

OFFICE & FINANCE

The financials for the Local continue on an upward trend, which is truly not a shock to anyone. When the work hours are up, the Local's income is too. As in the past, I will have a complete breakdown of the Local's assets at the General Membership meeting on September 24th.

The Family Picnic in May at the Apprenticeship & Training Site was a good day. The weather didn't exactly cooperate, but it wasn't a complete bust and there were plenty of families that attended and truly seemed to enjoy their time. The Local will once again be having Family Holiday Parties in November and December. There will be a notice sent to all Members once we are well into fall. Please try to come to one of the parties – the more the better!

A new parking lot is on the list of improvements for the Des Moines Union Hall. For many meetings there just isn't enough parking available, and this new parking lot will fix that. Fortunately, our Union contractors are busy, but unfortunately that means our little project is kind of on the back burner. We had hoped to have it complete before the fall General Membership meeting,

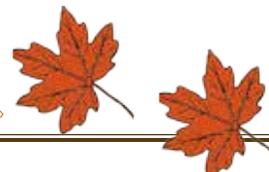
but that's not a possibility at this point. This project will remain on the high priority list for next year.

The Central Pension Fund recently mailed new 'Guide to Your Benefits' booklet to all participants. This is an updated Summary Plan Description, and can answer most, if not all, of your questions about the CPF. We will be once again holding meetings in late winter about the basics of the CPF. We urge everyone interested in knowing more about your pension benefits to attend. Please feel free to bring your spouse/significant other, or anyone else that you would like to understand your benefits along with you. Even if you have attended before, there's almost always something new to learn just because different questions are asked at each meeting, which spurs different conversations. An announcement will be mailed to all of Local 234 Members whom are participants.



TRACY PETERSEN
TREASURER & OFFICE
MANAGER

MEETING SCHEDULE



GENERAL MEMBERSHIP MEETING:
SEPTEMBER 24, 2016 AT 1:00 P.M.
4880 HUBBELL AVENUE, DES MOINES

DISTRICT MEETINGS:
(ALL MEETINGS BEGIN AT 7:30 P.M.)

DISTRICT I: DES MOINES
4TH THURSDAY OF EACH MONTH

DISTRICT II: CEDAR RAPIDS
3RD THURSDAY OF EACH MONTH

DISTRICT III: SIOUX CITY
2ND THURSDAY OF EACH MONTH

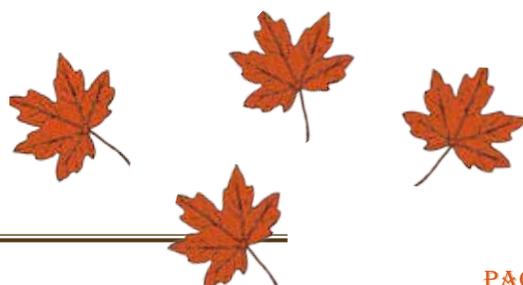
AREA MEETINGS:
(ALL MEETINGS BEGIN AT 7:30 P.M.)
COUNCIL BLUFFS AREA: 1ST WEDNESDAY
MARCH, JUNE, SEPTEMBER, DECEMBER

DUBUQUE AREA: 3RD WEDNESDAY
MARCH, JUNE, SEPTEMBER, DECEMBER

WATERLOO AREA: 2ND THURSDAY
MARCH, JUNE, SEPTEMBER, DECEMBER

STATIONARY MEETINGS:
SIOUX CITY SCHOOLS: 3RD TUESDAY OF
EACH MONTH SEPTEMBER THROUGH MAY

ALL OTHERS: AS SCHEDULED



“I’ve always believed that when Unions are strong, families are strong and America is strong. That is not a slogan for me. That is a statement of fact. You created the strongest middle class in the history of the world. You led the fight for affordable health care more than half a century ago. And today, you’re leading the fight to raise the minimum wage, which will lift 35 million working Americans out of poverty.” - **Hillary Clinton, March 2, 2016**

Does He Even Understand What ‘Right-to-Work’ Means?

“We’ve had great support from [union]workers, the people that work, the real workers, but I love the right to work. I like it better because it is lower. It is better for the people. You are not paying the big fees to the unions. The Unions get big fees. A lot of people don’t realize that they have to pay a lot of fees. I am talking about the workers. They have to pay big fees to the union. I like it because it gives great flexibility to the people. It gives great flexibility to the companies.”

