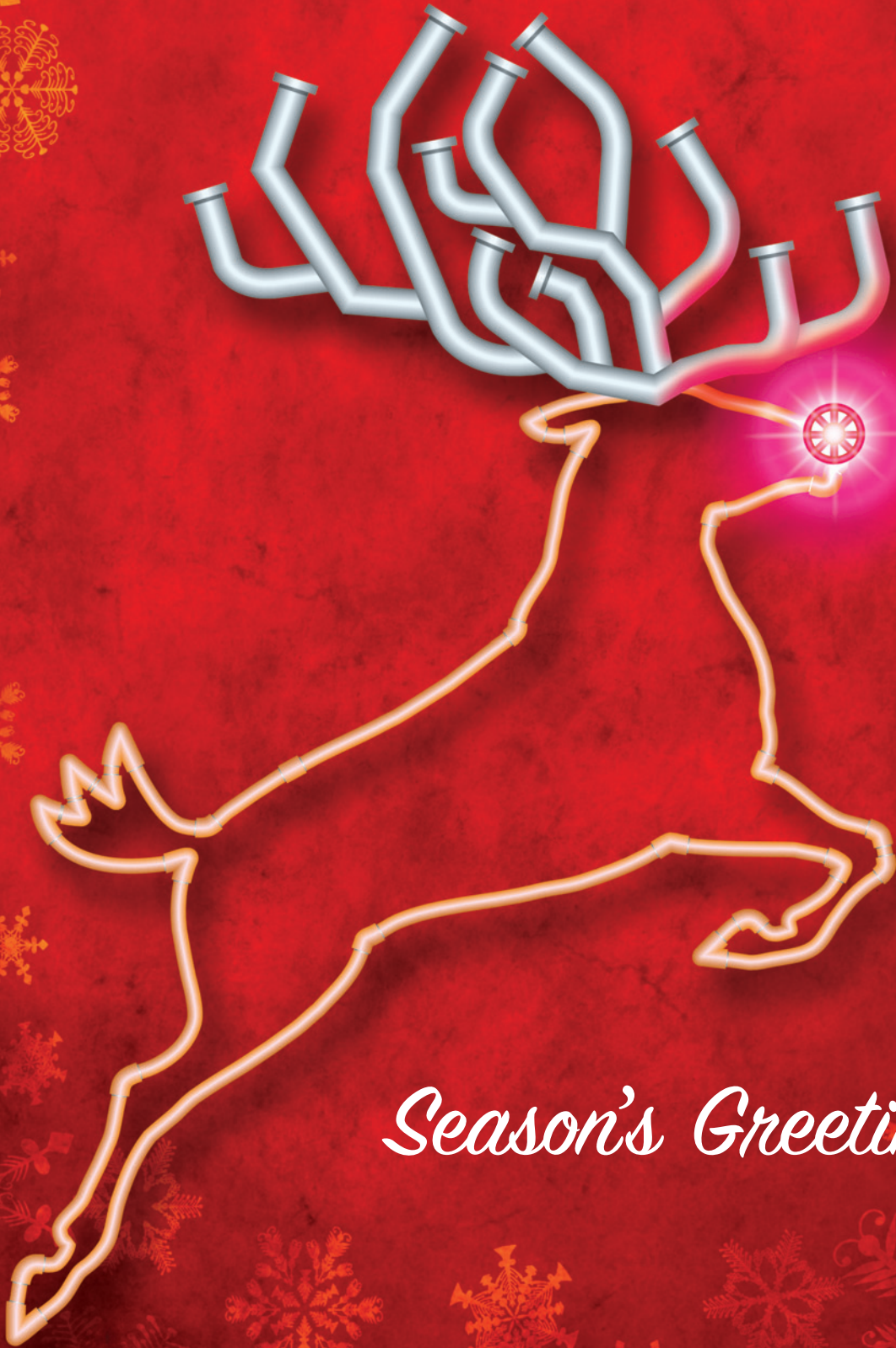


JOURNAL



Season's Greetings



The completed fishing pier



The completed fish-cleaning station

Heart of the UA Local 568 Helps Build Accessible Fishing Pier

Business Manager of Plumbers and Pipefitters Local 568, Gulfport, MS, Kevin Cruso and volunteers from Local 568 were inspired to help build a brand new, fully accessible fishing pier, when they noticed physically challenged park visitors watching from the sidelines as others fished from the pond's hard-to-navigate banks during last year's Sheriff's

Youth Fishing Rodeo. Brother Cruso said, "We thought it would make their day to be able to catch a fish or two and really improve the facility's fishing opportunities overall. So, we got together with the Sheriff of Harrison County, and he was overwhelmed and thrilled that we would do this project." The fishing pier was built at the Harrison County Sheriff's Offices' County Farm near Gulfport, Mississippi.

Union volunteers united by the Union Sportsmen's Alliance's (USA) Work Boots on the Ground (WBG) program installed the user-friendly structure, along with a concrete sidewalk and lakeside fish-cleaning station complete with running water and electricity. The new floating pier was designed to give community members of all ages and physical abilities improved access to the farm's popular fishing pond, which is home to an abundance of catfish, panfish, and bass. The pier stretches 100 feet from the shoreline and features a 50-foot "T" on the end.

The fishing pier took two months to complete, but not without the dedication of about 20 volunteers from Local 568—a lot of whom were apprentices—working on the pier in the evenings after work and on weekends. "Getting everybody together at one time was a difficult task, but everyone pitched in, and we got it

finished," said Brother Cruso. Local 568 donated roughly 45 hours towards this project, but more than 200 hours of skilled labor were donated between all of the union volunteers, which was valued at over \$10,000 to the project. Materials were purchased with nearly \$20,000 from the Mississippi Building and Construction Trades Council's annual USA Conservation Dinner.

