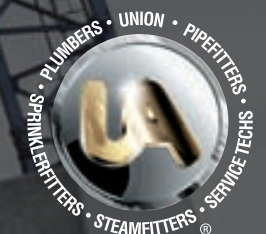


JOURNAL

Quebec's Highly Skilled Professionals—On the Job with Plumbers, Pipefitters, and Welders Local 144, Quebec, MTL

Les professionnels hautement qualifiés du Québec—sur le lieu de travail avec les plombiers et tuyauteurs et soudeurs du Local 144 à Montréal au Québec

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Bill Spinner is shown with volunteers Eileen Nelson Smith, on the left, and Suzi Weber.

The Heart of the UA

Local 502 Member Makes Sure Christmas is for Kids

Did you ever know a schoolmate, a friend, or a neighbor who never seemed to have a warm coat or even a pair of warm gloves during the cold winter season?

Maybe your own family

has experienced times when there wasn't enough income to adequately clothe yourself and your siblings.

Bill Spinner, a member of Plumbers, Pipefitters and Service Technicians Local 502, Louisville, KY, and the co-founder and Past-President/CEO of Schardein Mechanical, a Louisville-based signatory plumbing and mechanical contractor started in 1984, made a promise to his mother, Betty Spinner. Brother Spinner reports that Betty was a school bus driver for the public school system in Kentucky. He said her empathetic heart recognized the clothing needs of many of the children along her route, so she began volunteering her time with an already-established shop with a child clothing program through her local Kiwanis Club. She told her son, Brother Spinner, that he could also do this. The needs of the children in their community were so great that she wanted him to get involved.

In 1992, Brother Spinner took his mom's advice, and he started a "Clothe a Child" program with the help of his extended family and Schardein Mechanical employees. He wanted to do his part to provide adequate warm clothing for many grade school children in the Jefferson County, KY, public school system. Bill Spinner said, "We started 25 years ago with my mother clothing 50 kids the first year. It was totally financed by Schardein Mechanical." The shopping experience was then called, "Secret Santa Shopping Spree!" Not only did the

shopping spree provide warm coats for the children involved that year, but provided a toy as well.

Brother Spinner and the Schardein Mechanical employees knew they wanted to help as many children as possible in their community, so they reached out to their industry contacts, including other contractors, vendors, union partners, associations, and individuals, establishing a committed group of benefactors. The program is now run through the Kiwanis Club of Louisville, and Brother Spinner rigorously encourages more people to get and stay involved, both financially and physically. More than 250 volunteers were needed to grow this into the substantial program it is today. This year, they clothed 577 children, and those children were able to take part in the shopping spree for a new toy! The program, which is now referred to as "Christmas is for Kids," remains a huge success due to the generosity of the plumbing and mechanical community, which donates approximately \$50,000 annually.

International Representative Dave Posey said, "I think it's one of the best things a person can do for children if they have the means to do so. To see children at Christmas time with smiles on their faces is priceless. It lets children know that people care about them. As a child, I can remember having the same experience when someone reached out to my sister and me to buy us clothes and some toys for Christmas—that's something you never forget."

Since its inception, more than 6,000 children have received new, warm coats and toys because of Brother Spinner's mom's vision and Brother Spinner's continued commitment to remain involved. Brother Spinner's goal is to help expand the program's outreach in his community.

If you—or someone you know—have given generously of your time and labor for a good cause or have been involved in extraordinary charitable activities, we want to know about it.

All submissions for this page should be made through your local Business Manager, who will forward them to the office of General Secretary-Treasurer Pat Kellett. Submissions can be emailed to UA-journal@uanet.org. Images should be high resolution (300 dpi).

Please include as much information as possible, as well as photographs, preferably in color.



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Special thanks to Sylvie Filion, UA Canada Communications and Multimedia Associate, and Special Representative Stéphane Favron for translating our UA Canada stories into French for us.

Nous aimerions remercier Sylvie Filion, associée aux communications et multimédia à l'AU du Canada, ainsi que le représentant spécial Stéphane Favron d'avoir traduit les articles de l'AU du Canada en français pour nous.

The UAWeb Internet address: <http://www.ua.org>



Upping the Ante on Communications



Mark McManus
General President

One of the essential tools to having a productive relationship is really pretty simple: *Good Communication*. Whether it is in a marriage or relationship, on a jobsite, as an employer, union member or leader, or as an end-user, you can have wonderful plans and innovative strategies, but if those aren't communicated effectively, then that relationship will certainly be hurt—possibly even fatally.

Today the big challenge is to find the best way to communicate, especially with such a diverse and widespread membership as the one we have in the United Association. Two countries, 50 states and 10 provinces—some of which speak a different language from English—makes it difficult and complicated.

Fortunately, communication methods are changing before our very eyes. Most parents have a better chance at getting a response from their kids through a text rather than expecting them to pick up the phone to talk live—or maybe that's just my kids! It wasn't all that long ago that the UA General Office used telegrams to communicate with our local unions. That quickly morphed into faxes, then into emails, and onto social media and beyond. Social media—Facebook, Instagram, Twitter—has certainly changed the world. We are all probably wondering what's coming next!

It's hard to believe that smartphones have really only been around for 10 years, yet it's just as hard to imagine your life without one! This presents a challenge for all of us. Prompt responses—even immediate responses—are

expected and are quickly becoming the norm. Even news and media outlets have to be the “first” with any sort of breaking news—which seems to be breaking every 15 minutes. This constant barrage of information can become overwhelming. We don't always know what to check first—our email, our Twitter accounts, or cable news. It can be difficult to prioritize, but this lightning speed of communications today can also be very useful and helpful, especially to a widespread organization like the UA.

What I have learned in my first year as your General President is you simply cannot underestimate the power of any type of communication. This year, I wrote my second-annual, year-end letter to our 345,000 men and women of the UA in the old-fashioned “snail mail” way because of the lack of email addresses in our database. I'm hoping that next year I'll be able to send this letter to you via email, especially for our traveling members who aren't at home. That's our goal.

This was a personal letter from me to each of you, and it gave me a chance to share not only the highlights of the past year, but our excitement about what lies ahead. Last year, we learned, through some extensive surveys, that the rank-and-file like hearing from the UA's leadership. If it's a good idea or vision, or even if it's controversial, it's much better to have transparency and provide the explanation and thought process for what happened and why. It also provides a way for us to stay connected, and that's critical to our future.

Email is by far the preferred choice of communication, based on the rank-and-file members surveyed this fall. To answer that feedback, I am simply asking all local union membership, as well as their officers, to make a concerted effort to provide the UA with current email addresses. You can update or add this information by logging in directly to your member profile at uanet.org.

At the same time, we also found out, overwhelmingly so, that the membership wants this correspondence electronically. Email is by far the preferred choice of communication, based on the rank-and-file members surveyed this fall. To answer that feedback, I am simply asking all local union membership, as well as their officers, to make a concerted effort to provide the UA with current email addresses. You can update or add this information by logging in directly to your member profile at uanet.org.

There may be folks hesitant to do so out of concerns about privacy or simply because they already receive so many emails every day. However, I'm certain you—like me—didn't hesitate much this past holiday season in providing an email address for any online purchases. It is not the intention of the UA to send a barrage of emails out every day or every week. Your privacy is of paramount importance, but at the same time, it is our responsibility to provide you with communications that are pertinent to your livelihood. And in many cases, this is time-sensitive information that needs to be disseminated ASAP.

Over the next few weeks, we are preparing to roll out a new UA app for iOS and Android platforms to provide you with real-time UA updates and information. It will be member-driven, and it is our hope that you will use it and make suggestions on how it can be most useful to you.

I firmly believe that an engaged and informed UA

membership and, conversely, an informed UA General Office, can and will do bigger and better things for the lives of all UA families. In May of 2017, the UA hired a Communications Director to coordinate UA messaging to the public, politicians, end-users, contractors, and most importantly, the membership itself. Kristin Fleckenstein (kfleckenstein@uanet.org) is and will continue to be a valuable resource in this day and age of ever-evolving communication. It is our collective goal to ensure all UA communication is relevant, timely, and educational.

Thanks in advance for sharing in this endeavor, and we certainly hope you will be actively involved through email and the UA app.

Happy New Year!



An Exciting New Year Lies Ahead for the UA



Patrick H. Kellett
General Secretary-Treasurer

The start of a new year always brings with it lots of anticipation and optimism. We all look forward to what the next year will bring, and we share the hope that it will be better than the previous year.

In the case of the United Association, 2017 was a challenge, to say the least. We faced many tragedies that seemed to pile on one after the other, especially as the year came to a close. But the UA is resilient, and our members and their families know how to face obstacles head on, and that was especially evident last year with all that happened. So many of you gave so much to help those affected by hurricanes, fires, jobsite tragedies, and senseless violence—and that includes enormous generosity from our extended UA family of contractors and suppliers. The compassion demonstrated by so many helped sustain us during these difficult times.

As we look ahead to the new year, all indicators point to what should be a truly outstanding opportunity for all UA crafts—from homebuilding to heavy industrial work, including service and maintenance. The challenge for us will be to keep our commitment to existing and potential contractors to supply the skilled manpower for this remarkable amount of work. It's an unusual position for the UA to be in, especially since the Great Recession of 2008 seems like only yesterday. It is an exciting time for all of us, and I know you share our determination to make the most of the work outlook that lies before

As we look ahead to the new year, all indicators point to what should be a truly outstanding opportunity for all UA crafts—from homebuilding to heavy industrial work, including service and maintenance.

us. It won't be easy, but it's a good problem to have!

As we move forward with increasing our ranks, it is great to see so many of our local unions embracing the idea of organizing as never before. There is growing support for the UA's major organizing initiative, and that is a very positive thing for all of us. We will need to recruit and train as many qualified tradespeople as we can if we are going to meet manpower demands. The days are gone when we can only rely on apprenticeship as a way to grow. We are organizing with an intensity, determination, and energy not seen for generations. This will make the United Association much stronger and, in turn, meet those manpower demands.

An important element of this determination to grow is the positive relationship we have with our contractors. We were given a solid basis on which to build by those who went before us, and the partnership between management and labor is now at an all-time high. Together, the UA and our employers are poised to expand our market share and take on all challengers to our jurisdiction. With the support of our contractors, we will continue to open up new markets as we build on our existing base. We are committed to the success of our employers, and together, we will secure our fair share of the enormous amount of work that will be undertaken in 2018 and beyond.

None of this can happen without the support of our members. Your commitment to excellence and to doing a fair



Patrick H. Kellett,
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day's work for a fair day's pay lies at the center of all we do. You are the heart and soul of this organization, and your skills are what ensures the future of our membership and their families.

When your General Officers say, "Thank you for a job well done," we really mean it. We know that everything we are able to achieve is because of each and every one of you. Our pledge to you is that we will work tirelessly to protect your interests and to expand and strengthen the position of the UA in the marketplace throughout North America.

So, as we welcome in 2018, I am honored to be your General Secretary-Treasurer and to extend my best wishes to all our UA families for a prosperous, safe, and productive New Year.

Patrick H. Kellett

The Pulse—

The UA and Rock ‘n’ Roll



by Dale Flood, Plumbers and Steamfitters Local 157, Terre Haute, IN, President, American Welding Society

As a Project Manager for Tri Tool Inc. in Rancho Cordova, CA, Dale is responsible for research and development and marketing of orbital weld equipment. He has extensive technical management experience and has been the recipient of numerous awards. In conjunction with Tri Tool, Dale holds many patents, both in the U.S. and internationally. He spends considerable time and effort ensuring that his colleagues in the welding industry receive recognition for their efforts in the form of AWS National Awards.

There is a song titled, “It’s a Long Way to the Top (If You Wanna Rock ‘n’ Roll)!” Does the image created in your mind from this song title conjure thoughts of a lot of work? For me, it has been just the opposite—it’s been a blast! I’ve experienced so much fun and interesting times that when I look back at my life as a UA member, as a pipefitter and a welder, I realize I have been overwhelmingly blessed by the UA and this industry! That is exactly why, many years ago, I decided to get involved with the American Welding Society (AWS) and help others to see a vision of welding that perhaps they would not if this story went untold.

I am a proud member of Plumbers and Steamfitters Local 157 based in Terre Haute, Indiana. Although I have not worked there for many years, the ties between the brothers and sisters there and myself remain very strong! It was there that I first met Mr. Grover Osborn, Business Manager, who invited me to attend their welder training program. I soon met with some crusty, tough weld instructors, including Mike Porter and “Gib” Lynn who spent all day, every day, teaching us to be professional pipefitters and expert qualified welders.

After mastering manual welding, I asked to be involved with the mechanized weld training at the UA Training Center in Terre Haute and was told I had to pass a TIG weld test using my left hand first. For me, this was difficult at best, but I did pass and became one of the “elite” orbital welding trainees. The concept of being able to weld using a machine while pushing buttons, a joystick, and turning knobs intrigued me very much. I became proficient and passed qualification tests.

Imagine being a young welder walking around in the primary containment vessel in a nuclear power house, walking through a hatch, and seeing all mirror-polished stainless steel walls and realizing, “I am standing inside the core of a nuclear reactor.” I was amazed! What a profound feeling! Then, over there on the wall, I see an

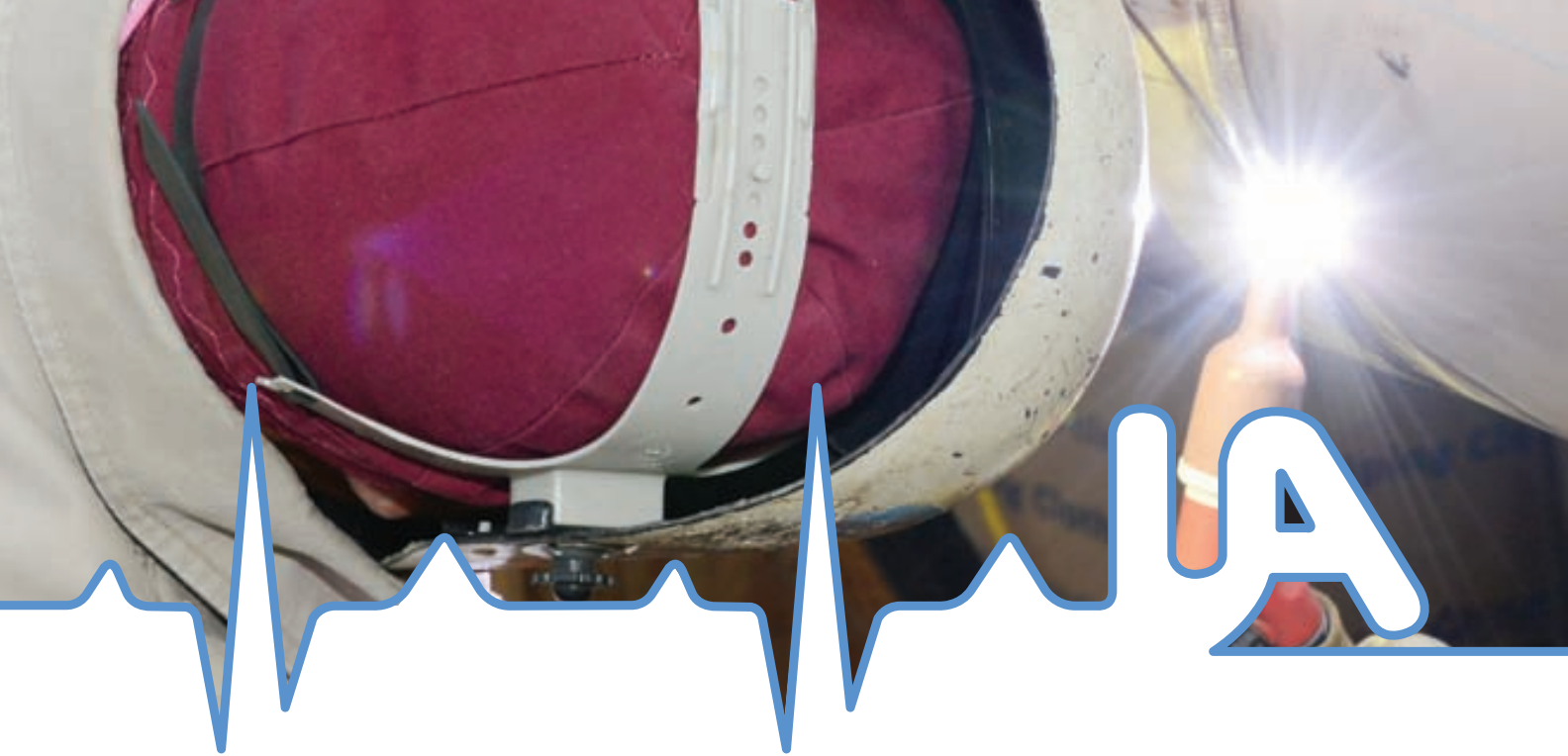
identification plate, “Made by Chicago Bridge & Iron in the USA.” I knew the entire plant was assembled by union craftspeople. The piping systems were assembled and welded using the best-quality workmanship by true piping professionals!