- Donald Trump

States with Right to Work Laws Have:

Lower Wages and Incomes

The average workers in states with right to work laws makes \$5971 (12.2%) less annually than workers in states without right to work when all other factors are removed, than workers in other states.

Median household income in states with these laws is \$6568 (11.8%) less than in other states (\$49,220 vs. \$55,788).

In states with right to work laws, 25.9% of job are in low-wage occupations, compared with 18.0% of jobs in other states.

Lower Rates of Health Insurance Coverage

People under the age of 65 in states with right to work laws are more likely to be uninsured (16.3%, compared with 12.4% in free-bargaining states).

They’re less likely to have job-based health insurance than people in other states (53.9%, compared with 57.1%) and pay a larger share of health insurance premiums (29.9% compared with 261.%).

Only 46.8% of private-sector employees in states with these laws offer insurance coverage to their employees, compared with 52.6% in other states. That difference is even more pronounced among small employers (with fewer than 50 workers) – only 30.3% offer workers health insurance, compared with 38.8% of small employers in other states.

Higher Poverty and Infant Mortality Rates

Poverty rates are higher in states with right to work laws (14.8% overall and 20.2% for children), compared with poverty rates of 13.1% overall and 18.3% for children in states without these laws.

The infant mortality rate is 14.2% higher in states with these laws.

Less Investment in Education

States with right to work laws spend 31.3% less per pupil on elementary and secondary education than other states.

Higher Workplace Fatalities

The rate of workplace deaths is 54.4% higher in states with these laws, according to data from the Bureau of Labor Statistics.

- ALF-CIO America’s Unions – complete list of sources can be found at: www.aflcio.org

APPRENTICESHIP & TRAINING

With the strong workload we have been able to add several new Apprentices this season. We currently have 145 Apprentices working at this time. It's wonderful to see the Program expanding. Any support and assistance you, as Members, can give in helping our Apprentices get established in the Industry is greatly appreciated by myself and the Trustees.

It has been a busy summer at the Training Site with Members coming in to upgrade skills, equipment evaluation for individuals that have contacted the Business Agents, Pipeline Oiler classes, etc.

We have also been able to work with the other Trades on charity projects around Des Moines this summer. Easter Seals Camp Sunnyside needed street grading and backfill on a building expansion. Central Iowa Building and Trades constructed two picnic shelters at Fort Des Moines. These projects help get Apprentices real world experience while helping great charities, so it benefits everyone.

I know it may not seem like it but training season will be here before you know it. We are already working on the class schedule and newsletter. The training newsletter should arrive to Members around Thanksgiving. Please look it over and get signed up early for the classes. You need to keep your credentials up to date, and add the ones you don't have to make yourself more employable.

I look forward to seeing you all this training season.



RYAN HOLLINRAKE
APPRENTICESHIP
COORDINATOR

**CCO test will be October 23rd, 2016
at the Training Site!**



Apprentice Sam David operates a Cat 299 Skid Loader for Tschiggfrie on a road project north of Dubuque

Apprentice Dale Camp working for Case Foundation at the Sabula/Savanna bridge project



International Union of Operating Engineers
4880 Hubbell Avenue
Des Moines, Iowa 50317

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OPERATING ENGINEERS

92 COUNTIES—STATE OF IOWA

JASON COPPLE—BUSINESS MANAGER—
FINANCIAL SECRETARY—515-265-1657

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DISTRICT I—

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REPRESENTATIVE—AMES, DES
MOINES, MASON CITY, OTTUMWA

DES MOINES—515-265-1657

DISTRICT II—

BRIAN VASKE, BUSINESS
REPRESENTATIVE—CEDAR RAPIDS,
IOWA CITY, DUBUQUE, WATERLOO

CEDAR RAPIDS—319-396-2050
DUBUQUE—563-583-2521

DISTRICT III—

SPENCER YOCKEY, BUSINESS
REPRESENTATIVE—SIOUX CITY,
COUNCIL BLUFFS, FT. DODGE

SIOUX CITY—712-255-1374

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REPRESENTATIVE—JURISDICTION WIDE
—563-580-4032

STATIONARY—

CHERYL ARNOLD, STATIONARY
REPRESENTATIVE—JURISDICTION WIDE
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MAIN OFFICE—

TRACY PETERSEN—OFFICE MANAGER
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