Brother Cruso said his Training Coordinator, Patrick Romero, was very helpful with this project. Brother Romero helped coordinate the labor, worked with the contractor to make sure the materials were ordered, and helped build the pier along with the other volunteers. He said, "To be able to help the community, especially the kids, was the motivating drive."

On October 12, the new fishing pier was enjoyed by hundreds of local youth and their families during the 2019 Sheriff's Youth Fishing Rodeo. The Youth Fishing Rodeo was organized by the Harrison County Sheriff's Office with help from several partners, including the USA through its WBG program, which is the USA's flagship conservation program that brings together union members willing to volunteer their time and expertise to conservation projects that improve and enhance public access to the outdoors, conserve wildlife habitats, restore America's parks, and mentor youth in the outdoors. This program works closely with federal, state, and local agencies and other conservation groups to provide manpower needed to complete critical projects that may otherwise go undone.

The Harrison County Sheriff thanked the union volunteers and the USA for building the pier, adding that it was a great addition to the annual youth fishing event and will also benefit residents of all ages and physical abilities year-round. Brother Cruso said, "It was an extreme pleasure for us to get out there and help with this project."

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.



THE UNITED ASSOCIATION
JOURNAL
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UA Local Union Officers Are Leading the Way



Mark McManus
General President

This past October, the United Association held a Local Union Officers Seminar. These seminars have been a great way for us to share ideas, our best practices, and they've created a forum where we can voice any concerns we might have about our industry. This year, participation at the Local Union Officers Seminar was at an all-time high. Business Managers, Agents, Financial Secretary-Treasurers, Organizers, and some Training Coordinators, along with selected apprentices from each local union were in attendance, and everyone was fully engaged.

At our Local Union Officers Seminar, I was struck by the insights and the penetrating questions that our apprentices asked all of us. They were fully engaged participants in our program, and they contributed to it significantly. I believe everyone who heard the remarks of the three apprentices who spoke representing their brothers and sisters were moved and inspired by these young people at the close of our seminar. We are very lucky to have all of these apprentices in our ranks. They are a powerful resource for our locals.

The Local Union Officers Seminar is one example of our commitment to educate *all* of our members at every level and at every point in their careers. We have all heard that training is the lifeblood of the UA—that's a common saying that has been used a lot over the years. The fact is, in the UA, we don't just talk about training—we live it every day. That includes training for our officers as well.

Just as our local unions and our journeymen are actively participating in continuing education, the United

Association, at UA Headquarters, is as well. First, we have asked all newly elected Business Managers to come for a full week of training here at the UA General Office in Annapolis, MD. I know this is quite a long time for the Managers to be away from their local unions, but it's worth it, because the information they receive is valuable in so many ways. The seminar touches on every aspect of local union management. These Local Union Officers also get to meet and learn their new responsibilities with one another, and those experiences lead to stronger bonds of brotherhood and sisterhood. Down the road, when issues arise, such as a surge in manpower demands in a particular region or city, it will be easier for the new Local Union Officers to communicate with one another if they have already created a bond through one of these seminars. Many strong friendships that last a lifetime have been forged at programs like this. We have also added a second week for that same group of Business Managers to come back in August during the Instructor Training Program in Ann Arbor, MI.

We have tried to incorporate as much curriculum as possible into our seminars to make the best use of everyone's time. Topics such as political action, organizing, training, jurisdiction, collective bargaining, and all legal aspects of union and business administration that the Business Managers are likely to encounter during their time in office are covered.

Recently, we added classes for newly elected Business Agents, and we held them in our third-floor Education and Conference Center. Both sessions we offered were

Whether we are training apprentices, journeymen, office professionals, Local Union Officers, or our UA General Officers, it is our goal to provide real-life and real-time education to keep everyone at the forefront of our trade, our industry, and our business.

filled as quickly as spots became available—that's 100 newly elected Business Agents! Many new Agents come right from the field and haven't previously held a local union office, and they need all the education and support we can give them. They are talented and dedicated, and we have an obligation to assist them wherever we can. The goal here is to be just as committed to training our Local Union Officers as we are in training our rank-and-file members. Our newly elected Local Union Officers need critical information to succeed in their new roles. We want them to have all the tools they need to be able to successfully run a local union for the local's members.

Whether we are training apprentices, journeymen, office professionals, Local Union Officers, or our UA General Officers, it is our goal to provide real-life and real-time education to keep everyone at the forefront of our trade, our industry, and our business.

I'm a firm believer that we all have a responsibility to continue to educate ourselves. Our industry seems to be evolving at a rapid rate, and we are obligated to keep up with these developments, so that we can represent our members to the best of our ability. This is no different than the expectations that we have for our members to maintain their certifications and to participate in journeyman training throughout their careers.

General Officers, Local Union Officers, journeymen, and apprentices—all of us—need to go into a class or seminar with an open mind and a constructive attitude. We also need to understand that learning and education can come from a whole host of resources. That includes the

opportunity for us to learn something from an apprentice or a contractor, even though that might not be the first place we would turn to for wisdom or input. Opportunities to learn something are always there. We just have to be open to them. If we are, we are certain to succeed.

The UA will continue to evolve as our industry does, but the fact is, we want to be ahead of the curve. We want to lead, not follow. The more we have an educated and informed membership and leadership, the more naturally we will be the valuable choice for end-users and contractors. Education at all levels, whether it's on the jobsite or in the classroom, is and always will be the foundation of the United Association, just as it has been for 130 years. That is not going to change.



Let the Joy of the Holidays Sustain Us All Year Long

We are now in the middle of the most joyous time of year. The holidays are when we get together with family and friends to give thanks and to enjoy one another's company. On behalf of all your General Officers, I want to wish you and yours a wonderful holiday season.