Shortly after, management within CBI Services, the nuclear division of Chicago Bridge & Iron, offered me a position as their weld superintendent. What an honor! We traveled to various nuclear facilities, replacing the primary cooling loops, which were austenitic stainless steel, using mechanized welding with video remote-controlled systems.

Years later, a company named Polysoude, based in Nantes, France, decided to pursue a greater presence in the USA, and they purchased Astro Arc in Burbank, California, forming a new company named Astro Arc Polysoude. Their management team was searching for qualified mechanized welding experts to work in technical sales and approached me with an offer, which I eventually accepted. They invited me to their corporate headquarters in Nantes for six weeks of training on numerous types of equipment. I will never forget the day a man named Ernest Levert visited us at the Burbank office, asking that we build a specialized device to assist his effort with Lockheed Martin Missile & Fire Control to build the cooling system for the International Space Station. At the time, little did either of us know that we were both destined to become Presidents of the AWS.

Tri Tool Inc., a company based in northern California, was the largest customer and reseller of Astro Arc Polysoude equipment. The owner, Dr. George Wernette, contacted me with an offer to consider working for Tri Tool. Eventually his persistence convinced me to move to Sacramento to assist Tri Tool customers with their mechanized weld applications.

I had several ideas about how to make these devices more functional and adaptive and began studying them. During the next several years, detailed analysis of these



concepts assisted Tri Tool and myself to obtain six patents granted in the USA, as well as numerous other patents granted internationally. We began manufacturing and selling the AdaptARC mechanized welding system.

My career activities were noticed by some individuals who were involved with the AWS, and I was invited to attend a Sacramento Valley Section meeting. By this time, Ernest Levert was already an AWS Vice President. After serving three years in various Section Officer positions, I was elected AWS District Director for northern California and Nevada. Two terms and six years later, I was elected to a one-year term as Director-at-Large, followed by three years as Vice President, and then as the 2018 President of the American Welding Society.

Having the background of being a UA pipefitter and welder has helped me to understand and discuss the basics of joining with just about anyone, but your career options can really explode when you start meeting everyone in the welding industry. You are probably thinking, “No one could know everyone in this industry.” Ok, maybe not, but my involvement with the AWS has introduced me to many thousands of top professionals. In November, at FABTECH, my wife and I were standing in the reception line, and we greeted 1,000-plus from all over the world. We attend the annual International Institute of Welding held in a different country each year and get to meet the research scientists, authors, and professors from the top universities from all over the world, such as The Ohio State University and the University of Alberta. The number of industry experts involved with the AWS is extensive, and the countless areas of expertise are vast.

The point of all of this is not to tell my UA brothers and sisters about my own accomplishments, but rather to open the eyes of young people who might be considering career options as a UA member and to help you realize the tremendous number of opportunities that avail themselves if you decide to join the UA and become a piping

professional. Of course, if you love welding as much as most do, you could choose this career path for your life-long career and make a very good income. I personally know welders who make as much as \$200,000 per year!

There are, however, many more career paths available. I suggest starting as a UA welder, and you will be better qualified to make decisions about becoming an AWS certified welding inspector (CWI) to work in quality control. I know other pipefitters who have taken classes and become welding engineers or metallurgists. Many others progress to become a weld superintendent, a project manager, or work in welding sales as I did. Still others become professors at community colleges and universities. Or consider starting your own inspection or construction company and employing others. All of these positions provide the opportunity to travel to all corners of the world, perform welding with an artistic flair, and receive an excellent income.

Far too many young people hear that, to be successful, you need to attend college or a university. Yes, this option is available, but many young people would greatly benefit by developing a skill and learning what they would like to do with their lives before spending a half-million dollars on student loans. There is a popular radio talk-show host who discusses the personal debt crisis in the USA and interviews thousands of people. By far the greatest amount and the type of debt are student loans. It is common for this to be in the range of \$50,000 to \$200,000, and the cost is rising exponentially. Medical professionals might spend more than \$500,000 attending a university and then have to purchase a practice! A million bucks for an individual's first job!

You too could attend a UA Training Program and get paid while you go to school to learn. Think about this and give it a chance. You will love welding and be proud of working as a piping professional! Heck, you too might even become President of the AWS someday.

Quebec's Highly Skilled Professionals—On the Job with Plumbers, Pipefitters, and Welders Local 144, Quebec, MTL



From left are (De gauche à droite) Stéphane Favron (SR), Cédric Chouinard (S), Mathieu Hébert (F), and Sylvain Morissette (Local 144 BM).

At this year's Canadian Conference, Plumbers, Pipefitters, and Welders Local 144, Quebec, MTL, Business Manager Sylvain Morissette spoke about the challenges, opportunities, and the uniqueness that goes along with work in Quebec. He praised the team that he works with at Local 144, notably Assistant Business Manager Daniel Coursol, Business Agents Martin Bouchard, Martin LaLonde, Alain Olivier, Jean-Marc LaChance, Danny LaLancette, Frédéric Simard, Mathieu Charbonneau, Eric Verdon, and Patrick Coursol, and spoke of the assistance that he receives from Special Representative Stéphane Favron, who oversees all of Quebec. In addition, Brother Morissette announced the merger between Local 825, Sherbrooke, and Local 144, which will take place at the first of the year in 2018. He thanked Local 825 Business Manager Stéphane Coutu and all of the members of Local 825 for having the confidence to work toward a strong and unified local union. Brother Morissette and the members of Local 144 are eager to welcome all of the members of Local 825 into their fold this coming year.

Abbreviation Key:

- SR Special Representative
- BM Local 144 Business Manager
- BA Local 144 Business Agent
- TC Training Coordinator
- JS Job Steward
- S Superintendent
- F Foreman
- J Journeyman
- Ap Apprentice
- AA Administrative Assistant
- AD Administrative Deputy

Les professionnels hautement qualifiés du Québec—sur le lieu de travail avec les plombiers et tuyauteurs et soudeurs du Local 144 à Montréal au Québec

Lors de la conférence canadienne de cette année, organisée par les plombiers et les tuyauteurs et les soudeurs de la section locale 144 à Montréal au Québec, le gérant d'affaires Sylvain Morissette a parlé des défis, des opportunités et de Particularité unique de l'industrie de la construction au Québec. Il a fait l'éloge de l'équipe avec laquelle il travaille à la section locale 144, notamment L'assistant Gérant Daniel Coursol, les agents d'affaires Martin Bouchard, Alain Olivier, Jean-Marc LaChance, Danny LaLancette, Frédéric Simard, Mathieu Charbonneau, Eric Verdon et Patrick Coursol. Il a parlé de l'aide qu'il reçoit du représentant spécial Stéphane Favron qui supervise tout le Québec. De plus, le confrère Morissette a annoncé la fusion entre la section locale 825 de Sherbrooke et la section locale 144 qui aura lieu le premier de l'an 2018. Il remercie le gérant d'affaires de la section locale 825 Stéphane Coutu et tous les membres de la section locale 825 pour leur confiance dans ce travail de fusion, confiance qui vient fortifier cette union. Le confrère Morissette et les membres de la section locale 144 sont impatients d'accueillir tous les membres de la section locale 825 dans leur groupe l'année prochaine.



Clé d'abréviation:

SR représentant special pour le Québec
BM gérant d'affaires au local 144
BA agent d'affaires au local 144
TC coordonnateur de la formation au local 144

JS délégué syndical
S surintendant
F contremaître
J compagnon
Ap apprenti
AA assistante administrative
AD directive comptable et comptabilité



Luc Hébert (J)



Dominic Hébert (J)



Pierre-Philippe Jarry (J)



The province of Quebec operates in a different fashion than other provinces. In Quebec, the labor-relations system in the construction industry is governed by the Act Respecting Labor Relations, Vocational Training, and Workforce Management in the Construction Industry (Act R-20). When workers enter the industry, they are obliged to choose the union association that they want to join. They have the option of changing associations every four years during a union vote. There are five recognized trade union associations in Quebec: Centrale des syndicats démocratiques (CSD Construction); Confédération des syndicats nationaux (CSN-Construction); Conseil provincial du Québec des métiers de la construction – International (International); Fédération des travailleurs et travailleuses du Québec (FTQ-Construction); and Syndicat Québécois de la construction (SQC). Local 144 is part of the building trades, which is the “International” association. The associations have the right to participate in negotiations. Local 144 in Quebec is very important to the

United Association, because it represents a large portion of the province.

Business Manager Sylvain Morissette said, “When Local 144 negotiates, we are not only negotiating on behalf of our local union members; we are negotiating for the trade as well. In this context, it is important to maintain a high level of representation in order to defend the trade for our local and our union. This is very challenging. We are in competition with the four other trade union associations. As a local union, if we cannot differentiate ourselves from the other trade union associations by exhibiting the most productivity, the safest practices, our training excellence, and our ability to support and represent our members and safeguard their funds—then we will be vulnerable to losing our members to other trade union associations.”

Reviewing the data from the region, Local 144 is doing very well, but the challenge is ongoing. “One of the main incentives of the other trade union associations is that their monthly dues are much lower,” Brother Morissette said. “We cannot compete on that level. We must be



Pierre-Olivier Fortier (third-year Ap) (Apprenti de 3e année)



“When Local 144 negotiates, we are not only negotiating on behalf of our local union members; we are negotiating for the trade as well.”

« Lorsque la section locale 144 négocie, nous ne négocions pas seulement au nom des membres de notre section local; nous négocions aussi pour les autres métiers. »

Sylvain Morissette



The Local 144 workforce working for the Paquette Group is shown on the job at the University of Montreal.

La main-d'oeuvre du local 144 travaillant pour le groupe Paquette sont sur le lieu de travail de l'Université de Montréal.



Jasmin Huot (J)

Le Québec est une province qui fonctionne différemment par rapport aux autres provinces. Au Québec, le système de relations de travail dans l'industrie de la construction est régi par la Loi sur les relations de travail, la formation professionnelle et la gestion de la main-d'oeuvre dans l'industrie de la construction (Loi R-20). Lorsqu'un travailleur entre dans l'industrie, il est obligé de choisir l'association syndicale à laquelle il souhaite adhérer. Les travailleurs ont la possibilité de changer d'association tous les quatre ans lors d'un vote syndical. Il y a cinq associations syndicales reconnues au Québec : La Centrale des syndicats démocratiques (CSD CONSTRUCTION), la Confédération des syndicats nationaux (CSN-CONSTRUC-

TION), le Conseil provincial du Québec des métiers de la construction - International (International), la Fédération des travailleurs et travailleuses du Québec (FTQ-Construction), le Syndicat québécois de la construction (SQC). La section locale 144 fait partie du conseil Provincial (CPQMCI) qui est une association « internationale ». Les associations ont le droit de participer aux négociations. La section locale 144 au Québec est très importante pour l'Association Unie, car elle représente une grande partie de la province.

Le gérant d'affaire Sylvain Morissette a déclaré que : « Lorsque la section locale 144 négocie, nous ne négocions pas seulement au nom des membres de notre syndicat local, nous



“ We must be able to show that Local 144 has a vision for pipefitters and plumbers that no one else has. ”

« Nous devons être en mesure de démontrer que la section locale 144 a une vision pour les tuyauteurs et les plombiers que personne d'autre n'a. »

Sylvain Morissette



Hughes Bourgeois (J)

Benjamin Troilo (J)



Joël Blackburn
(third-year Ap)
(Apprenti de 3e année)

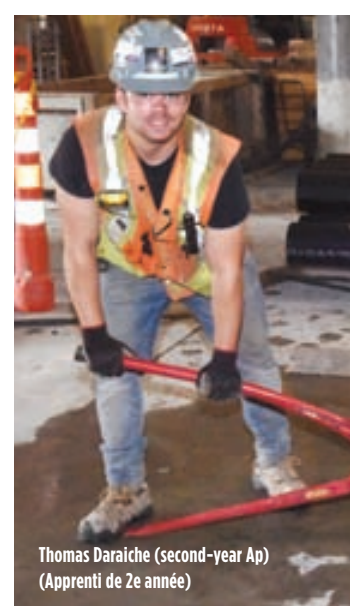


Sébastien Nadeau (J)

able to show that Local 144 has a vision for pipefitters and plumbers that no one else has. We are building a new, state-of-the-art training center. Our groundbreaking is scheduled for the spring. The training center will allow us to offer advanced training for our members. We must make prospective members aware of what we have to offer. We are making strides to create a local that is engaging to young people. We have created a more powerful image, which includes a revised logo. We are branding our image to create a more unified look with work jackets, hardhats, and new flags. We are implementing stronger and more up-to-date communications. In 2014, we revamped our websites and created our Facebook page. There is no doubt that our strength is in our members.”

The members of Local 144 are currently on the job at the Campus Mil for the University of

Montreal doing all of the plumbing and heating, working for Groupe Paquette. The University of Montreal and its affiliated schools form the largest university complex in Quebec, the second largest in Canada, and it is one of the most important in the French-speaking world. In 2006, the university acquired a site in the neighboring Outremont borough to expand its existing campus, and the members of Local 144 are on the job. The project has been broken into a three-phase execution that includes a new science complex that is 646,000 square feet, which will house the research and teaching facilities for the university’s chemistry, physics, geography, and biological sciences departments. The new science complex is slated to open in the fall of 2019. In addition to the sciences complex, the campus will include a digital innovation center, a science-based primary school, and several



Thomas Daraiche (second-year Ap)
(Apprenti de 2e année)



négociations aussi pour les autres métiers. Dans ce contexte, il est important de maintenir un haut niveau de représentation afin de défendre les métiers pour notre section locale et notre syndicat. C'est très difficile. Nous sommes en concurrence avec les quatre autres associations syndicales. En tant que section locale, si nous ne pouvons pas nous différencier des autres associations syndicales en affichant le plus de productivité, les pratiques les plus sûres, l'excellence en formation et notre capacité à soutenir et représenter nos membres et à protéger leurs fonds, nous serons vulnérables et nous perdrons nos membres à d'autres associations syndicales. »

En examinant les données de la région, la section locale 144 se porte très bien, mais le défi est permanent. « L'un des principaux incitatifs des autres associations syndicales est que leurs cotisations mensuelles sont beaucoup plus basses », a déclaré le Confrère Morissette. « Nous ne pouvons pas rivaliser à ce niveau », a-t-il déclaré. « Nous devons être en mesure de démontrer que la section locale 144 a une vision pour les tuyautiers et les plombiers que personne d'autre n'a. Nous construisons un nouveau centre de formation à la fine pointe de la technologie. Notre inauguration est prévue pour le printemps. Le centre de formation nous permettra d'offrir une

formation avancée à nos membres. Nous devons informer les membres potentiels de ce que nous avons à offrir. Nous faisons des progrès pour créer un local qui soit attrayant pour les jeunes. Nous avons créé une image plus puissante, qui comprend un nouveau logo. Nous améliorons notre image pour créer un look plus unifié avec des vestes de travail, des casques et de nouveaux drapeaux. Nous mettons en œuvre des communications plus solides et plus à jour. En 2014, nous avons réorganisé nos sites Web et avons créé notre page Facebook. Il ne fait aucun doute que notre force est dans nos membres. »

Les membres de la section locale 144 sont actuellement au travail au Campus Mil pour l'Université de Montréal où ils font tous les travaux de plomberie et de chauffage, travaillant pour le Groupe Paquette. L'Université de Montréal et ses écoles affiliées forment le plus grand complexe universitaire au Québec, le deuxième au Canada et l'un des plus importants dans le monde francophone. En 2006, l'université a acquis un site dans l'arrondissement voisin d'Outremont pour agrandir son campus existant, et les membres de la section locale 144 sont sur le terrain. Le projet a été divisé en une exécution en trois phases qui comprend un nouveau complexe scientifique de 646 000



Maxime Legendre (J)

other institutions, as well as additional housing. For this \$350 million project, it has been estimated that Ottawa will invest \$84 million and Quebec \$145 million in the overall project.