There is much to be thankful for, despite all the distractions that seem to come at us with ever-increasing speed. It's good to stop and take a breath now and then to reflect on how blessed we are as an organization. Today, we are bigger than we have ever been at any time in our history. Our growth proves that our initiatives are succeeding. This is reflected not just in terms of membership numbers, but also in terms of our quest to promote more diversity and inclusion within our membership. We are making progress with this, and we will continue to do so going forward. We all must remember, whether a person is a direct-entry hire or has come through the traditional apprenticeship, he or she is indeed our brother and sister and should be treated as such. Our gift to any skilled workers is to bring them into the UA family so that they can enjoy the protections and benefits that we have all secured over the years. Ask any retiree, and they will tell you, their pension has been a godsend.

Our strength is not just created by sheer numbers. Equally important will be continuing to expand our market share. It has been the commitment of our members and local union leaders that has made this possible. Local union leaders are looking at new markets and areas where perhaps they have not been active before. Everyone is engaged, and we appreciate that.

We are thankful that work is plentiful, and that should help make this a very happy time as another year draws

to a close. But we can never take for granted our good fortunes. I encourage our journeymen to take the time to talk to our apprentices and counsel them on putting money away. A seasoned journeyman can teach an apprentice a lot about life skills in the construction industry and the ebb and flow of the industry. Many of us have been through it all.

As always, there are still areas where work opportunities could be better. There will always be challenges with the non-union, and local and federal legislation. We have to stay diligent in all of these areas. We can't just sit back and congratulate ourselves on our success and then do nothing more. We have to turn that success into even bigger victories. We're always striving to be the best—in training, organizing, safety, and productivity—and that can never change.

Safety will always be a number-one concern for us all. No one wants to face a jobsite injury—or worse. So, I urge everyone to take a moment to renew your commitment to working safely and to helping your brothers and sisters stay safe as well. We are all part of a big extended family here in the UA. Like all families, we have our differences, but in the end, we are truly a united organization with the same strong values and principles that have served us so well for 130 years. We should never forget that.

These shared values are what enable us to help our brothers and sisters in times of need—especially given all the natural disasters that have occurred over the past year. Your generosity in supporting our Charitable Fund Trust is truly inspiring, and we are so grateful. Because so many of you give so much, we have been able to have a significant impact on the lives of our members who



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General Secretary-Treasurer



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Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO)

experienced loss due to fires, floods, storms, and more. This is the true spirit of the holidays—and all of you make it real all year long, so thank you.

The holiday season is a time of hope. It is also a time to make new memories, even as we celebrate together. For those who are away from your families—whether that's working on travel cards or serving our two countries in far-off lands—we hope you are able to find comfort and joy despite the distance.

We must never forget that we truly are in this together. What affects one brother or sister affects all of us, so let's take this moment to renew our commitment to our organization, our local unions, and to our fellow members. We have so much to look forward to, and your General Officers will be working hard on your behalf as we build on our successes.

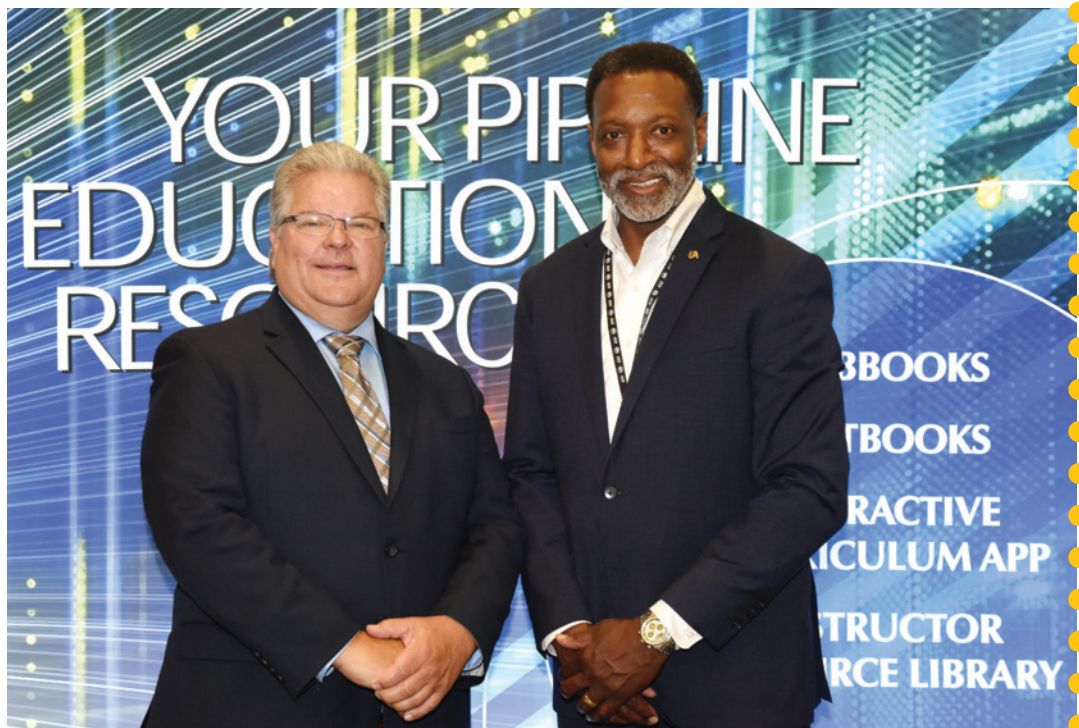
We know it won't always be easy, and since there's a General Election next year, it's not always going to be pleasant either. But let's not give in to cynicism or apathy. Let's make our voices heard in the halls of Congress, in state houses, and all across the land. Let's lead the fight for justice and fairness in the workplace, in our schools, and in our communities. As we gather together, let's offer one another positive messages of hope and resilience because, after all, that is our true history.