Quebec Premier Philippe Couillard stated, "The Complexe des Sciences will live up to the reputation that Montreal and Quebec have as internationally recognized places of learning." Canada Prime Minister Justin Trudeau said, "It will be one of the largest innovation centers in Canada. Researchers will work together in world-class facilities to find solutions to the problems facing our country and our world." He added, "We want to make Canada a global

leader in transforming ideas into solutions, science into technology, skills into jobs, and emerging businesses into well-established companies in the global marketplace."

At Local 144, nothing is taken for granted. They are proud of their history and are eager to continue to write that history. They are 3,200 members strong and continue to grow. "As we gain strength," Brother Morissette said, "we will move forward. There are still three agreements to be signed. We are confident that we will be able to sign collective agreements that will set us up until 2021."



Carmelo Spataro (fourth-year Ap)
(Apprenti de 4e année)



Jean-Sébastien Boucher (J)



From left are (De gauche à droite) Stéphane Favron (SR), Eric Verdon (Local 144 BA), and Jacques Bourdages (JS).



First row, from left to right, Sylvie Morin (AA), Marianne Delley (Health & Welfare), Émilie Brodeur (Receptionist), Maude Morissette (AA), and Caroline Bardier (AD & Accounting). Second row, from left, are Sylvain Morissette (Local 144 BM), Martin Bouchard (Local 144 BA), Éric Verdon (Local 144 BA), Patrick Coursol (Local 144 BA and TC), Mathieu Charbonneau (Local 144 BA), and Frédéric Simard (Local 144 BA).

Première rangée de gauche à droite, Sylvie Morin (assistante administrative), Marianne Delley (santé et bien-être), Émilie Brodeur (réceptionniste), Maude Morissette (assistante administrative) et Caroline Bardier (adjoindte administrative et comptabilité). Seconde rangée, de gauche à droite, Sylvain Morissette (gérant d'affaires au local 144), Martin Bouchard (agent d'affaires au local 144), Éric Verdon (agent d'affaires au local 144), Patrick Coursol (agent d'affaires et coordonnateur de la formation au local 144), Mathieu Charbonneau (agent d'affaires au local 144) et Frédéric Simard (agent d'affaires au local 144).



Sébastien Despatie (J)

pieds carrés, qui abritera les installations de recherche et d'enseignement pour les départements de chimie, de physique, de géographie et de sciences biologiques de l'université. Le nouveau complexe scientifique ouvrira ses portes à l'automne 2019. Outre le complexe des sciences, le campus comprendra un centre d'innovation numérique, une école primaire à vocation scientifique et plusieurs autres établissements, ainsi que des logements supplémentaires. Pour ce projet de 350 millions de dollars, on estime qu'Ottawa investira 84 millions de dollars et le Québec 145 millions de dollars dans le projet global.

Le premier ministre du Québec, Philippe Couillard, a déclaré que : « Le Complexe des Sciences respectera la réputation de Montréal et du Québec en tant que lieu d'apprentissage reconnus internationalement. » Pour sa part, le premier ministre du Canada Justin Trudeau a souligné que : « Ce sera l'un des plus grands centres d'innovation au Canada. Les chercheurs

travailleront ensemble dans des installations de classe mondiale pour trouver des solutions aux problèmes de notre pays et de notre monde », ajoutant que : « Nous voulons faire du Canada un chef de file mondial dans la transformation des idées en solutions, la science en technologie, entreprises émergentes dans des sociétés bien établies sur le marché mondial. »

À la section locale 144, rien n'est tenu pour acquis. Les membres sont fiers de leur histoire et sont désireux de continuer à écrire cette histoire. Ils sont 3 200 membres forts et continuent de croître. « Au fur et à mesure que nous prendrons de l'ampleur, a dit confrère Morissette, nous irons de l'avant. Il y a encore trois accords à signer. Nous sommes convaincus que nous serons en mesure de signer des conventions collectives qui nous établiront jusqu'en 2021. »





General President Mark McManus
Le président général Mark McManus



General Secretary-Treasurer Pat Kellett
Le secrétaire-trésorier général Pat Kellett

UA Canada— Proudly Canadian

*2017 United
Association
Canadian
Conference*

The 2017 Canadian Conference, “Committed to Excellence,” was held in Quebec, MTL, August 22-23. This year, the conference not only offered an opportunity for UA Canada leaders, industry representatives, and project owners to discuss pertinent issues, but it also created a forum to analyze its present state and to plan for the future.

L’AU du Canada— La fierté d’être Canadien

*La conférence
canadienne de
l’Association
Unie 2017*

La conférence Canadienne de 2017, intitulée « Dédiée à l’excellence », avait lieu à Montréal au Québec les 22 et 23 août derniers. La conférence a non seulement offert aux dirigeants canadiens de l’AU, aux représentants de l’industrie, aux propriétaires de projets une plateforme de discussion sur des sujets pertinents, mais a également donné lieu à un forum traitant de l’état actuel de l’AU ainsi que des plans d’avenir de celle-ci.



Director of Canadian Affairs Steve Morrison
Le directeur des affaires canadiennes Steve Morrison



Business Manager Sylvain Morissette, Plumbers, Pipefitters, and Welders Local 144, Quebec, MTL
Le gérant d'affaires Sylvain Morissette du local 144, représentant des plombiers et tuyauteurs et soudeurs, Montréal, Québec



Federal Secretary Earl Setches, Plumbing Trades Employees Union (PTEU), presented retired Director of Canadian Affairs John Telford and Director of Canadian Affairs Steve Morrison with honorary memberships to the PTEU.

From left to right are General Secretary-Treasurer Pat Kellett, General President Mark McManus, retired Director of Canadian Affairs John Telford, PTEU Federal Secretary Earl Setches, and Director of Canadian Affairs Steve Morrison.

Le secrétaire fédéral Earl Setches, Syndicat des employés de la plomberie (PTEU), a remis au directeur des affaires canadiennes à la retraite, John Telford, et au directeur des affaires canadiennes, Steve Morrison, des adhésions honorifiques au PTEU.

De gauche à droite, le secrétaire-trésorier général Pat Kellett, le président général Mark McManus, le directeur des affaires canadiennes à la retraite John Telford, le secrétaire fédéral du PTEU Earl Setches et le directeur des affaires canadiennes Steve Morrison.



Administrative Assistant to the General President/Canada James MacDonald
L'assistant administratif du président général au Canada James MacDonald

Business Manager of Plumbers, Pipefitters, and Welders Local 144, Quebec, Sylvain Morissette, whose native language is French, presented his welcoming remarks in English, so that the delegation from the United States could understand his message. This challenging gesture was appreciated by all who attended and was a perfect introduction to the brotherhood and sisterhood that was exemplified by all throughout the entire working conference. Director of Canadian Affairs Steve Morrison's goal for this conference was to engage the delegation, so that they have a definitive role in the next chapter for UA Canada, and that's exactly what transpired at this year's conference.

General President Mark McManus addressed the delegation, stating that, when you are a newly elected General President, you are aware that the UA membership—across both nations—has taken a “leap of faith,” and he thanked everyone for their support over this past year. The General President spoke about the success of the organizing blitzes that have taken place across the United States and are ongoing. He said, “It's not always easy—growth. I don't believe that there is anyone in this room who believes the United Association will be stronger by getting smaller. We just have to have the will to do it—to grow in our two nations.” As of this writing, the UA has nearly 346,000 members, with UA Canada representing 56,450

journeypersons, 10,000 apprentices, and 550 piping professionals classified as “specialized skills.”

The General President discussed the challenges and opportunities that both nations will experience in the coming years. “Your UA officers in Canada are second to none,” he said, “and you can rest assured that they are on top of their game here in Canada.”

General President McManus described the political climate in the United States. He said, Justin Trudeau, Canada's Prime Minister, has been an advocate for working people, and that support was clearly evident at the unveiling earlier this year of the Canada's Building Trades Unions (CBTU) national monument, situated at Major's Hill Park in the capital city of Ottawa. General President McManus and Director of Canadian Affairs Steve Morrison, along with other top United Association officers from both nations, attended the unveiling.

The General President spoke about the building trades' visit to the White House shortly after President Donald Trump was elected, stating, “We had an opportunity to sit down with the President in the Oval Office to discuss regulations that were stalling important projects across both of our nations, and we seized that moment to underline our commitment to protect Davis-Bacon and prevailing wages.” He spoke about the fact that U.S. Secretary of





Committed to Excellence
Dédié à l'excellence



Keynote Speaker Spencer Beach
L'orateur invité Spencer Beach



Sylvain Morissette, le gérant d'affaires de la section locale 144 de l'AU, un francophone originaire du Québec, dans son discours d'ouverture, a souhaité la bienvenue aux délégués des États-Unis dans un anglais impeccable. Cette marque de respect a été appréciée par les confrères et consoeurs non seulement pendant l'ouverture, mais tout au long des rencontres et des réunions.

Le principal objectif de la conférence, étayé par le directeur des affaires canadiennes, Steve Morrison, était de mettre la délégation sur la voie de l'engagement dans une contribution mutuelle pour écrire le prochain chapitre de l'histoire de l'AU du Canada, et c'est exactement ce qui est ressorti de la conférence de cette année.

Alors qu'il vient seulement d'être élu comme président général, Mark McManus s'est adressé à la délégation en mettant l'accent sur le fait que, les membres de l'AU—originaires des États-Unis et du Canada—ont fait un « acte de foi » en allant de l'avant, et ainsi il a remercié tous les membres pour cette année qui vient de se dérouler.

Le président général a également rappelé tous ces blitz organisés qui ont eu lieu à travers les États-Unis et qui se poursuivent toujours à l'heure actuelle. Il a déclaré « Que de grandir n'est pas chose facile. Je ne crois pas que, ici, dans cette salle, il est des gens qui pensent que l'AU du Canada ne deviendra pas plus forte en prenant de l'expansion. Nous devons seulement

posséder cette volonté de faire croître le nombre de nos membres dans les deux nations. » À l'heure actuelle, l'AU possède 346 000 membres en comptant les membres de l'AU du Canada qui sont au nombre de 56 450. Parmi ces membres se trouvent des compagnons, 10 000 apprentis ainsi que 550 professionnels de la tuyauterie possédant des qualifications hautement spécialisées.

Le président général a mentionné les défis et les opportunités des deux nations qu'il faudra anticiper pendant la prochaine année. « Vos officiers canadiens sont incomparables », a exprimé ce dernier. « Et vous pouvez être rassurés qu'ils sont au sommet de leur art », a-t-il ajouté.

Le climat politique aux États-Unis a également fait partie du propos du président général qui a présenté en parallèle le premier ministre du Canada, Justin Trudeau, se posant en défenseur des gens de métiers. Justin Trudeau a d'ailleurs démontré cette évidence en étant présent lors du dévoilement du monument érigé au parc Major's Hill dans la capitale nationale du Canada, Ottawa, par les Syndicats des métiers de la construction du Canada (SMCC). Étaient également présents lors du dévoilement le président général Mark McManus et le directeur des affaires canadiennes Steve Morrison.

Dans sa présentation, Mark McManus a mentionné sa visite dans Le Bureau ovale suivant l'élection du nouveau président élu, Donald



Director of Training/Canada Larry Slaney
Le directeur de la formation/Canada Larry Slaney



Tony Nash, facilitator, SWOT Workshop
Tony Nash, animateur de l'atelier d'analyse SWOT



Special Representative
Tony Finelli, HVACR
Service and Organizing/
Canada, presented the
financial analysis for
the National Business
Development Report.

Le représentant spécial,
Tony Finelli du service et
organisation CVCR/
Canada, a présenté
l'analyse financière du
rapport national sur le
développement des
entreprises.

Labor Alexander Acosta addressed the graduates of the United Association's Instructor Training Program (ITP) and the apprentices who were competing in the International Apprenticeship Contest (INAC) at the ITP graduation ceremonies this year, and he spoke about the significance of the UA's programs.

"The world has its challenges," the General President said, "but the UA has been around for 127 years! We are made up of strong, qualified, drug-free mechanics—that is who the UA represents. We represent highly skilled professionals. Take a look at what we've built across our two great nations."

General Secretary-Treasurer Pat Kellett stated that he appreciated the friendship he's had for a long time with everyone in UA Canada. "Our strength is in our collective numbers," he said. "We are 56,000-plus strong in Canada, and UA Canada continues to grow." The organizing initiative started under Director of Canadian Affairs John Telford with the "Moving Forward" campaign, and Steve Morrison, who has taken over the reins as Director of Canadian Affairs, is continuing with and strengthening that program. Reporting on the UA Scholarship Fund recipients this year, General Secretary-Treasurer Kellett stated that 13 undergraduates and one graduate student from Canada received UA scholarships.

In Director of Canadian Affairs Steve Morrison's state of the union address, he congratulated Sylvain Morissette for "fighting every day to make the UA the choice for craftsmen and women in Quebec." He said, "The world we live in is changing every day. Our plans need to change with it. There has to be a trust in the UA officers and representatives from the mem-

bership." He applauded the UA Standard for Excellence, and stated that it was the ideals that are stated in the Standard that brought the UA back to the forefront in Canada. "The industry, as a whole, can see the difference," he said. "The members are proud of the contributions that they have made. They are proud of their union. We embrace the highest levels of training and safety." Leadership training and development will be the next target for UA Canada. Director of Canadian Affairs Morrison spoke about the impact that leadership in the field has on new members. He said, "We want our members to be spokespeople for our union. We want them to inspire people to be UA Proud!"

On Day One, Administrative Assistant to the General President Mark Buss, Director of Plumbing Services Tom Bigley, and Earl Setches, Federal Secretary with the Plumbing Trades Employees Union (PTEU), Australia, gave valuable reports, and Brigadier-General (Retired) Greg Matte, National Executive Director, Helmets to Hardhats (H2H), discussed the impact H2H has had on veterans and reservists.

The keynote presentation for this year's conference was given by Spencer Beach, whose book, *Forged in the Heart of Fire*, describes his experience with a flash fire while working as a floor installer. At the time of the fire, he was using a flammable solvent to help soften the adhesive on a floor he was removing. His presentation described that day at work. He said, "On a day like any other, just doing my job, I found myself engulfed in a flash fire. It came with a whistle and a bang, changing my life forever. Within 20 seconds, I received first-degree burns

(continued on page 26)



Stephen Brown gave a brief summary of the business development representatives in eastern Canada and what they have accomplished thus far.

Stephen Brown a donné un bref résumé des représentants du développement des affaires dans l'est du Canada ainsi qu'un compte rendu de ce qu'ils ont accompli jusqu'à présent.



Mike Heys reported on business development in central Canada.
Mike Heys a parlé du développement des affaires dans le centre du Canada.



Special Representative Terry Webb, GPC, NMA, and Fabrication/Canada
Le représentant spécial Terry Webb, GPC, NMA et Fabrication/Canada



Trump, en rappelant qu'il avait eu l'occasion de discuter des réglementations qui causaient le ralentissement de la réalisation de projets importants à travers les États-Unis et le Canada. « Nous avons eu la chance de nous asseoir avec le président Trump pour discuter de la protection de l'acte de Davis-Bacon et des taux de salaires en vigueur. »

Mark McManus a aussi rappelé la présentation du Secrétaire du travail Alexander Acosta qui, précédemment, à la cérémonie de la remise des diplômes du programme de formation des instructeurs de l'Association Unie (ITP), s'est adressé aux diplômés de l'ITP ainsi qu'aux apprentis qui terminaient le Concours international d'apprentis (INAC) en parlant de la signification de cette exposition des programmes de formation de l'AU.

« Le monde a ses défis », a lancé le président général en ajoutant que « mais l'Association Unie est présente depuis maintenant 127 ans! Nous sommes constitués d'une fibre forte et d'un tissu de membres qui adhèrent à des valeurs saines telles que le choix de vivre dans une communauté sans drogues—C'est ce que l'AU représente. Nous représentons des professionnels hautement qualifiés. Il s'agit simplement de regarder en arrière et d'apprécier ce que nous avons construit à travers nos deux nations. »

Le secrétaire-trésorier général Pat Kellett a souligné qu'il appréciait l'amitié qu'il avait depuis longtemps avec les membres de l'AU du Canada. « Notre force est le nombre de la collectivité », a-t-il rappelé. « Nous sommes constitués de plus de 56 000 membres au Canada, et l'AU continue toujours de grandir », a-t-il ajouté. L'initiative organisée a commencé sous la direction de l'ex-directeur des affaires canadi-

ennes John Telford avec la campagne « Aller de l'avant » et se poursuit toujours avec le nouveau directeur Steve Morrison qui vient renforcer le leitmotiv de cette campagne. Le secrétaire-trésorier Kellett a souligné le fait que 13 étudiants de premier cycle et un étudiant diplômé du Canada ont reçu des bourses d'études de l'AU.

Dans sa présentation faisant état de la situation actuelle de l'AU, Steve Morrison a félicité Sylvain Morissette pour son « combat quotidien faisant de l'AU le choix prioritaire des artisans de métiers au Québec ». « Le monde dans lequel nous vivons est en constante évolution. Nos projets doivent de même évoluer », a-t-il déclaré en ajoutant que la confiance doit régner au sein des représentants et des membres. Il a également applaudi le Standard d'excellence qui a ramené à l'avant-scène les priorités de l'AU au Canada. « L'industrie dans son ensemble peut constater la justesse de la voie que le Standard d'excellence vient tracer », a-t-il mentionné. « Les membres sont fiers de leurs contributions. Ils sont fiers de leur syndicat. Nous observons les normes de sécurité et de formation les plus élevées. La formation en leadership et le développement feront partie des prochains objectifs de l'AU du Canada », a renchéri Steve Morrison. Ce dernier a également parlé des répercussions de ce leadership parmi les nouveaux membres. « Nous voulons que nos membres soient des exemples vivants et des porte-paroles de notre syndicat » a-t-il souligné. « Nous voulons qu'ils inspirent les gens à être fiers d'être AU! » a-t-il conclu.

De suite, l'assistant administratif du président général Mark Buss, le directeur des services de plomberie Tom Bigley et Earl Setches, secrétaire fédéral du syndicat des employés des



Speakers



Director of Plumbing Services Tom Bigley gave a presentation on the Plumbers 911 program in the U.S., and stated that a Plumbers 911 program will be started in Canada. He applauded Director of Canadian Affairs Steve Morrison for joining the World Plumbing Council, which is an international organization that aims to develop and promote the image and standards of the plumbing industry worldwide.

Le directeur des services de plomberie Tom Bigley a donné une présentation sur le programme Plombiers 911 aux États-Unis et indique qu'un tel programme sera lancé au Canada. Il a applaudi le directeur des affaires canadiennes, Steve Morrison, qui s'est joint au conseil mondial de la plomberie, une organisation internationale qui vise à développer et à promouvoir l'image et les normes de l'industrie de la plomberie dans le monde entier.



Administrative Assistant to the General President Mark Buss discussed welding, fabrication, and site-specific evaluation and training. He stated that there are 560 contractors working under the "yellow label" fabrication agreement. Brother Buss oversees all four fabrication agreements in the UA. "Technology advancements are critically important," he said. "I believe we will be doing more work in fabrication shops than out in the field. Involved technology fabrication can be done anywhere in the globe. Foreign fabrication has become an issue both in the U.S. and in Canada. ... We want to make sure that those jobs stay within North America and with our signatory contractors." He spoke about specialty welding and the training involved. Referring to the Cove Point LNG (liquid natural gas) project in Maryland, he stated, "It was a case of who was going to make this process successful. We worked with the Education and Training Department and made sure our members were ready for the job. We are seeing an increased use of specialty welding, and our members train the best welders in the industry."

L'adjoint administratif du président général Mark Buss a discuté du soudage, de la fabrication, de l'évaluation et de la formation propres au site. Il a rappelé que 560 entrepreneurs travaillaient dans le cadre de l'accord de fabrication « étiquette jaune ». Le frère Buss supervise les quatre accords de fabrication de l'AU. « Les progrès technologiques sont d'une importance cruciale », a-t-il déclaré. « Je crois que nous allons faire plus de travail dans les ateliers de fabrication que sur le terrain. Que d'allier fabrication et technologie peut se faire n'importe où dans le monde. La fabrication à l'étranger est devenue un problème aux États-Unis et au Canada. ... Nous voulons nous assurer que ces emplois restent en Amérique du Nord et chez nos entrepreneurs signataires. » Il a également parlé de la soudure spécialisée et de la formation en cause. En ce qui concerne le projet de gaz naturel liquéfié (GNL) de Cove Point au Maryland, Mark Buss a déclaré que : « C'était une question de savoir qui allait réussir ce processus. Nous avons travaillé avec le département de l'éducation et de la formation et nous nous sommes assurés que nos membres étaient prêts pour le travail. Nous constatons une utilisation accrue de la soudure spécialisée, et nos membres forment les meilleurs soudeurs de l'industrie. »



Bob Tait, Turnaround & Construction Manager, Irving Oil, stated that Irving Oil has a commitment to training and supporting apprentices. He challenged the UA delegation to find ways to bring more people into the trades and to keep them there. He spoke about the partnership between UA Canada and Irving Oil called REWARD Apprentices, created to train specialty welders who are critical to the refinery world. Plumbers and Pipefitters Local 213, St. John, NB, has taken on the task of training these welders, with the goal of reducing by half the time it takes to be Red Seal certified. Mr. Tait stated that there are only three Red Seal certified women welders, and he encouraged the UA to recruit more women into the trades. "We have to look at breaking the norm. The need to fill these gaps is critical," he said.

Bob Tait, gérant de la construction et des raffineries d'Irving Oil a déclaré qu'Irving Oil s'est engagé à former et à soutenir les apprentis. Il a mis au défi la délégation de l'AU de trouver des moyens d'attirer plus de gens dans les métiers et de les y maintenir. Il a parlé du partenariat entre l'AU du Canada et Irving Oil appelé les apprentis du REWARD, créé pour former des soudeurs spécialisés qui sont essentiels au monde de la raffinerie. La section locale 213 de St. John, au Nouveau-Brunswick, a entrepris de former ces soudeurs dans le but de réduire de moitié le temps requis pour obtenir la certification du Sceau rouge. M. Tait a déclaré qu'il n'y avait que trois femmes soudeuses certifiées Sceau rouge, et il a encouragé l'AU à recruter plus de femmes dans les métiers. « Nous devons rompre avec la norme. La nécessité de combler ces lacunes est critique », a-t-il déclaré.



Brigadier-General (Retired) Greg Matte, National Executive Director, Helmets to Hardhats (H2H), spoke about the value of hiring veterans and reservists. He said, "Transitioning military members are finding success because of the building trades. When they enter the union world, they will have a pension. The Red Seal program gives them the opportunity to travel. If a veteran leaves the military prior to 20 years of service, he or she will have no pension, no income. H2H is the reason they are OK today. ... The military license is now recognized, allowing a veteran to walk into an office and translate that license into a commercial license. This is a big deal. There is financial assistance (Bill-42), which is similar to the United States' GI Bill. Any veteran serving six years will be eligible for up to \$40,000 for apprenticeship, school, and living expenses, and if 12 years were served, that amount doubles to \$80,000. This is a game changer for veterans coming through the H2H program." Brigadier-General Matte also announced his pending retirement as the National Executive Director for H2H once a replacement has been secured.

Le Brigadier-général (à la retraite) Greg Matte, directeur exécutif national, du Régiment aux Bâtiments (H2H), a parlé de l'importance d'embaucher des anciens combattants et des réservistes. Il a dit que : « Les militaires en transition ont du succès grâce aux métiers de la construction. À leur entrée dans le monde syndical, ils auront une pension. Le programme du Sceau rouge leur donne l'occasion de voyager. Si un ancien combattant quitte l'armée avant 20 ans de service, il n'aura aucune pension, aucun revenu. H2H est la raison pour laquelle les anciens combattants réussissent à s'en sortir. ... La licence militaire est maintenant reconnue, permettant à un ancien combattant de se présenter dans un bureau et de se servir de cette licence comme d'une licence commerciale. C'est un grand pas de franchi pour les anciens combattants. Il y a une aide financière (projet de loi 42), semblable au projet de loi sur les GI des États-Unis. Un ancien combattant ayant fait partie des forces armées pendant six ans sera admissible à un maximum de 40 000 \$ pour les frais d'apprentissage, d'études et de subsistance. Et si l'ancien combattant a fait partie des forces armées pendant 12 ans, ce montant passera à 80 000 \$. » Le brigadier-général Matte a également annoncé qu'il prendrait sa retraite en tant que directeur exécutif national de H2H dès qu'on aura trouvé un remplaçant.



Shabbir Hakim, ACTIMS/Maintenance, gave a presentation on maintenance in the Oil Sands in Alberta. He said the mandate of the organization is to ensure that Alberta owners have the skilled personnel to do turnarounds. He spoke about a collaborative approach to challenges regarding managing the projects in Alberta, such as ensuring labor shortages are identified on a timely basis; stakeholders' needs are reflected in human resource plans; and worker mobility is managed on a timely basis, so that a worker can move from one contractor to the next quickly. Mr. Hakim gave an overview of work planned for 2018 and beyond.

Shabbir Hakim, d'ACTIMS/Maintenance, a fait une présentation sur la maintenance dans les sables bitumineux en Alberta. Il a dit que le mandat de l'organisation est de s'assurer que les propriétaires de l'Alberta possèdent le personnel qualifié pour faire des redressements. Il a parlé d'une approche de collaboration pour relever les défis liés à la gestion des projets en Alberta, par exemple en veillant à ce que les pénuries de main-d'œuvres soient identifiées en temps opportun; les besoins des parties prenantes sont reflétés dans les plans de ressources humaines; La mobilité des travailleurs est gérée en temps opportun, ce qui permet à un travailleur de passer rapidement d'un entrepreneur à l'autre. M. Hakim a donné un aperçu des travaux prévus pour 2018 et au-delà de cette date.

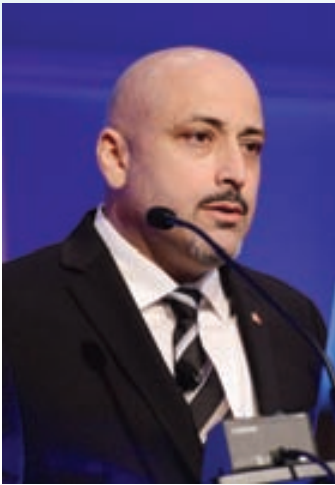


Neil Rasmussen, Canadian Pipe Fabricators Association, gave a compelling presentation on the globalization of the steel industry, with special emphasis on China's ability to monopolize the market.

Neil Rasmussen, de l'Association canadienne des fabricants de tuyaux, a fait une présentation convaincante sur la mondialisation de l'industrie sidérurgique, en insistant particulièrement sur la capacité de la Chine à monopoliser le marché.



Speakers



Mike Gordon, Training Specialist, spoke about professional development and online courses and the National Association of Union Schools and Colleges (NAUSC). He stated that UA Canada wanted standardization, continuity, and accountability when it came to training. Through a new standardized process, they can identify who trains whom. In regard to professional development, they are excited about online courses associated with LinkedIn, which is advertised as a way to “Learn a New Skill Online, On Your Own Time.” The program can be viewed at www.Lynda.com, and a preview of all of the site’s capabilities was given. There are courses on technology, software, professional development, construction management, customer service, marketing, and business, to name just a few. The courses are downloadable and can be accessed utilizing any device. The programs are created so that the user can track his or her own progress. There are 7,000 courses offered that are available in five languages. This addition to the UA Canada training portfolio will be extremely useful for members across Canada.

Mike Gordon, spécialiste de la formation, a donné un exposé sur le développement professionnel et les cours en ligne ainsi que sur l’Association nationale des écoles et collèges syndicaux (L’ANÉCS). Il a déclaré que l’AU du Canada voulait la normalisation, la continuité et la reddition de comptes en matière de formation. Grâce à un nouveau processus normalisé, il est possible d’identifier qui forme qui. En ce qui concerne le développement professionnel, les membres de l’AU sont emballés par les cours en ligne associés à LinkedIn qui sont annoncés comme un moyen d’« acquérir de nouvelles compétences en ligne dans ses temps libres. » Le programme peut être consulté à partir de www.Lynda.com. Mike Gordon a donné un aperçu de toutes les capacités du site. Il y a des cours sur la technologie, les logiciels, le perfectionnement professionnel, la gestion de la construction, le service à la clientèle, le marketing et les affaires, pour n’en nommer que quelques-uns. Les cours sont téléchargeables et peuvent être consultés en utilisant n’importe quel appareil. Les programmes sont créés de sorte que l’utilisateur peut suivre ses propres progrès. Il y a 7 000 cours offerts en cinq langues. Cet ajout au portefeuille de formation de l’AU du Canada sera extrêmement utile pour les membres partout au Canada.

(continued from page 22)

to 90 percent of my body. I fought through the fire to escape, to live, even though I thought I was going to die.” Mr. Beach described his long road to recovery and how the love he had for his wife and unborn child at the time helped him get to where he is today.

Special Representative Terry Webb, who is responsible for the General Presidents Committee (GPC), the National Maintenance Agreement/Canada (NMA), and fabrication, gave an overview of his duties. He spoke about the success of the GPC/NMA Committee, which is an alliance of international unions used to negotiate and administer maintenance agreements in Canada. He stated that a lot of emphasis is being put on fabrication and the creation of fabrication shops in Canada, and that quite a few contractors are looking to sign new agreements.

The afternoon of Day One included presentations from Neil Rasmussen, Canadian Pipe Fabricators Association; Bob Tait, Turnaround & Construction Manager, Irving Oil; Shabbir Hakim, ACTIMS/Maintenance; Shandra Linder, Labor Relations Representative, Synchronde

Canada; Robert Blakely, Canadian Director, Building and Construction Trades Department; and Karin Fahey, Product Portfolio Manager, CSA Group.

DAY TWO unveiled two highlights—an interactive workshop facilitated by Tony Nash that provided detailed analysis on the future of UA Canada, and guest speaker, the Honorable Patricia A. Hadju, Minister of Employment, Workforce Development and Labor. There were also National Business Development Reports issued by Canada’s business development managers—Stephen Brown from Eastern Canada, Mike Heys reporting on Central Canada, and Dale Dhillon discussing the western portion of Canada. Special Representative Tony Finelli, who is overseeing business development in Canada, gave the financials for the reports. In addition, there were officer reports presented by International Representative Terry Snooks for Ontario, the power sector and the sprinkler industry; International Representative Bruce Myles for Eastern Canada; International Representative Heiko Wiechern for Western Canada; and Special Representative Stéphane



International Representative Heiko Wiechern, Alberta, British Columbia, Manitoba, Saskatchewan, Yukon, and Mainline Pipeline, gave the pipeline report. He stated that 2017 should far exceed 2016, with two million manhours already worked.

Le représentant international Heiko Wiechern (en Alberta, en Colombie-Britannique, au Manitoba, en Saskatchewan, au Yukon et pour le réseau de pipeline) a présenté le rapport sur le pipeline. Il a déclaré que 2017 devrait dépasser largement 2016, avec deux millions d’heures déjà travaillées.





Karin Fahey, Product Portfolio Manager, CSA Group, described the new electronic standard format, accessible across a variety of platforms, which will provide new opportunities to read, share, discover, highlight, comment, and subscribe. The documents were described as “not being your standard documents.” They were portrayed as being content rich and including 3D images, videos, interactive galleries, equations, audio readout, links to regulator documentation, and explanations.

Karin Fahey, gestionnaire du portefeuille de produits du groupe CSA, a décrit le nouveau format électronique standard, accessible sur une variété de plateformes, qui offrira de nouvelles occasions de lecture et de découvertes. Il sera possible de commenter et de s'abonner. Les documents ont été décrits comme « n'étant pas vos documents standards ». Ils ont été présentés comme riches en contenu et comprenant des images 3D, des vidéos, des galeries interactives, des équations, des lectures audio, des liens vers la documentation du régulateur et des explications.