Even in the worst of times, our members found ways to stand together for the betterment of all. We did not let the cynics and the haters divide us, and we must not let that happen now—not at this time when so much promise awaits us.

We salute all of you and hope that, together we can make the spirit of the holidays live all year long. Have a safe, happy, and joyful holiday season.

Patrick H. Kellett

Ensuring a Successful Future—The UA Instructor Training Program



Director of Education and Training Jim Pavesic and Assistant Director of Education and Training Ray Boyd

I T P

This year marked the 66th Instructor Training Program (ITP) and the 30th year it has been held at Washtenaw Community College (WCC) in Ann Arbor, MI. Instructors and Training Directors/Coordinators arrived on campus to take part in the program on Saturday, August 10, with classes concluding on Friday, August 16. Graduation was held on Thursday, August 15. The ITP is the UA's well-respected and highly effective college-accredited program of instructor education. Every year, the ITP grows with the number of attendees and new courses offered to meet the needs of UA signatory contractors and customers. This year was no exception, with a total of 2,013 instructors, of which 421 were attending for the first time. Attendees represented the United States and Canada, along with PTEU (Plumbers Trades Employees Union) members from Australia. There were 124 courses offered, 11 of which were new, and to help facilitate the program, there were 257 ITP faculty members, along with 170 industry representatives. There were 36 vendors that participated in the industry expo, which was featured on registration day and proved to be very beneficial. New and revised courses for 2019 included communication courses, leadership courses, safety courses, computer courses, and various trade-specific courses. There were hands-on laboratories, workshops, computer modules, and lecture classes.



Semper



Training Specialist Mike Hazard, who heads up the Veterans in Piping (VIP) program for the UA, spoke about the UA's participation in raising money for the Semper Fi Fund.

While the industry has changed a lot over the years, the ITP has continued to reach new milestones when it comes to the excellence of its programs. The ITP staff's dedication and commitment to teaching many generations of UA members was prevalent all week long. At the rate at which the industry has been changing, the ITP has adapted year after year by providing the instructors with courses that teach them new innovative technologies, tools, and techniques to bring back to their local unions. This week-long program is devoted to preparing the UA workforce for the future and keeps the UA ahead of the curve regarding non-union competition. The UA continues to evolve with the industry, and the ITP and the

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Fi Fund



The Semper Fi Fund is a non-profit organization that provides immediate lifetime support to post 9/11 combat wounded, critically ill, and catastrophically injured service members. Members of the UA and the Ann Arbor Community work hard to raise funds for this worthwhile cause every year. This year, there was an amazing turnout, with more than 450 participants in the 5K Race and Pub Crawl. Training Specialist Mike Hazard, General President Mark McManus, General Secretary-Treasurer Pat Kellett, and Director of Education and Training Jim Pavesic presented a check in the amount of \$42,362, which was the proceeds from the 2019 UA 5K and Pub Crawl, to Semper Fi Fund representative Eric Ally and his service dog, Sun. In addition, \$5,600 was collected by the Milwaukee Tool Shed Band, the Union Sportsmen's Alliance raised \$10,000 at their dinner event for the Semper Fi Fund, and the vendor event during registration day raised an additional \$5,000 that will be donated as well. As in years past, it was announced that the UA General Office would match the funds raised at the 5K and Pub Crawl. Therefore, the total amount of money donated to the Semper Fi Fund this year was \$110,324. It was stated that the grand total of contributions to the Semper Fi Fund to date amounts to \$530,324.



Vendor Expo

Education and Training Department are at the heart of that initiative. Director of Education and Training Jim Pavesic, Assistant Director Ray Boyd, and the department's Training Specialists and training professionals all play a key role in the department's successful initiatives. At UA Canada, Director of Training Larry Slaney, Canada's Pipe Trades Training Specialists, UA Canada staff, and Instructors continue to exemplify the excellence and commitment to education and leadership training that exists within the UA.







General President Mark McManus



Director of Education and Training Jim Pavesic

Industry Day—Expanding the Diversity of the United Association

On Wednesday, August 14, 300-plus industry representatives were welcomed to the Washtenaw Community College campus to experience what the ITP is all about. They had an opportunity to tour the campus and to watch the International Apprentice Contest. General Secretary-Treasurer Pat Kellett and staff organized this worthwhile event. Director of Education and Training Jim Pavesic addressed owners, contractors, and industry representatives during orientation, stating, “You’re here today to see firsthand what we are doing to keep the United Association ahead of the curve when it comes to training, technology, and preparing for an exciting future in the piping industry.”

General President Mark McManus welcomed the UA industry partners as well, stating, “We are going to expand the diversity of the United Association—from pipeline work to service

work to sprinklerfitting, plumbing, pipefitting, and all of the different mechanicals the UA touches. You will see the heavy industrial work, the institutional work, and the commercial work in the classrooms as you tour today. All of these sectors give us opportunities to grow for the future generations, grow for the member who is not even in yet, and to grow for that kid who’s in kindergarten who has an opportunity that we were maybe not so blessed to have. We can give that next generation an opportunity by making our pension stronger and our healthcare more affordable. It’s fantastic what’s going on in the United Association.”