Dale Dhillon spoke about business development in the western portion of Canada, and stated that they had hired six organizers. They communicate once a week, and once a month they all meet face-to-face. Brother Dhillon said, “We cover a large area in the west, which has half the membership. Our organizers have a toolbox that is full of materials that will assist them in organizing.”

Dale Dhillon a parlé du développement des affaires dans la partie ouest du Canada et a déclaré que six organisateurs avaient été embauchés. Ils communiquent entre eux une fois par semaine et ils se rencontrent tous en face-à-face une fois par mois. Le confrère Dhillon a entre autres expliqué que : « Nous couvrons une vaste zone dans l'ouest qui compte la moitié des membres. Nos organisateurs ont les outils qu'il faut et qui les aidera à s'organiser. »

métiers de la plomberie (PTEU) de l'Australie ont chacun donné leur rapport qui leur a valu un chaleureux applaudissement.

Le brigadier-général à la retraite, Greg Matte, directeur national exécutif du Régiment aux Bâtiments a parlé des répercussions de l'organisme au sein des anciens combattants et des réservistes.

L'orateur principal de cette année, Spencer Beach, qui a publié un livre intitulé « Forgé au coeur du feu » a apporté un témoignage éclatant de vérité. Il a entre autres relaté son accident causé par l'utilisation de produits inflammables alors qu'il rénove un plancher, produits qui ont été allumés par une étincelle et qui ont provoqué une combustion instantanée venant brûler



Shandra Linder, Labor Relations Representative, Synchrude Canada, stated that there have been 360 million manhours worked for the building trades at Synchrude. She spoke about upcoming projects and the challenges that they will be facing in the future.

Shandra Linder, représentante des relations de travail de Synchrude Canada, a déclaré qu'il y a eu 360 millions d'heures travaillées pour les métiers du bâtiment à Synchrude. Elle a parlé des projets à venir et des défis auxquels Synchrude sera confrontés dans l'avenir.



Robert Blakely, Canada Director, Building and Construction Trades Department, spoke about organizing, stating that right now the climate is the best it's been in 50 years for organizing.

Robert Blakely, directeur du département des métiers du bâtiment et de la construction du Canada, a parlé de l'organisation, affirmant que le climat actuel se prête à ce qu'il y a de mieux en matière d'organisation depuis 50 ans.

la majorité (90%) de son corps.

Il a entre autres parlé de sa journée de travail qui était « comme toutes les autres journées. Je ne faisais que mon travail, puis je me suis retrouvé, en L'espace de 20 secondes, à être transformé en une flamme vivante en un seul éclair et dans une détonation assourdissante, ce qui a changé le cours de ma vie pour toujours. »

« Je me suis sauvé à toutes jambes en empruntant l'escalier de secours pour tenter de survivre malgré le fait que je croyais que j'allais mourir », a expliqué Spencer Beach en décrivant sa longue convalescence qu'il a pu surmonter grâce à l'amour de sa femme et de son enfant nouveau-né.

Le représentant spécial Terry Webb, responsable du comité du président général (GPC) et de la Convention d'entretien/Canada (NMA) et de fabrication a donné un aperçu de ses tâches. Il a fait état du succès du comité GPC/NMA qui respecte une alliance de syndicats internationaux impliqués dans la négociation et l'administration des Conventions d'entretien au Canada. Il a insisté sur le fait qu'il fallait mettre l'accent sur la fabrication et sur la



Honorable Patricia A. Hadju, Minister of Employment, Workforce Development and Labor
L'honorable Patricia A. Hadju, ministre de l'Emploi, du Développement de la main-d'œuvre et du Travail



Favron for Quebec.

The strategic planning training workshop was entitled SWOT, which stands for “Our Strengths, Our Weaknesses, The Opportunities, The Threats.” The strategic planning workshop was broken into four categories: professional development; communications/social media; local administration/transparency; and neutralizing threats. The room was divided into groups, and the groups were given challenges to address. Solutions were acquired and shared with the room. There were lively debates, and those in attendance enjoyed this part of the conference. The challenge of enhancing member engagement was discussed as well. The leadership of UA Canada is aware that 50 percent of the International Representatives are new in both Canada and the United States, and the same percentage holds true for Business Managers across both nations. Strategic planning and professional development classes are planned for early 2018 to assist those new leaders in transitioning into these important roles.

The Honorable Patricia A. Hadju, Minister of Employment, Workforce Development and Labor, shared her perspective regarding growth and sustainability. “There is only one way to grow the middle class,” she said, “and that’s to get more people into it.” She stated that there have been 400,000 jobs created since her election. “There must be support from a confident government that will invest in infrastructure to help communities thrive,” she said. Minister Hadju said that the government’s premise is that no one will be left behind. She said, “When

we work together, we are stronger,” and added that the building trades have a shared value with the present government. She noted that unions were attacked under the previous administration, and now, under the current administration, they have been able to move forward on initiatives that are important to working people.

Switching gears, she said, “The persistent focus on a college education over skilled trades has been detrimental to our country. It’s not based on fact. The stigma that is often attached to skilled trades employment must change altogether. When we can’t meet our skilled trades’ needs, it’s very sad.” She went on to say that there is a laser focus to protect Canadian interests. “We will always sit down with you, consult with you,” she concluded, “because working together is yielding the results that we want.”

The delegation to this year’s conference left with a feeling of optimism. Everyone is onboard with the goal to grow this organization. New leadership often comes with new initiatives and energy. UA Canada is in an excellent position to forge ahead in the coming years. The challenges that face both nations will be met with a solidarity that has no match in the industry.



Special Representative Stéphane Favron, Quebec
Le représentant spécial Stéphane Favron du Québec





International Representative Terry Snooks, Ontario, Power Sector, and Sprinkler Industry/Canada
Le représentant international Terry Snooks de l'Ontario, secteur de l'énergie et des gicleurs/Canada



International Representative Bruce Myles gave reports on Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, and QC.
Le représentant international, Bruce Myles, a donné des rapports sur Terre-Neuve-et-Labrador, la Nouvelle-Écosse, l'Île-du-Prince-Édouard, le Nouveau-Brunswick et le contrôle de qualité.

création des usines de fabrication au Canada, mentionnant que plusieurs propriétaires cherchaient à signer de nouvelles ententes.

Pendant l'après-midi, les présentations de Neil Rasmussen, de l'Association des usineurs de tuyaux; Bob Tait, gérant de la construction et des raffineries d'Irving Oil; Shabbir Hakim, d'ACTIMS/Maintenance; Shandra Linder, représentante en relations des forces ouvrières de Synchron Canada; Robert Blakely, le directeur canadien du département des métiers de la construction et Karin Fahey, gérante du portefeuille des produits du groupe CSA ont donné leur présentation à tour de rôle.

Un atelier de groupe, animé par Tony Nash, a fait partie des activités de la seconde journée. Pour les besoins de cet atelier, Tony Nash a fourni une analyse détaillée de l'avenir de l'AU du Canada, et l'oratrice invitée, l'honorable Patricia A. Hadju, ministre de l'Emploi, du Développement de la main-d'œuvre et du Travail a animé une partie de l'atelier.

Les gérants d'affaires Stephen Brown de l'est du Canada, Mike Heys du centre du Canada et Dale Dhillon, représentant de l'ouest ont fait état de rapports sur le développement des affaires nationales du Canada.

Le représentant spécial Tony Finelli, qui supervise le développement des affaires au Canada, a donné son rapport financier. En outre, le représentant international de l'Ontario Terry Snooks, du secteur de l'énergie et des gicleurs; le représentant international Bruce Myles pour l'est du Canada; le représentant international Heiko Wiechern pour l'ouest canadien; et le représentant spécial Stéphane Favron pour le Québec ont également apporté un compte rendu détaillé des activités de leur secteur.

L'atelier de formation sur la planification stratégique était intitulé « FFPM », ce qui signifie « Nos forces, nos faiblesses, les possibilités, les menaces ». L'atelier de planification stratégique a été divisé en quatre catégories : perfectionnement professionnel; communications/médias sociaux; administration locale/transparence; et les menaces neutralisantes.

La salle était divisée en groupes, et les groupes ont eu des défis à relever. Des solutions ont été trouvées et partagées avec la salle. Des débats animés ont eu lieu et les participants ont apprécié cette partie de la conférence. Des discussions ont également porté sur le défi de renforcer l'engagement des membres. Le leadership de l'AU du Canada est conscient que 50% des représentants internationaux sont nouveaux au Canada et aux États-Unis, et le même pourcentage est vrai pour

les chefs d'entreprise des deux pays. Des cours de planification stratégique et de perfectionnement professionnel sont prévus au début de 2018 pour aider les nouveaux leaders à faire la transition vers ces rôles importants.

L'honorable Patricia A. Hadju, ministre de l'Emploi, du Développement de la main-d'œuvre et du Travail a partagé son point de vue sur la croissance et la durabilité. « Il n'y a qu'une seule façon de faire croître la classe moyenne », a-t-elle dit, « et c'est de faire en sorte que davantage de gens puissent y participer. » Elle a rapporté que 400 000 emplois ont été créés depuis son élection. « Il doit y avoir l'appui d'un gouvernement confiant qui investira dans l'infrastructure pour aider les communautés à prospérer », a-t-elle déclaré. La ministre Hadju a soutenu que le gouvernement part du principe que personne ne sera laissé pour compte.

« Lorsque nous travaillons ensemble, nous sommes plus forts », a-t-elle dit, ajoutant que les métiers du bâtiment ont une valeur commune avec le gouvernement actuel. Elle a noté que les syndicats ont été attaqués sous l'administration précédente, et maintenant, sous l'administration actuelle, les syndicats ont été en mesure d'aller de l'avant sur des initiatives qui sont importantes pour les travailleurs.

Abondant dans le même sens, la ministre a tenu à dire que « L'accent continu sur une éducation collégiale et sur les métiers spécialisés a été préjudiciable à notre pays. Ce n'est pas basé sur des faits. La stigmatisation qui est souvent associée à l'emploi dans les métiers spécialisés doit changer complètement. Lorsque nous ne pouvons pas répondre aux besoins de nos métiers spécialisés, c'est très triste. » Elle a par la suite expliqué qu'il y avait une priorité très ciblée pour protéger les intérêts canadiens. « Nous nous assoirons toujours avec vous en vue de vous consulter », a-t-elle soutenu « parce que travailler ensemble donne les résultats que nous voulons. »

La délégation à la conférence de cette année a quitté le Centre des conventions avec un sentiment d'optimisme. Les gens étaient fort de cet objectif commun et satisfaits d'avoir contribué au développement de l'AU du Canada. Le nouveau leadership vient souvent avec de nouvelles initiatives et de l'énergie. L'AU du Canada est dans une excellente posture pour aller de l'avant au cours des prochaines années. Les défis auxquels sont confrontées les deux nations seront empreints d'une solidarité qui n'a rien à envier à l'industrie.





JOB WELL DONE

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Field Construction
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Modular Fabrication

December 15, 2017

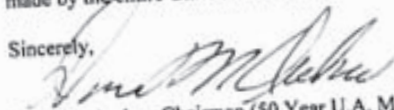
Mr. Mark McManus, General President
United Association
Three Park Place
Annapolis, MD 21401

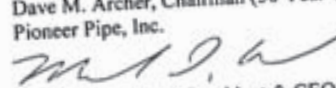
Dear Mark,

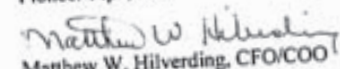
In order to show our appreciation for all of the support the United Association has given to Pioneer Pipe, Inc. (Pioneer) over the past thirty-six (36) years, we would like to present the United Association a "Weld Coupon Display" that has been proudly fabricated in Pioneer's shop in Marietta, Ohio by members of U.A. Local #168. We cannot over-emphasize the value we place on our relationship with the United Association and we hope the weld coupon display illustrates not only our gratitude for the past 36 years of support, but also our desire to strengthen it in the coming 36 years. Pioneer is proud of the success it has achieved, especially in its pipe fabrication shop, but we realize this success has been achieved with the assistance of qualified personnel provided by the United Association. We believe the weld coupon display is a great example of the quality work that is produced in Pioneer's shop on an everyday basis by members of Local Union #168.

We hope that you enjoy the weld coupon display and can use it to illustrate the commitment to excellence that has been made by the entire United Association.

Sincerely,


Dave M. Archer, Chairman (50 Year U.A. Member)
Pioneer Pipe, Inc.


Michael D. Archer, President & CEO
Pioneer Pipe, Inc.


Matthew W. Hilverding, CFO/COO
Pioneer Pipe, Inc.



Pictured alongside the gifted weld coupon display, from left, are Plumbers and Pipefitters Local 168, Marietta, OH, Business Manager Jeff White, General President Mark McManus, and Dave Archer, owner of Pioneer Piping.

We are reprinting some of the letters and reports we receive from owners and contractors about the excellent work of United Association members. We know that our members are frequently recognized for their skill and dedication, and it is important to share these stories with our members, contractors and owners.

If you or your contractors have communications such as these, please send them to the United Association. You can email us at ua-journal@uanet.org. You can also mail us copies at UA Journal, Three Park Place, Annapolis, MD 21401-3153. If you send images, please make sure they are high resolution (300 dpi).

INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees and members of sponsoring Employer Organizations. Please be sure to include your Local Union and UA Card number.

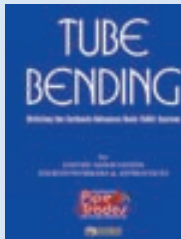
Steam Systems



Steam was the source of power that drove much of the machinery of the Industrial Revolution, and steam drives the turbines that turn the generator rotors producing much of the electricity we use today. Steam plays a vital role in many industrial and manufacturing processes. It is used to heat and cool many of our commercial buildings, and millions of steam heating systems are used to heat our homes.

The *Steam Systems* manual explains how steam is generated, how to install steam piping and accessories, and how to troubleshoot all types of steam systems. It includes information on how to bring systems that are no longer installed—including vapor and vacuum systems—up to today's standards.

Tube Bending



The *Tube Bending* manual, which uses the SAG System of Setback, Advance, and Gain, is designed to assist United Association journeyworkers and apprentices in understanding the theory, calculation, and operation of tube bending. The reader will learn how to use setback, advance, and gain; learn the math needed for tube bending; see how isometric drawing is used; and be challenged through a series of bending tests.

Make check or money order payable to:

International Pipe Trades JTC, Inc. (IPT-JTC)

Or charge to Visa American Express MasterCard

Account No.

Expiration Date - Security Code (On back of card)

Name on Card

Signature

Contact Phone #

Payment must accompany orders by individuals. Please show street address. Our carrier cannot deliver to a post office box.

Mail To: International Pipe Trades JTC, Inc.
687-B Commerce Drive
Upper Marlboro, MD 20774-8702

Name Date

Address

City State Zip Code

Local Union No. UA Card No.