President of the Mechanical Contractors Association of America (MCAA) Brian Helm congratulated General President Mark McManus and his leadership team

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2019 World Plumbing Council/UA Instructor Training Program Scholarship

Director of Plumbing Services and World Plumbing Council (WPC) Chair Tom Bigley (on left) and General President Mark McManus (on right) presented Sudip Das from Kolkata, India, with the 2019 WPC United Association Instructor Training Program Scholarship. This scholarship was established to help individuals from around the world who are actively engaged in education and training. Sudip is employed by Sanitary Indicate, a 60-year-old company that employs hundreds of plumbers, pipefitters, and sprinkler fitters. Sudip has been entrusted with planning and project coordination in residential, commercial, industrial, and site utilities. During the ITP, Sudip was able to participate in classes throughout the week that were focused on methods in teaching. Before coming to the ITP, Sudip was able to visit Plumbers Local 130's training center and Pipefitters Local 597's training center in Chicago, IL. Following the ITP, Sudip visited Buffalo, NY; Pittsburg, PA; Philadelphia, PA; and Washington, D.C.



Plumbers and Pipefitters and Gas Distribution Local 190, Ann Arbor, MI, Business Manager Kevin Groeb welcomed the attendees to Industry Day.



President of the MCAA Brian Helm



During the Instructor Training Program week, new Business Managers were attending a seminar presented by Executive Vice President Jim Moss.

for the number of initiatives that they have underway to prepare the UA for the future, and he congratulated the UA Education and Training Department for putting together a world-class program.

He said, "Both of our organizations clearly understand that when we design, build, and service our jobs, they are undergoing radical changes thanks to amazing new technologies. That's the key. We are going to jointly prepare our memberships for that change. We are forward thinking enough to embrace it. That is one of the reasons why this Instructor Training

Program is so unique. This is a week devoted to preparing the UA workforce, not for the present, but for the future. As a second-generation union mechanical contractor, I fully understand that our joint future and venture together depend on more than just training apprentices to become good journeymen. These UA members need educational and training opportunities throughout their careers, so they are always up to date on the latest technologies and equipment. That is also where the UA excels." He continued, "Our joint pledge to our clients and

(continued on page 18)



MOU Signing—Growing the UA Brand



From left are HVAC Excellence Accreditation Specialist Steve Allen, HVAC Excellence Executive Vice President Howard Weiss, Director of Education and Training Jim Pavesic, and National Recruitment and Outreach Coordinator Laura Ceja.



Director of Education and Training Jim Pavesic and National Inspection Testing Certification (NITC) Executive Director/Quality Manager Dave Otterstein

Director of Education and Training Jim Pavesic signed a Memorandum of Understanding (MOU) with three industry partners that will create best opportunities for increasing manhours in the service sectors. An MOU clearly outlines specific points of an understanding. It names the parties, describes the project on which they are agreeing, defines its scope, and details each party's roles and responsibilities.

Brother Pavesic signed an MOU with HVAC Excellence, with NITC (National Inspection Testing Certification) for a National Brazing Certification, and with The Refrigerating Engineers and Technicians Association (RETA).

HVAC Excellence works to improve competency in the HVACR industry through validation of the technical education process at various stages of a technician's career. To accomplish its goals, it offers credentials (for students, technicians, and educators), professional development, and programmatic accreditation. Through this articulation agreement, students applying to the United Association apprenticeship program may be granted up to one year of training credit and start their training in the second year of the apprenticeship program. As HVACR service technicians near retirement, this MOU can accelerate the replacement of skilled craftsmen and women into the service trucks of the UA's signatory partners.

The MOU with NITC for a National Brazing Certification is unlike any other agreement in the piping industry. This is not a UA Certification. The NITC ASME IX R78 Braze Certification will qualify individuals for brazing on 1/8" through 1 1/8" ACR tubing. NITC's HVACR braze is qualified for compliance with the ASME Boiler and Pressure Code, Section IX, and the ASME B315 Standard for Refrigeration and Components. Implementation of the new NITC certification elevates the integrity of all piped systems and promotes public health and safety.

The Refrigerating Engineers and Technicians Association (RETA), founded in 1910, is an international society of individuals and companies involved in the design, operation, and service of industrial refrigeration systems. Its purpose is to provide education and training, as well as networking benefits, to both experienced operators and those who have recently entered the field. RETA certification requires meeting eligibility criteria and demonstrating knowledge of industrial refrigeration concepts, principles, and practices. RETA certification exams and other requirements assess competencies in the realm of industrial refrigeration operation. The MOU with RETA expands the opportunities in the industrial refrigeration market sector and positions signatory contractors for work on commercial equipment designed for supermarkets.

All three of these initiatives will help UA signatory contractors and UA craftsmen and women secure a future in the service industry, which will promote growth for generations.



Congresswoman Debbie Dingell, U.S. Representative for Michigan's 12th Congressional District, is pictured touring the ITP with International Representative (MI) Kevin Carden.



the owners is to bring our dedication to excellence to everything we do. In other words, we are jointly working to shape our future, rather than allowing the future to shape us. We join together to make sure the future generations of skilled pipe trades professionals have an even brighter future than we did when we started out. We will continue to jointly adhere to the highest standards.”

Other speakers on Industry Day included President of Washtenaw Community College Dr. Rose Bellanca and Earl Setches, Federal

Secretary, Plumbing Trades Employees Union (PTEU) of Australia.

At the conclusion of the orientation during Industry Day, the attendees had the privilege of experiencing the ITP while touring classrooms, workshops, and laboratories. They also had the opportunity to witness the International Apprenticeship Contest, which was going on all week. Director of Education and Training Jim Pavesic encouraged the participants to visit any of the large number of new classes that were added this year.



Those graduates who were adorned with red, white, and blue cords were honored for their service to our country.