Email Address

NOTE: The UA online bookstore is available to all active UA members at

shop.iptbookstore.com

ONE COPY LIMIT ON EACH MANUAL/CD

Item No.	Manuals/CDs	Price	Amount PAID
1020	Advanced Plan Reading & Related Drawing	\$80.00	
1025	Advanced Valve Repair	\$35.00	
1040	Backflow Prevention Reference Manual	\$95.00	
1050	Basic Electricity	\$25.00	
1055	Bio-Pharmaceutical E-Book CD	\$25.00	
1185	Building Controls	\$70.00	
1070	Conservation and Safe Handling of Refrigerants	\$35.00	
1075	Customer Service Skills Flashcards	\$25.00	
1080	Drainage Systems	\$65.00	
1090	Drawing Interpretation and Plan Reading	\$60.00	
1100	Electric Controls for Mechanical Equipment Service	\$70.00	
1103	Energy Auditing Practices	\$50.00	
1110	Gas Installations	\$60.00	
1120	Gas Tungsten Arc Welding (with Interactive CD-Rom)	\$90.00	
1140	High Purity & Clean Room E-Book CD	\$60.00	
1160	Hydronic Heating and Cooling	\$40.00	
1170	HVAC and Refrigeration Systems	\$95.00	
1180	Applied Science of Instrumentation	\$55.00	
1190	Job Safety & Health	\$30.00	
1215	Orbital Welding Interactive Training CD-Rom	\$70.00	
1220	Oxy-Fuel Practices	\$30.00	
1230	Pipe Bending E-Book CD	\$10.00	
1235	Pipe, Fittings, Valves, Supports, and Fasteners	\$50.00	
1240	Piping Handbook and Offset Formulas	\$5.00	
1065	Plumbing Code Application Manual	\$150.00	
1250	Plumbing Fixtures and Appliances	\$55.00	
1257	Plumbing Service, Maintenance, and Repair	\$100.00	
1260	Pneumatic Controls	\$50.00	
1275	Pumps	\$30.00	
1280	Refrigerant Controls	\$40.00	
1290	Refrigeration	\$55.00	
1300	Related Mathematics (with Interactive CD-Rom)	\$80.00	
1310	Related Science (with Interactive CD-Rom)	\$105.00	
1320	Rigging	\$28.00	
1325	Solar Water Heating Systems	\$68.00	
1330	Soldering & Brazing	\$26.00	
1340	Start, Test, and Balance	\$65.00	
1345	Steam Systems	\$38.00	
1348	Tube Bending	\$18.00	
1350	Use and Care of Tools	\$35.00	
1370	Valve Repair Program	\$40.00	
1380	Water Supply Systems	\$40.00	
1390	Standard for Excellence	\$18.00	
1420	Welding Practices and Procedures for the Pipe Trades	\$80.00	

Prices subject to change without notice.

Subtotal
Maryland residents, add 6% sales tax
Add 9% for shipping (\$2 minimum charge)

US \$ TOTAL

Canadian UA Members must place orders for individual training manuals with their Local Union Business Manager.

Better Pay Attention— The Baseball Rule and Assumption of Risk



Recently, tragedy struck at an afternoon baseball game in New York when a foul ball smacked a young girl in the face. The ball was traveling 105 miles per hour when it hit the child in the eye and nose. She received medical attention at the stadium and was taken to a local hospital, where her condition was reported as serious.

Unfortunately, accidents similar to this one are fairly common at baseball games. About 1,750 fans are reportedly injured by foul balls and broken bats each year. Although most of these injuries are minor, some have been serious, including concussions, nerve damage, and even eye loss. For instance, in 2015, a piece of a broken bat hit a woman on the head, causing severe head trauma. More recently, a foul ball struck a fan in the face, causing temporary blindness. To date, the man has undergone three major surgeries, but he may still lose the eye.

These accidents tend to cause injuries due to the physics of baseball. In a Major League game, a pitcher throws a ball at an average of 90 miles per hour. When a batter hits it, the ball maintains much of that speed. Therefore, a foul ball can easily be traveling almost 100 miles per hour when it hits a spectator. Moreover, Major League batters use wooden bats, which are prone to splitting. The pieces of the bat travel at a high rate of speed in generally unpredictable directions.

These injuries spark two primary questions—who is legally responsible for the injuries? And, should baseball teams take any action to prevent additional injuries? When a fan experiences an injury as result of a foul ball or broken bat, he often sues the baseball team. However, courts generally do not find the team responsible for the injury due to the “Baseball Rule.” In short, the Baseball Rule imposes a limited duty on teams to protect their fans from foul balls.

Courts first recognized the rule in the 1930s, ruling that a professional baseball game involves a natural risk of being hit by stray balls and broken bats and that spectators assume this risk when attending the baseball game. Under the rule, teams are not required to protect the spectators against injury from all sources; rather, teams only have a duty to screen the most dangerous part of the stadium, which is generally limited to the seats behind and near home plate.

Over time, courts have described the dangerous part of the stadium as the zone of danger. And, they have continued to hold that teams must only protect their fans from foul balls and flying bats within this zone. The rationale is that fans in these seats cannot react quickly enough if a foul ball or broken bat came at them. Because fans seated outside the zone of danger have the ability to see the foul ball or broken bat, they assume the risk of injury by sitting where they do. So, fans in these seats are

essentially on notice that foul balls or broken bats could injure them, and they have the responsibility to pay attention and avoid injury—even if they are a child who may not be able to evaluate the risk of injury as well as an adult.

Because of the Baseball Rule, all professional baseball teams have installed netting behind home plate and the adjacent seats in every Major and Minor League park. However, the amount of netting varies at each stadium, since there is no uniform size for the zone of danger.

Due to several high-profile injuries, however, Major League Baseball recommended in 2015 that all stadiums have netting from home plate to the end of each dugout. Of the 30 Major League Baseball teams, only 10 teams voluntarily extended the netting. Yet, four additional teams have announced a plan to extend the netting before next year’s season due to the recent New York tragedy.

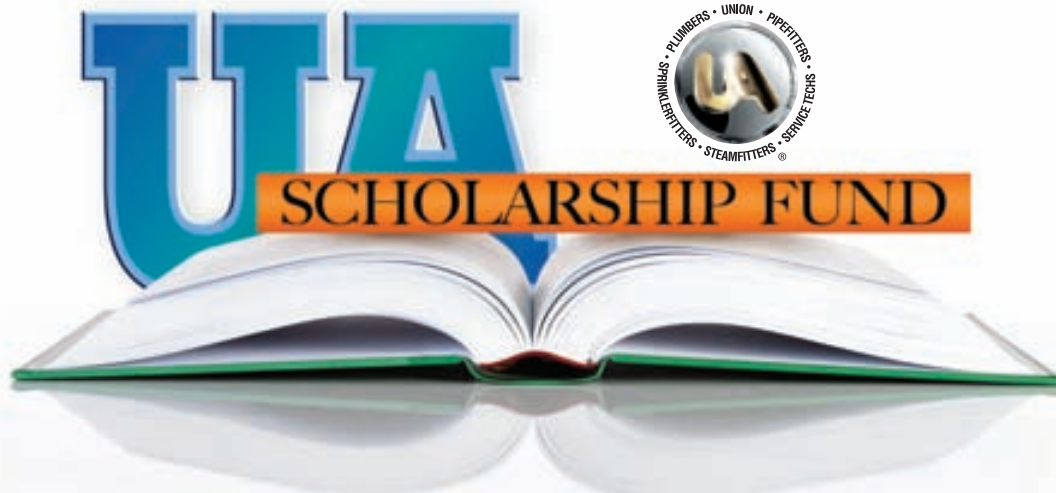
Legislative action may also encourage teams to take action. In fact, the New York Mets extended the netting in their stadium after a local councilman introduced an ordinance requiring teams within the city limits to have netting extending to the foul pole on each side.

Why are teams reluctant to extend the netting when it saves fans from serious injuries? Opponents of additional netting argue that it obstructs the view for some fans and detracts from the experience. One court even called limited netting a “baseball tradition” and a “spectator preference.” Moreover, every Major League park is designed differently, so it would be difficult for the League to adopt a “one-size-fits-all” approach. While teams want to appease all of their fans, it may just not be possible, since some spectators want additional protection, while others want unobstructed views of the field.

Those favoring more protection generally advocate for netting with a tight-mesh weave or even Plexiglas, similar to the panels used to protect spectators at a hockey game. However, both of these solutions actually pose additional problems; a tighter mesh further obstructs views, and Plexiglas may be difficult to install.

There have been a few exceptions to the Baseball Rule—such as when a fan was injured in a seat whose view was blocked by construction. Yet, it appears that, absent legislation, any changes to spectator protection will most likely be voluntary by the individual teams, as courts have not signaled any intent to do away with the Baseball Rule itself. So, for those fans who do not sit behind home plate, remember to pay close attention if it looks like a player has hit a foul ball—you may just have assumed the risk of any potential injury!





Application Deadline is June 14, 2018

We are pleased to announce the United Association Scholarship Trust Fund is gearing up for the 2018/2019 academic year scholarship awards. The fund benefits UA members and their dependents (please see criteria in the detailed instructions found with the application). ***The deadline for submitting applications is June 14, 2018.***

The application and additional information will be available on the UA website, www.ua.org, February 5, 2018. To download and print the application, click on "UANET: Members Only" and sign in using the Member's ID and password. You can create a password for logging in by clicking on "First Time User." The link to the PDF file containing instructions and the application will be listed on the left.

Completed applications should be sent to:

Patrick H. Kellett
General Secretary-Treasurer
UA Scholarship Trust Fund Office
Three Park Place, Annapolis, MD 21401

Applicants who applied in previous years, but ***did not*** receive a scholarship for the 2017/2018 academic year, must re-apply with a complete application.

Recipients of a 2017/2018 academic year United Association Scholarship who wish to be considered again must, at a minimum, complete a "previous award recipient" application found on the website, along with their current transcripts and certifications from their educational institutions that they remain in good standing. However, because awards do not automatically renew, previous award winners may still find it in their interest to complete the full application.

The three most important considerations in determining who receives a UA scholarship are the applicant's academic standing, personal achievements and community participation. However, financial consideration may also be taken into account in situations of a "tie-breaker." Six scholarships will be given to applicants who demonstrate they want another chance at an education to advance their potential for higher-paying employment.

Some information requested in the application process and other application requirements include:

- The applicant must be planning or already attending post-high school education at an institution of higher learning for the Fall 2018 semester.
- Applicant must have completed or be about to complete high school or be a college undergraduate.
- Applicant must have been accepted for admission or be enrolled in an accredited college or university. Enrollment certification will be required prior to scholarship funds being disbursed to the successful applicant.
- A personal statement of 500 words or less is required. The applicant has a choice of several topics listed in the application instructions found on www.ua.org.
- Two ***sealed*** letters of recommendation or reference letters are required. One of these letters must be from a teacher or individual who is in a position to evaluate the applicant's academic performance.
- The most recent official transcript of the student must be received in a sealed official school envelope.

More detailed instructions can be found on the UA website, along with the application.

The United Association Scholarship Trust Fund continues to draw substantial interest, with more than 500 applications submitted for the 2017/2018 academic year. We would like to thank everyone for their support to the Fund, and look forward to awarding our next round of scholarships to our deserving UA students.

UA Local 67 Hamilton-Niagara *27th Annual Hockey Tournament*

May 4th, 5th & 6th 2018



Entry Fee: \$1,200/team

Make cheques payable to “UA Local 67.”

Deadline: March 29, 2018

Location: Mohawk 4 Ice Centre

Divisions: Open “A”/Open “B”

Old-timers “A”/Old-timers “B”

To register, contact Michelle Corbett via phone (905) 385-0043 ext 501 or via email mcorbett@ualocal67.com. Please indicate which division(s) you will be entering teams into with your registration.

LIMITED SPACE — SIGN UP ASAP!



**TOP 10
TEAMS
WILL
RECEIVE
PRIZES**



SATURDAY, MAY 5

LAKE OF THE OZARKS

ROCK HARBOR RESORT • SUNRISE BEACH, MISSOURI

PRE-TOURNAMENT REGISTRATION DINNER Friday Night May 4, 2018
LATE REGISTRATION
SATURDAY 5AM

Deadline for entry: April 15, 2018 • Entry Fee: \$150.00 per Boat • Sponsorship Opportunities

FOR MORE INFORMATION

www.minkbasstour.com, Email minkbasstour@gmail.com or call 816-778-5166

ALL PROCEEDS BENEFIT THE UA SCHOLARSHIP FUND

CHICAGO, ILLINOIS

Local 597 Family Joins Forces to Fight Cancer

Pipefitters Local 597, Chicago, IL, member Mike LeBlanc, his son, Mikey LeBlanc, and retired Local 597 member Wayne LeBlanc joined forces in March to help fight cancer. Mikey's school organized a fundraiser, calling it St. Baldrick's Day, that involved shaving the heads of participants. The proceeds from the event were earmarked to help fight pediatric cancer.

The LeBlancs were all smiles after the event that ended up raising \$20,000 for the cause.



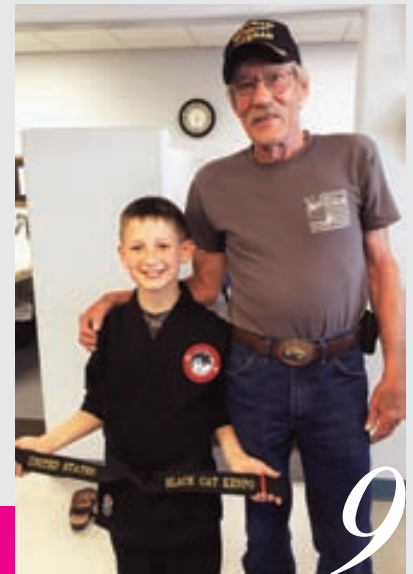
Mike LeBlanc, Mikey LeBlanc, and Wayne LeBlanc are pictured after taking part in the event. Well done, LeBlancs!

CENTRAL NEW JERSEY

Retired Local 9 Member's Grandson Earns Black Belt

Retired Plumbers and Pipefitters Local 9, Central NJ, member Robert E. Pitzner is a 45-year member. He is very proud of his grandson, Anderson Stich, who is 10 years old. On June 10, 2017, Anderson earned his Black Belt in karate. Anderson started karate at Art Beins Karate in Howell, NJ, when he was six years old, and in just four years, he has progressed from the White Belt to the Black Belt. He is currently the youngest recipient of the Black Belt at Art Beins Karate.

Congratulations, Anderson! Your grandfather views this as quite an achievement and is rightfully proud.



Brother Robert Pitzner is pictured with his grandson, Anderson Stich.



Brother Fred Bryan is shown on his refurbished 1938 tractor.

WEST PALM BEACH, FLORIDA

Retired Local 630 Member Takes Part in Parade

Retired 36-year Plumbers and Pipefitters Local 630, West Palm Beach, FL, member Fred I. Bryan of Chester, WV, participated in his hometown parade celebration on July 4th with his refurbished tractor. The parade offered a float competition to honor the nation's heroes, veterans, and fallen military members.

Brother Bryan spent an entire winter refurbishing his 1938 Allis-Chalmers tractor in order to participate in the parade. The entries were judged, and Brother Bryan's entry came in first place in the miscellaneous category. Brother Bryan's float was created to honor three veterans, including his father who fought in four of the five major battles of WWII.

Congratulations, Brother Bryan, on your heartfelt float entry.

NEW YORK CITY, NEW YORK

Plumbers Local 1 Apprentices Graduation In New York City

On November 9, 2017, a ceremony was held in New York City to acknowledge apprentices who graduated from the Plumbers Local Union 1 apprenticeship program during 2017. This New York State Labor Department-approved five-year apprenticeship program is jointly administered by the Association of Contracting Plumbers of the City of New York.

There were 53 graduates overall, each receiving a completion certificate as a qualified plumber from the New York State Department of Labor. Additionally, 26 of the 53 earned an Associate in Science degree from the State University of New York, and four earned a Certificate in CAD Drafting from the New York University School of Professional Studies. All graduates are certified by the New York State Department of Health in backflow device testing. All are certified in medical gas installations. All carry Certificates of Fitness from the New York City Fire Department. All have made application to be registered with the City of New York as journeyman plumbers and to receive their fuel gas work qualification from the New York City Department of Buildings.

The winner of the George Meany Academic Achievement Award for the Spring class was Christopher Parrella, and the winner for the Fall class was Brad Cornell. Six graduates were recognized for perfect attendance over the five years of apprenticeship. We congratulate them and all the graduating apprentices.



Sitting, from left are Sharon Szymanski, Associate Dean of State University of New York/Empire State College; Barrie Cline, Empire State College; Leetoya Young, Empire State College; Vincent Aspromonte Sr. of Aspro Mechanical (JATC Co-Chair); Financial Secretary/Treasurer Paul O'Connor; Business Manager Michael Apuzzo; Business Agent-at-Large Freddy Delligatti; Ann Trenkle, Director of NY Helmets to Hardhats; Kelly Saeli, NY Helmets to Hardhats; and Director of Trade Education Arthur O. Klock Jr.

Standing, first row, from left are Instructor Terrance Willis; Head Trade Instructor John Senay Jr.; Sheena Cruz; Business Agent Daniel Lucarelli; Business Agent John Totino; Organizer John Hickey; Business Agent Robert Murray; Business Agent Richard Gilligan; Organizer Louis Pasquale; Business Agent Richard Garner; Business Agent Carl L. Johnson; Nicole Bertran, Construction Skills Program; Talisa Smith, Construction Skills Program; Instructor Gary Montemarano; and Instructor Daniel Fortini II.

Standing, second row, from left are Instructor David Smalley; Frank Zapata III; Nicholas Jannotti; Sandra Smarsch; Christopher Briscoe; Kenneth Sutherland; Latonia Tripp; Benjamin Cadel; Michael Utschig; Business Agent Raymond V. Rondino; Charles Fredericks; Matthew Zafrani; Erik Antokal of Non-Traditional Employment for Women; Kathleen Culhane, President of Non-Traditional Employment for Women; Nikolaos Karpathios Jr.; Kevin Cashen; Instructor John Sullivan; and Instructor Allan Wishnoff.

Standing, third row, from left are Joseph Blazejewski Jr.; Brad Cornell; Jay Martino; Anthony Gurino; Charles Tolbert Jr.; Anthony Nurse; Robert Vilbig III; Christopher DeSole; Christopher Parrella; Robert Gouldsbury Jr.; Christopher Muller; Michael Taylor Jr.; John Soper Jr.; Adam Greenberg; Brian Byrne; and Giovanni Bazzini.

Standing, fourth row, from left are Ricardo Berberena; Vincent Lastella; Brian Bigler; Sean Mackin; Alfred Dicario III; Colin Greene; Ralph Labarbera; Samuel Kamara; Jonathan Hache; James Chagnon; Joshua Rosenbluth; Jason Erickson; Anthony Lamattina; Daniel Gallagher II; Pietro Averaimo; Marcin Jakubczak; and Eric Audette.

**The UA is now taking text and photo submissions for Local Reports and The Great Outdoors.
Send photos to: Pat Kellett, General Secretary-Treasurer, Three Park Place, Annapolis, MD 21401-3153.**

Please send email submissions to ua-journal@uanet.org.

Photos will not be returned. Please include local number and details.

Note: A UA member must be pictured with submittal of a photograph for publication.

If you send images, please make sure they are high resolution (300 dpi).



Volunteers line up to fill the care packages for our troops.

INDIANAPOLIS, INDIANA

Local 440 Members Thank Our Troops

Spearheaded by the instructors and apprentices of Plumbers, Steamfitters, and HVAC Service Technicians Local 440, Indianapolis, IN, the 2017 goal of sending 440 boxes to our troops during Christmas was once again successful this year. The boxes contain snacks, personal hygiene items, and letters of appreciation from grade-school children. Volunteers from Local 440 have been sending the care packages that they have named “Fill the Foxhole” since 2013.

Well done, Local 440! Thank you for keeping our troops in your thoughts this holiday season.

PHOENIX, ARIZONA

Local 469 Members Save Fellow Member’s Life

On November 19, four Plumbers and Pipefitters Local 469, Phoenix, AZ, members acted swiftly to save the life of a fellow Local 469 member. While on their dinner break, Christina Abavlos, Levi Sutton, Moises Corral, and Wayne Yazzie noticed a coworker had stopped breathing and had fallen unconscious. Luckily, these four heroes recalled the CPR training they had received while attending the Local 469 Training Center. The group quickly started performing chest compressions on their fallen brother. The four members performed CPR for 15 minutes, until the paramedics arrived and were able to obtain a pulse.

The individual who was ill was rushed to the hospital and remained in ICU over the weekend until his release the following Monday. He is expected to make a full recovery. “The act of heroism shown by our members is truly amazing,” said Local 469 Business Manager Aaron Butler. “Because of the actions of these four brave members, a fellow brother was able to spend the holidays with his family.” The members were presented with a Certificate of Heroism for their lifesaving actions.

We would all like to thank our UA brothers and sister for responding quickly in this emergency situation. Well done!



Brother Dom Cavicchia, on the right, is shown with Brother Fred Landers Jr. with their newly restored 1971 Dodge Challenger.

WHEELING, WEST VIRGINIA

Local 83 Brothers Restore Dodge Challenger

During the summer of 2016, Plumbers and Pipefitters Local 83, Wheeling, WV, brothers Fred Landers Jr. and Dom Cavicchia completed the restoration of a 1971 Dodge Challenger. The UA brothers have worked on several projects together, and they enjoy displaying their restored cars at car shows.

BURIAL EXPENSE BENEFITS PAID IN SEPTEMBER 2017

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Brzoza, John	49	1	2500	Brzoza, John
Hickey, John	50	1	2500	Hickey, Laura
McGowan, Thomas M.	69	1	2500	McGowan, Lorraine
Ryan, Steven	49	1	2500	Ryan, Sean
Berry, William E.	73	5	2500	Berry, Suzanne
Anderson, Edward S.	88	7	2500	Anderson, E. Steven
Huddleston, Richard D.	67	8	2500	Huddleston, Susan
Cole, Stewart M.	82	10	2500	Bennett Funeral Home
Brannick, Richard L.	82	15	2500	Brannick, Margie
Johnson, Eugene M.	63	15	2500	Johnson, Kay
Melander, Carlton J.	87	15	2500	Melander, Patricia
Clapper, William J.	87	21	2500	Clapper, Marian
Girone, Anthony F.	91	21	2500	Girone, Pauline
Watts, John D.	82	21	2500	Watts, Barbara
Padula, Edward F.	88	24	2500	Padula Jr, Edward
Keller, Richard C.	82	25	2500	Halligan-McCabe-Devries Funeral Home
Ragan, Clayton A.	93	25	2500	Schroder Mortuary Inc.
Brammer, Charles	62	26	2500	Brammer, Debbie
Bray, John L.	67	26	2500	Bray, Delores
Ellington, Darwin	90	26	2500	Ellington, Larry
Helin, Arne A.	91	26	1250	Hawley, Pamela
Helin, Arne A.	91	26	1250	Moore, Gloria
Conner, Charles W.	74	27	2500	Conner, Jeffrey
Giesick, Robert	91	30	2500	Giesick, Steven
Eastman, Robert A.	79	34	2500	Eastman, Virginia
Sloan, James I.	66	38	1170	Sloan, Diane
Tiffany, John	85	44	2500	Tiffany Jr., John
Birkwood, Ronald	92	46	2500	Birkwood, Dorothy
Hay, Larry D.	68	46	2500	Hay, Barbara
Hurley, Michael	74	46	2500	Hurley, Bernie
Mauti, Adriano M.	47	46	2500	Mauti, Teresa
Rossall, John L.	88	46	2500	Rossall, Wayne
Fortier, Leo O. W.	86	51	2500	Fortier, Constance
Rudolph, John D.	62	56	2500	Rudolph, Ethel
Lecorgne, Alfred H.	65	60	2500	Lecorgne, Lance
Simoneaux, John C.	60	60	2500	Simoneaux, Loren
Hay, Lawrence L.	85	67	2500	Hay, Lawrence
Dollar, David R.	59	72	2500	Dollar, Jeffery
Holt, Charley W.	69	72	2500	Holt, Penelope
Kuhn, Charles W.	91	72	1935	Kuhn, Robert
Lunsford, Richard E.	76	72	2500	Lunsford, Leilani
Solomon, William B.	77	72	2500	Craig, Dawn
McCormick, Robert H.	83	73	120	McCormick, Bobby
McCormick, Robert H.	83	73	2380	Rhoney Funeral Home Inc.
Forrest, Joseph E.	70	74	2500	Forrest, Barbara
Towell, Chester C.	90	75	2500	Towell, Eric
Henderson, Arthur L.	90	98	2500	Henderson, Eileen
Little, Jack A.	85	98	2500	Halik, Laura
Parsons, John W.	41	98	2500	Parsons, Marilyn
Rubin, Sol	95	98	1250	Rubin, Jack
Rubin, Sol	95	98	1250	Rubin, Marvin
Bauer, Carl J.	81	101	2500	George Renner & Sons Funeral Home Inc.
Effinger, Robert K.	70	110	2500	Effinger, Frances
Morrow, Russell J.	83	110	2500	Morrow, Mary Ann
Tong, F. M.	88	110	2500	Tong, Margaret
Cline, Ronald R.	82	114	2500	Cline, Virginia
Negard, Einar	93	114	2500	Negard, Elke
Putman, Gordon L.	79	118	2500	Putman, Betty
Bratschi, William H.	76	130	2500	Bratschi, George
Fontana, William C.	92	130	2500	Fontana, Rebecca
Judge, Jon A.	41	130	2500	Judge, Tracy
Jungman, Joseph	87	130	2250	Stransky, Kathleen
Kirn, George R.	87	130	2500	Kirn, Theresa
Kruse, Alexander P.	51	130	2500	Kruse, Annie
Schmitt, Paul	75	130	2500	Schmitt, Sofie

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Svedberg, Steve	61	130	2500	Svedberg, Eric
Parker, Stephen D.	61	131	2500	Foley Funeral Home
West, James M.	81	136	2500	West, Janice
Carver, Albert A.	81	137	2500	Carver, Joann
Dapron, Paul	85	137	2500	Dapron, Marilee
Papillon, Gerald	74	144	2500	Papillon, Francine
Campbell, Ronald C.	64	149	2500	Owens Funeral Home
Jones, Kenneth R.	79	155	2500	Covert, Kim
Vanattenhoven, Christopher A.	30	166	2500	Finton, Jacqueline
Young, Elmer D.	70	166	2500	Young, Elizabeth
Miller, Wilmer	82	168	2500	Miller, Kenneth
Botterill, Ronald C.	74	170	2500	Botterill, Katherine
Erwin, James W.	79	178	2500	Erwin, Donna
Mayo, Josh	38	184	2500	Milner & Orr Funeral Home
Arrowood, William B.	86	189	2500	Boyer Funeral Home
McCloskey, Michael P.	59	189	2500	McCloskey, Richard
Vandewalker, Mark J.	57	208	2500	Ahlberg Funeral Chapel and Crematory
Konopasek, George N.	92	210	2500	Konopasek, Edward
Currier, Richard J.	82	230	2500	Currier, Joan
Dale, Charles L.	83	230	2250	Bertic, Teresa
Harris, Danny R.	77	230	2500	Harris, Mary
Rutledge, Millard F.	75	247	2500	Rutledge, Mozelle
Eseberre, Manuel C.	43	250	2500	Southard, Michelle
Sherman, James R.	81	250	2500	Sherman, Charlotte
Soiset, Erwin	85	250	2500	Bond, Susan
Banman, Jake	70	254	2500	Banman, John
Bourns, Thomas J.	74	254	2500	Campbell, Larry
Mason, Donald W.	62	254	2500	Mason, Elizabeth
Turenne, Robert C.	84	254	2500	Turenne-Maynard, Jule Blanche Marie
Zajac, Andrew P.	97	254	2500	Miskimmin, Barb
Croom, James C.	89	272	2375	Croom, Betty
Croom, James C.	89	272	125	Oman Funeral Home
Goebig, Patrick M.	34	281	2500	Goebig, Christine
Garcia, Jorge R.	55	286	2500	Garcia, Osler
Jarvis, Donald F.	77	290	2500	Jarvis, Gwen
Jokinen, David B.	87	290	2500	Shimkevich, Ann
Nunamaker, Allan W.	68	290	2500	Nunamaker, Sally
Strobel, Steven J.	68	290	2500	Strobel, Andrew
Van Slyke, Ronald C.	66	290	2500	Van Slyke, Karen
Bostwick, Colton L.	22	295	2500	Bostwick, Barry
Deschamps, Richard	65	300	2500	Green-Larsen Mortuary
Bruce, Wallace A.	83	333	2500	Bruce, Myra
Elmore, Norman D.	86	333	2500	Elmore, Jean
Vaughn, Dale D.	76	333	2500	Strait, Michael
Bigman, Russell P.	53	342	2500	Bigman, Phillip
Bonitati, Joseph	82	354	2500	Bonitati, Diana
Stepan, Jiri G.	67	367	2500	Stepan, Buela
Hudepohl, Louis T.	90	392	2500	Nenadov, Donna
Ferris, Richard B.	85	393	2500	The Richard Ferris Irrevocable Trust
Kisling, Gerald D.	86	393	2500	Kisling, Alyda
Reeder, David H.	74	398	2500	Schneider, Steven
Bartelme, Glenn T.	94	400	2500	Bartelme Jr., Glenn
Hembel, Darold G.	82	400	2500	Hembel, Audrey
Hirt, Donald J.	81	400	2500	Hirt, Viva Jean
Orsted, Rande E.	57	400	2500	Orsted, Jason
Munro, James W.	65	403	2500	Munro, Julie
Irwin, Albert D.	86	420	2500	Irwin, Shaun
Jones, Larry G.	82	430	2500	Mannford Funeral Home
Richey, Harold M.	70	441	2500	Richey, Pamela
Fiore, Peter	90	442	2500	Figone, Julie
Beck, Robert N.	75	449	2500	Kenneth G. Merritt Funeral Home & Crematory
Gray, John T.	83	449	2186	Carroll, Dianne
Gray, John T.	83	449	314	English Funeral Home & Cremation Services Inc.
Heagy, Charles	79	449	2500	Heagy, Carolyn
Marion, Robert C.	92	449	2500	Backo, Thelma

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
O'Neil, Robert E.	95	449	2500	Devlin Funeral Home Inc.
Perry, Charles T.	87	449	2500	Carson/Boyer Funeral Home Inc.
Tuzikow, Steve	86	449	2500	Tuzikow, Elizabeth
Lindstrom, Roy D.	75	455	140	Lindstrom, Janice
Lindstrom, Roy D.	75	455	2360	Johnson Peterson
Zimmerman, Charles	90	455	2500	Zimmerman, Helene
Nunes, Brian	55	483	2500	Nunes, Alberta
Lutz, Edward E.	84	486	2500	Lutz III, Edward
Dolbec, Robert	71	488	2500	Rozak, Linda
Savoie, Victor	63	488	2500	Turbide, Elsie
Tate, George C.	80	488	2500	Tate, Sheila
Mahoney, Charles G.	82	502	2500	Joseph L. Greenwell Funeral Home
Seig, William S.	83	520	2500	Malpezzi Funeral Home
Wolpert, Lawrence E.	89	520	2500	Wolpert, Mary Theresa
Zimmerman, Paul J.	84	524	2500	Cadau, Ann
Boirum, Babe	88	525	2250	Boirum, Ethel
Furry, Lawrence	73	539	2500	Furry, Carol
Hareid, Dean R.	87	539	2500	Hareid, Carol
Reinking, Kenneth G.	71	539	2500	Reinking, Jacqueline
Bockskop, Joseph	59	562	2500	Bockskop, Joseph
McQueen, Joseph D.	79	568	2500	McQueen, Frances
Hill, Donnie T.	55	572	2500	Hill, Brenda
Winebrenner, Roger	82	577	2500	Davis, Kimberly
Jones, Larry E.	76	582	2500	Jones, Joanne
Casey, Donald P.	83	597	2500	Casey, Todd
Haage, Joshua J.	40	597	2500	Haage, Melissa

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Kaeplinger, Harold J.	75	597	2500	Kaeplinger, Daniel
Pichler, Kim A.	65	597	2500	Pichler, Mary Ann
Punch, Leon A.	74	597	2500	Punch, Stephen
Ritter, Randy B.	54	597	2500	Ritter, Ray
Stimetz, James	69	597	2500	Stimetz, Jason
Irby, John T.	62	602	1250	Buhiru, Melissa
Irby, John T.	62	602	1250	McPherson, Michelle
Marlowe, Lloyd A.	68	602	2500	Lee Funeral Home Calvert P.a.
Tomchik, Michael R.	69	602	2500	Tomchik, Sallie
Mixon, Rhonnie J.	75	619	2500	Mixon, Bettye
Floren, Raymond A.	70	625	2500	Floren, Barbara
Thacker, Clark E.	86	625	2500	Wallace & Wallace Inc. Funeral Chapels
Stephens, Claude H.	95	633	2500	Stephens, William
Hohn, Rick A.	59	636	2500	Hohn, Deanna
Lang, James	79	636	2500	Mailey, Norma
Bradley, William K.	82	675	2500	Lorenzo, Kawena
Brazil, Matthew	83	740	2500	Brazil, Marina
Allen, Aaron D.	34	798	2500	Carroway Funeral Home
Bergkamp, Jeffrey A.	59	798	2500	Bergkamp, Kathryn
Gilbert, Brandon M.	33	798	2500	Gilbert, Misty
Dumanski, Stephen J.	61	800	2500	Dumanski, Susan
Wallace, Ray	75	800	2500	Wallace, Dianne
Clarke, Holden A.	33	853	2500	Clarke, Elizabeth
D'Eon, Shane E.	45	853	2500	Cassells, Shanon

Total Amount: \$429,855.00



MOVING? *Take Us With You*

If you're planning a move, let us know and the UA Journal will follow you to your new home.