Graduation— Leading the Next Generation Forward

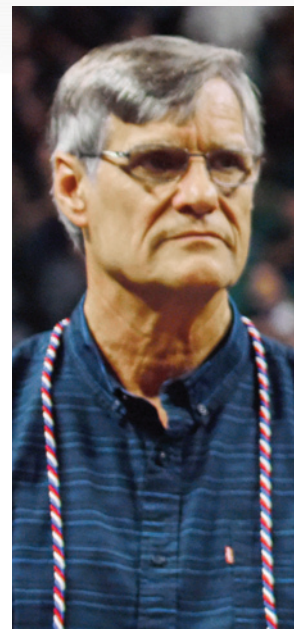
On Thursday, August 15, 2019, The Eastern Michigan University Convocation Center erupted into applause as the 2019 graduates walked out in formation. It was clear that the audience understood the commitment and hard work that every graduate put forth to be there, along with the UA General Officers who attend every year to congratulate and shake the hands of each graduate. This year's graduation was no different than previous years, with a full house of the graduates' family members, local union brothers and sisters, and friends cheering them on. Brother Pavesic thanked the Education and Training Department and support staff. He said, "They work hard all year long to make this program—and everything we do in training—a success."

This year's ITP culminated with 174 graduates walking across the stage to receive their UA Training Directors/Coordinators and Instruc-

tors certifications. Of those graduates, 24 received their associate degrees, and 26 received their Training Coordinator certificates.

When Director of Education and Training Jim Pavesic stood in front of the graduates, there was no doubt that he was proud of all of them for the hard work that they had put forth in order to graduate. During the ceremony, he thanked General President Mark McManus for his commitment to training and education, stating, "General President McManus understands that maintaining the highest level of excellence in training is central to everything we do in the UA. He has always supported the initiatives and programs that we have developed over the years, and we appreciate that confidence he has placed in this department."

When General President McManus addressed the graduates, he said, "You're leading
(continued on page 23)





General President Mark McManus



Director of Education and Training Jim Pavesic



Assistant Director of Education and Training Ray Boyd



President of the MCAA Brian Helm



The Martin P. Durkin Lifetime Achievement Award was presented to Administrative Assistant to the General President Chris Haslinger.

This award honors individuals who have devoted their lives to training and educating United Association members and whose commitment to the UA and to training is determined to be extraordinary.

During the ITP graduation, Director of Education and Training Jim Pavesic said, “The 2019 award goes to someone who has had a profound impact on UA training in North America. This person is widely recognized as an innovator and a true visionary.”

After Brother Pavesic announced Chris Haslinger as the award recipient, he said, “All of us in the Education and Training Department—and really, everyone involved in training throughout the UA and beyond—understands why Chris is receiving this honor. He started working in the UA Training Department in 2009, working on projects in HVAC, green energy, and much more.” Brother Pavesic continued, “Chris is a man of

many ideas. His ability to imagine the possibilities has transformed training in the UA. It was Chris who really brought technology to the forefront in training. That was a game-changer for the UA. Under Chris’ leadership, the UA Education and Training Department has undertaken many initiatives that have helped strengthen training throughout North America, enabling many of our locals to expand their own programs. He built a staff with expertise in every aspect of our trade, and he empowered that staff to be as innovative as they could. Because of Chris, we have the strongest team in any building trades union, and I’m proud to be part of that team. Congratulations, Chris.”

Chris Haslinger was very humbled to receive this award and thanked everyone who had given him the opportunity to do what he truly loves. He said, “Thank you to that journeyman who gave me a chance when I was an apprentice. Thank you to the instructors who gave me a chance to talk them into becoming an instructor. Thank you to that Business Manager, and that MCA JATC member who talked me into getting involved in apprenticeship school, and thank you to the UA for giving me an opportunity to come to the International and for giving me the freedom to do what I thought was best for this industry.”



Director of Training for Canada Larry Slaney



President of Washtenaw Community College Dr. Rose Bellanca



The UA Education and Training Department



The 2019 Instructor Training Program graduates



the next generation forward. The things you do and the classes you teach will affect millions of Americans, Canadians, and Australians that you may never get to meet. The quality of life and the skillsets that you give our apprentices for a career—not a job—for a lifetime of learning, will affect their way of life.” He went on to say, “We supply highly skilled and qualified manpower to signatory contractors. That has been our mission statement for 130 years, and the only way we get there is through the training that these men and women who are sitting in front of us today provide. Today, we are the largest we’ve ever been. If we put the families together, we support well over a million lives. We’re very happy, but we are not satisfied. We are going to continue to grow this organization, grow the apprenticeships, and obtain the highest skillsets in the nation.”

General President McManus addressed the International Apprentice Contest competitors, saying, “You’ll always hear that you’re the best and the brightest, because the fact of the matter is, you are. Congratulations on this week and congratulations on the weeks leading up to it—from winning in your states and provinces to the schooling and the testing you had to complete. Your expert visions and your expert abilities are second to none. But more importantly than that, the quality people that you are is unbelievable. I ask one thing from you and this audience and from all of our members—challenge yourselves, and go back to your local unions and continue to push the next generation to lead your locals and to lead the International Union to be the best and the brightest it can be.”

Brian Helm, President of the Mechanical Contractors Association of America (MCAA), addressed the apprentices as well. He said, “Ear-

lier today I met the finalists of the apprentice contest at their luncheon, and to say that I am impressed is an understatement. The positive attitude and tremendous skills they possess say a lot about all of our UA instructors and the members who are gathered in this auditorium today.” He went on to address the graduates, saying, “To the graduates here today, you chose to master your trade. I know each of you believe in what you’re doing, and that you will use the skills you have acquired here in Ann Arbor to ensure the longevity of our union mechanical industry. You chose to invest in the future of our industry, and thanks to your efforts, our industry has never been in a better position to face the future.”

On August 15, 2019, the outpouring of love and support for the graduates was undeniable. As each graduate’s name was called to receive his or her diploma, the convocation center erupted into cheering and applause. Each graduate worked hard to reach this momentous occasion, and it was evident as they proudly walked across the stage.





The International Apprentice Contest— the Shaping of the Future

The International Apprentice Contest (INAC), in its 13th year, brings together top apprentices from the U.S. and Canada to compete in their respective trades. Making it into the INAC is no small feat. All of the contestants had their skills and knowledge put to the test in both written and hands-on tasks at their local, state or provincial, and district competitions. The 32 apprentices advanced in the ranks in each competition in order to be a contestant in the INAC. The INAC features the categories of plumber, pipefitter, sprinkler fitter, welder, and HVACR, and the contestants continue to portray the United Association's commitment to the highest standard of performance. The INAC Committee, in collaboration with industry partners, works tirelessly each year to put on a contest of this caliber. For the second year, Patrick "Fuzz" Faley was the Chairman of the INAC Committee, and once again, his leadership and expertise contributed to the success of the contest. Brother Faley worked alongside INAC Committee members Mark Mitchell, Joe Matthews, Rick Wilson, Kelly Robinson, and Clancy Kelly, all of whom worked long hours to ensure a contest of this caliber ran effortlessly and efficiently.

2019 Contest Winners



From left are Sprinkler Fitter winner Dennis Komassa, District 4, Local 183, Milwaukee, WI; Welder winner Colton Houston, District 2, Local 10, Richmond, VA; General President Mark McManus; HVACR Service Technician winner Josiah Tiegs, District 4, Local 539, Minneapolis, MN; Pipefitter winner Justin Lindberg, District 4, Local 601, Milwaukee, WI; and Plumber winner Carter Hagen, District 4, Local 25, Rock Island, IL.



The Allyn Parmenter/George Bliss Leadership Award is presented to the apprentice contestant who demonstrates exceptional leadership and honors the ideals set forth by the Standard for Excellence. This prestigious award went to plumber contestant Carter Hagen, District 4, Local 25, Rock Island, IL. Carter was also the plumber winner for the 2019 Copper Development Association Project and the plumber winner for the 2019 International Apprentice Contest. Carter achieved what has never been done before in the INAC by winning both categories in plumbing and receiving the leadership award. Pictured with Carter is Director of Education and Training Jim Pavesic.



INAC

The 2019 International Apprentice Contestants Reflect on their Experiences

On graduation day, before the winners were announced, a contestant from each trade in the 2019 International Apprentice Contest reflected on his experiences after a challenging, exciting, and competitive week.



Pipefitter contestant, fifth-year apprentice Dylan Marriott, Local 208, Denver, CO

"It has definitely been the best experience in this trade for me. Not only has it been a great way to network and meet new people, but it's also challenged me beyond how I've been challenged before. Whether I felt like I was doing well or not, it was a learning experience, and getting to meet new brothers and sisters was the best part."

"The biggest challenge for me was dealing with the stress and the time management. Each event is not meant to be completed easily, and that's always been very difficult for me to handle, but getting past that, it's been a wonderful experience."

"If I could give any advice, it would be to just focus on what you're doing. Do your best, forget the rest, and don't worry about what other people are doing. Just keep your head high and know that just being able to compete is an honor."



Plumber contestant, fifth-year apprentice Felix Bouffard, Local 46, Toronto, ON

"It's been a great experience. I have gotten to meet a lot of new people. I had a blast. It was something I could never have expected out of an apprenticeship. It's really opened my eyes on how big the union is and how much you can grow within the union other than being a hands-on tradesman."

"I was expecting something tough and challenging, and it certainly was, but it was also a lot of fun at the same time."

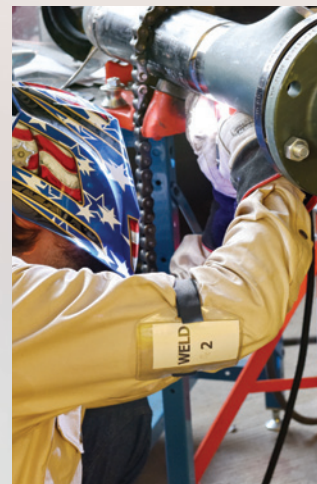
"The biggest thing I would take away from this experience is knowing I was able to accomplish something I wasn't sure I could accomplish in such a short amount of time."



HVACR Service Technician contestant and winner, fifth-year apprentice Josiah Tiegs, Local 539, Minneapolis, MN

"I was very honored to compete with all these people who have really applied themselves over their apprenticeship, and it really shows with the level of expertise that they have in their skill area. It was an honor to compete with them, and I'm better for it, because every single one of them was pushing me to give it all I had."

"The biggest challenge I faced during the competition was realizing halfway through a project that I was unsure of how to complete it and having to work through the mental stress that comes with not being prepared for something. It ended up working out. Working through it was an amazing feeling. It was the best feeling I had during this contest. I worked through something that was unfamiliar territory and was still able to accomplish that task."



Welder contestant and copper project winner, fifth-year apprentice Patrick Harris, Local 208, Denver, CO

"The project was memorable, but the community aspect of this experience was the most memorable. I will remember the other guys that were here, and meeting people, hanging out, and having that comradery with the other contestants."

"I learned about the expanse of work geographically that the UA does, while still being tight knit. It's cool to see people from all over who are tied together through one organization. Not only is it cool from the community aspect, but also the work possibilities."

"This competition, for the stage that we're at, was less stressful than I thought it would be coming into it. We are all just happy to be here."

The INAC Committee



Sprinkler Fitter contestant, fourth-year apprentice William Hay, Local 853, Ottawa, ON

"This has been one of the most rewarding things that I've experienced since I've started in this trade. It's been challenging beyond anything that I thought I would ever experience."

"The biggest challenge for me is that my work is more in install, so there was a lot that I experienced this week that I've never seen in the field before. I've learned a lot about it in school, but getting to be immersed in it for a week, and tested and challenged on it at the pace at which this week progressed, I've never seen anything like it."