It's as easy as 1-2-3:

1. Cut out the mailing label on your latest issue and paste it on the right. You can also print the information as it normally appears on the label.
2. Fill in your new address in blanks at right.
3. Mail your completed form to:
UNITED ASSOCIATION
Three Park Place
Annapolis, MD 21401-3153
4. You can also change your address online by logging into the "Members Only" section at www.ua.org. Click on "My Smart Profile" and then click on "Personal Information." You will make the change to your address on this page.

This same procedure can be used to correct incomplete or inaccurate addresses as well.

FULL NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP _____

LOCAL NO. _____ CARD NO. _____

ATTACH LABEL HERE
FROM BACK COVER

**UNITED ASSOCIATION BURIAL EXPENSE
BENEFIT FUND
ANNAPOLIS, MARYLAND
SUMMARY ANNUAL REPORT**



This is a summary of the annual report for the United Association Burial Expense Benefit Fund, EIN 53-0159020, Plan 501, for the fiscal year ended June 30, 2017. The annual report has been filed with the Department of Labor as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The United Association has committed itself to pay certain burial expense benefit claims incurred under the terms of the plan.

BASIC FINANCIAL STATEMENT _____

The value of plan assets, after subtracting liabilities of the plan, was \$19,222,320 as of June 30, 2017, compared to \$17,054,639 as of June 30, 2016. During the plan year, the plan experienced an increase in its net assets of \$2,167,681. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$11,372,589, including the percentage of dues from Local Unions of \$10,579,375, investment income of \$800,157, and foreign currency translation adjustments of \$(6,943).

Plan expenses were \$9,206,764. These expenses included \$717,614 in burial expense benefits paid to beneficiaries of Canadian members and \$8,489,150 in premiums paid to an insurance company for providing burial benefits to United States members.

YOUR RIGHTS TO ADDITIONAL INFORMATION _____

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An Independent Auditor's Report
2. Assets held for investment
3. Transactions in excess of five percent of plan assets

To obtain a copy of the full annual report or any part thereof, write or call the office of Plan Administrator, Patrick H. Kellett, General Secretary-Treasurer, Three Park Place, Annapolis, MD 21401 (telephone 410-269-2000). The charge to cover copying costs will be \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, Three Park Place, Annapolis, MD 21401, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, N.W., Suite N-1513, Washington, D.C. 20210.

BOARD OF TRUSTEES

Mark McManus

Patrick H. Kellett

Michael A. Pleasant

THE GREAT OUTDOORS



Brother Ty Twist, a 17-year member of Plumbers and Pipefitters Local 447, Sacramento, CA, was all smiles after making this nice catch during a fishing trip last year. Congratulations, Brother Twist.



Brother John Landsverk, a retired 45-year member of Steamfitters Local 353, Peoria, IL, took this nice 12-point buck with a crossbow in Peoria County. Brother Landsverk reports the buck grossed 192% and scored 178% net typical B&C. The buck field dressed at 245 lbs. and was about six-and-a-half years old. Brother Landsverk is looking forward to finding one of the buck's sons this fall.



Plumbers and Pipefitters Local 32, Seattle, WA, HVAC Technician Brother Brandon Moore is pictured with the beautiful fall coho salmon he caught while fishing in Puget Sound.



Plumbers and Pipefitters Local 740, St. Johns, NL, retired 56-year lifetime member Brother Ray Power and his son, Stephen, are shown with the bull moose they harvested on September 25, 2017. The moose was taken in Area 5 (Trout River) on Newfoundland's west coast near The Great Northern Peninsula. Congratulations, Ray and Stephen, on this beautiful harvest.



Brother Craig Drinnen has been a proud member of Plumbers and Pipefitters Local 441, Wichita, KS, since 1986. Brother Drinnen reports he took this 20-point deer from 100 yards in Augusta, KS, while hunting with his trusty Winchester Model 88, 308 cal.



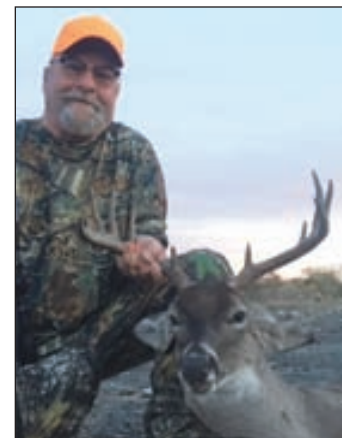
Plumbers Local 130, Chicago, IL, 10-year member Brother Joseph Mondia took this eight-point, 180 lb. buck during Thanksgiving week 2017 in central Wisconsin.



Brother Eric DeFew, a 25-year member of Plumbers and Steamfitters Local 184, Paducah, KY, took this 10-point, 225-lb. field dressed buck in Suwanee, KY.



Retired UA International Representative Gerald Bentley is pictured with his grandson, Sam Almodovar, and the nice catch they made while fishing on the Red River in Selkirk, Manitoba. Brother Bentley reports they couldn't weigh the fish, but it measured 37" long. The catch took place last summer, while Sam and Brother Bentley's daughter were on holidays from Naples, FL. In case you were wondering where Selkirk is, it's just north of Winnipeg.



Plumbers and Steamfitters Local 469, Phoenix, AZ, member Brother Michael Cables took this nice 11-point whitetail near Comstock, TX, while hunting with CFI Mechanical owner Chuck Fell, CFI Vice President Roy Henrick, and CFI Project Manager and fellow UA brother from Plumbers Local 68, Houston, TX, Brother Carlos Muchuca.

Limited Time Offer UA Convention Commemorative Gifts

- 1 Convention clock made of solid forged brass with quartz movements placed in a solid mahogany hinged wood box with the UA seal on the inside. \$170.00
- 2 Pewter zipper pull with the 2016 convention logo. \$6.00
- 3 Leather fold-out money clip with debossed UA logo. \$10.00
- 4 Cheyenne soft leather weekender wallet. \$25.00

Fill out the standard UA merchandise order form on the inside back cover of this *UA Journal*. **Net proceeds from the sale of these items will go to the UA Scholarship Fund.**

1

2

3

4



2730



278



Teflon
BRAND APPAREL

272B - Short sleeve, 100% cotton, Teflon-treated royal blue T-shirt w/full UA logo imprint on back and front left chest. Sizes: S-XL, \$13.00 | 2XL, \$14.00 | 3XL, \$16.00 | 4XL, \$17.00

2730 - Short sleeve, 100% cotton, Teflon-treated safety orange T-shirt w/full UA logo imprint on back and front left chest. Sizes: S-XL, \$13.00 | 2XL, \$14.00 | 3XL, \$16.00 | 4XL, \$17.00

274N - Long sleeve, 100% cotton, Teflon-treated navy T-shirt w/imprint on left sleeve and front left chest. Sizes: S-XL, \$18.00 | 2XL, \$20.00 | 3XL, \$21.00 | 4XL, \$23.00

275L - Long sleeve, 100% cotton, Teflon-treated safety green T-shirt w/imprint on left sleeve and front left chest. Sizes: S-XL, \$18.00 | 2XL, \$20.00 | 3XL, \$21.00 | 4XL, \$23.00

277 - Hooded, 80/20, Teflon-treated safety orange sweatshirt with UA logo imprint on front left chest. Sizes: S-XL, \$36.00 | 2XL, \$38.00 | 3XL, \$40.00 | 4XL, \$41.00

278 - Long sleeve, 100% cotton, Teflon-treated denim shirt with pearl buttons and embroidered UA logo above left front pocket. Sizes: S-XL, \$54.00, 2XL, \$59.00 | 3XL, \$64.00 | 4XL, \$69.00

279 - Duct jacket, 100% cotton with blanket lining, Teflon-treated with custom brass UA buttons. There are two top flap pockets, two open, hip pockets, plus one inside pocket. UA logo embroidered on back and front left chest. Sizes: S-XL, \$77.00 | 2XL, \$83.00 | 3XL, \$85.00 | 4XL, \$88.00

277



Teflon® Branded Apparel Exclusively For Members

- Union made in the USA
- Proudly features the UA logo
- Infused with Teflon® fabric protector
 - Repels oil, water and stains
 - Helps fabrics dry quicker

Order online at ua.org and click on the New UA Teflon Apparel graphic (lower right of the main page) or fill out the standard UA merchandise order form on the inside back cover of this *UA Journal*. **Net proceeds from the sale of these items will go to the UA Scholarship Fund.**



SHOW PRIDE IN THE UA



240

UA Varsity Jacket: Black varsity jacket with topgrade leather sleeves and collar, two leather-trimmed slash pockets, quilted lining and inside pocket. UA embroidered on left chest. Add \$25.00 for optional full back red logo embroidery.

Size	Price	Size	Price
S - XL	\$180.00	XLT	\$220.00
2 - XL	\$180.00	2XT	\$230.00
3 - XL	\$195.00	3XT	\$245.00
4 - XL	\$205.00	4XT	\$255.00

102
UA United States/Canada Flag Pin

Cloisonne lapel pin with military clutch. \$4.00



101
Rhinestone Lapel Pin

UA logo in center, packaged in lucite box. \$3.00

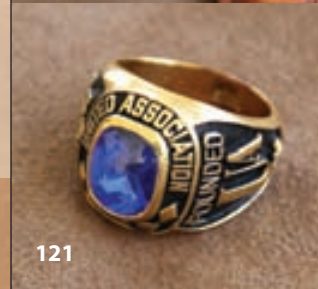


103
UA Lapel Pin

Highly polished gold finish pin with military clutch. \$2.00



304



121



221



120MK
120WK

120MS
120WS



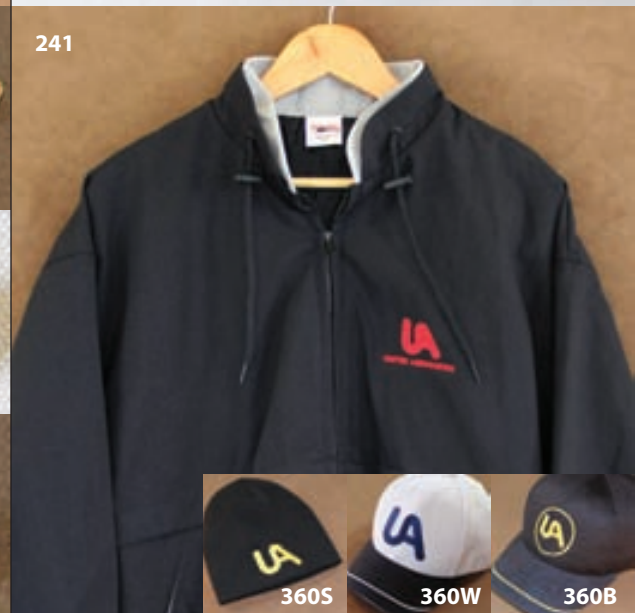
301



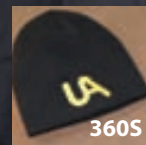
205

205 UA Denim Shirt: Long sleeve 100% cotton-washed denim shirt w/button down collar, left chest button pocket and red embroidery above pocket.

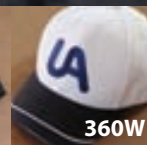
Size	Price
S - XL	\$31.00
3XL	\$35.00
2XL	\$33.00
4XL	\$37.00



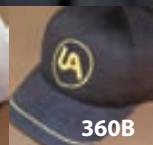
241



360S



360W



360B

Net proceeds from the sale of these items will go to the UA Scholarship Fund

238



233



370

NEW
Limited Edition items—only available at www.ua.org. This includes ladies clothing.



130MB

130WB



235

304 Lockback Knife: Engraved handles with UA logo imprinted on leather carrying pouch. 3" blade (304T) \$30.00, 5" (304F) blade \$40.00

121 Traditional Style Ring

10K Gold (121K)	(call for pricing)
Gold-Plated Sterling (121GP)	\$245.00
Antique Sterling Silver (121AS)	\$245.00
Antique Gold-Plated Silver (121AGP)	\$245.00

221 UA Ash Gray Crewneck Sweatshirt:

12oz. 100% cotton sweatshirt with full front imprint in navy.

Size	Price	Size	Price
S – XL	\$27.00	3XL	\$30.00
2XL	\$28.00		

120MK & 120WK Men's and Women's Gold

Signal Ring: 10k gold finish with two panels for engraving. (Specify L.U. number and ring size when ordering). (Call for pricing)

120MS & 120WS Men's and Women's

Silver Signal Ring: Sterling Silver Ring with two panels for engraving. (Specify L.U. number and ring size when ordering).

M-\$225.00, W\$210.00

301 Travel/ Athletic Bag: Oversized Bag made of 600 Denier Poly Nylon has two end and one side-zippered pockets. UA embroidered on the side and comes with a shoulder strap. \$40.00

241 UA Lightweight Jacket: Lightweight windbreaker w/red UA embroidery on left chest.

Size	Price	Size	Price
S – XL	\$52.00	3XL	\$59.00
2XL	\$57.00	4XL	\$62.00

360S UA Black Skull Cap: Poly skull cap with thinsulate lining and UA embroidered in gold. \$12.50

360W UA White Pro Mesh Baseball Hat: Adjustable white six panel pro style mesh hat with UA embroidered on the front in navy, subliminal imprint on curved visor and United Association on back velcro closure.

360B UA black mesh hat with gold UA. 18.00

238 & 233 100% Cotton T-shirt w/UA text full front. Ash with black print and navy with white imprint.

Size	Price	Size	Price
S – XL	\$15.00	3XL	\$18.00
2XL	\$17.00	4XL	\$19.00

370 100% Cotton Long Sleeve Black T-shirt w/UA logo and United Association imprinted in silver on full front and left sleeve.

Size	Price	Size	Price
S – XL	\$16.00	3XL	\$20.00
2XL	\$18.00	4XL	\$22.00

130MB Men's Two-Toned Watch: Bracelet band w/gold and silver finish. UA logo in gold face. \$118.00

130WB Women's Two-Toned Watch \$118.00

235 UA Vest: 8.5oz. anti-pill polyester micro fleece vest w/two side pockets and waist band. UA embroidered on left chest.

Size	Price	Size	Price
S – XL	\$30.00	3XL	\$34.00
2XL	\$32.00	4XL	\$36.00

ORDER FORM

ITEM NUMBER	SIZE	QTY	PRICE (EACH)	TOTAL
Item Total				
MD Residents add 6% Sales Tax				
VA Residents add 5.3% Sales Tax Northern VA and Hampton Roads Regions add 6% Sales Tax				
Shipping Costs (see below)				
Total Remittance (US Funds)				
Canadians (Can.) Foreign Exchange Add 25% Only				
Total Remittance (Can. Funds)				

Please Ship To:

Name _____

Card No. _____ L.U.No. _____

Street _____
No P.O. Boxes

City _____ State _____ Zip _____

Phone Number (_____) _____

Please make all checks/money orders payable to:

The United Association

(Sorry, no cash or CODs) Mail with Order Forms to:

General Secretary-Treasurer
Three Park Place
Annapolis, MD 21401-3153

To order merchandise online and pay with a credit card go to www.ua.org and click the link for UA Merchandise

Shipping (UPS Ground) and Handling Costs:

Under \$50	\$9.50
\$51.00 - \$100	\$10.75
\$100 and Up	\$12.50

Please Allow 3-5 weeks for delivery.

UPS will deliver to street addresses only. Please no P.O. Boxes.

Canadian members, please note:

Orders shipped to Canada are subject to additional charges in the form of customs duties, GST taxes and shipping costs.

Call for 10K Ring Pricing:
410-269-2000 ext 5008

Check out our sale items as well as other regular items online at www.ua.org

Printed in the U.S.A.



The Growth of Our Membership is The Growth of Our Voice

In the New Year, We are Committed to
Partner with Our Owners and Contractors
for a Larger Stake in Our Industry.