"There was a great sense of anticipation coming into this competition because I didn't know what challenges were ahead of me. There is a sense of relief now, but at the same time it has been both humbling and very rewarding. I exerted myself quite a lot this week, and I was challenged beyond what I've ever done in this trade. I will be taking home a sense of pride in my trade and my organization."



From left are Clancy Kelly, Rick Wilson, Committee Chairman Patrick "Fuzz" Faley, Joe Matthews, Kelly Robinson, and Mark Mitchell.



The 2019 Apprentice Contestants are pictured with Assistant General President Mike Pleasant, General President Mark McManus, General Secretary-Treasurer Pat Kellett, and Director of Education and Training Jim Pavesic.

There were 32 competitors in all, including five from Canada and two from Australia. Director of Education and Training Jim Pavesic stated that the 32 apprentices represent the best of over 50,000 apprentices in the U.S., Canada, and Australia, and that every one of them was a winner and deserved a round of applause.

INAC Committee Chairman Faley said, "The group of people that I had this year was a great group, including my helpers (last year's winners). I couldn't have asked for a better group. Everyone followed the rules, and the contest ran smoothly. I have to say I wouldn't have been able to pull this off without all of the help from the INAC Committee, my journeyman helpers, the support of the people in the office, the vendors, and the UA."

The winners of this year's International Apprentice Contest were: HVACR (heating, ventilation, air conditioning, and refrigeration) Service Technician winner, Josiah Q. Tiegs, Local 539, Minneapolis, MN, District 4; Pipe-

fitter winner, Justin D. Lindberg, Local 601, Milwaukee, WI, District 4; Plumber winner, Carter M. Hagen, Local 25, Rock Island, IL, District 4; Sprinkler Fitter winner, Dennis J. Komassa, Local 183, Milwaukee, WI, District 4; and Welder winner, Colton Houston, Local 10, Richmond, VA, District 2.

In addition, the Copper Development Association participates in the copper project segment of the INAC. They choose the best copper project from each of the crafts and award \$500 and a trophy to each winner. The winners were: HVACR Service Technician Nicholas S. Cruz, Local 393, San Jose, CA, District 5; Pipefitter Justin D. Lindberg, Local 601, Milwaukee, WI, District 4; Plumber Carter M. Hagen, Local 25, Rock Island, IL, District 4; Sprinkler Fitter Steven N. Stach, Local 709, Los Angeles, CA, District 5; and Welder Patrick Harris, Local 208, Denver, CO, District 5.

Congratulations to all of our winners!



Helping Navajo Mountain



The UA team that partnered with IWSH Foundation and DigDeep to bring running water and sanitation to remote Navajo Mountain

Families, One Home at a Time



John and Pearl on their farm on Navajo Mountain

Pearl has lived on the Navajo Mountain reservation her whole life. She never had the opportunity to go to school. She speaks no English, just Diné, the language of the Navajo people, and she has never lived with running water or indoor plumbing.

When Pearl and her husband John heard that 21st century sanitation was coming to their remote home, they were justifiably skeptical. They had heard this before. Then, a small army of UA members arrived with tools, equipment, and supplies. Only then did they really believe it. It has changed their lives, along with that of two other families living in the remote corner of northwestern Arizona.

In the January/February issue of the *UA Journal*, we reported on a similar sanitation project in Arizona with many of the same UA members who travelled to Arizona to work on this project. The commitment of UA brothers and sisters to bring water to these people is clear—no matter how long it takes, they are going to get it done. The work is done under the auspices of IWSH (the International Water, Sanitation and Hygiene Foundation) in partnership with DigDeep, a human rights organization. IWSH is the charitable arm of IAPMO, the International Association of Plumbers and Mechanical Officials. They call these projects Community Plumbing Challenges.



Volunteers connected water supplies for three houses from tanks through a pump and wastewater system, and installed gas tankless hot water systems. A bathroom was designed and installed in 83-year-old Betty Benally's house, and Lillie Manygoats, 84, had her 20-year-old home's bathroom and kitchen connected to a water and plumbing system for the first time. A septic tank was installed and a leach field was dug at each of their homes.

Courtenay Eichhorst, Business Manager of Plumbers and Pipefitters Local 412 in Albuquerque, NM, has worked on both sanitation projects this year and last year. He and his team of members from Local 412 are committed to doing whatever they can to help.

"It's kind of weird to think that in America in 2019 we still have homes without electricity, without water, without sewer, without proper utilities," Brother Eichhorst said. "We were limited to four volunteers, but we could have had 20, 30, 40 volunteers. People want to be involved."

Among the four volunteers he brought, two are women apprentices, one of whom is Navajo.

"It's exciting to know that I have good people in Local 412. They're all willing to give back. They're willing to do anything they can to help anyone around them," Brother Eichhorst said.

Kamber Richards, the Local 412 apprentice, has volunteered before on behalf of her nation.

"I used to volunteer with the Navajo United Way so just having that feeling of coming to my home and being able to make a little bit of impact, leave a little bit of a footstep—it's awesome," Sister Richards said. "My grandparents actually did grow up without electricity, without water. So, it wasn't a big shocker, although out here, seeing how far they have to travel, is very different from living down south on the reservation."

"Just to hear somebody tell you you're going to get water and then they actually see it come to life, there's that excitement. And it's even there for the crews. They get so excited," she said.

Gary Nez, a Plumbers and Pipefitters Local

469 journeyman in Phoenix for 22 years, is also a Navajo.

"I grew up without running water and electricity, but when you see a family like this with young kids around, they get to see the water come through the faucet, and I'm waiting for that," Brother Nez said. "To have the opportunity to volunteer and contribute back to my people like this, and to be accountable for all the things that I've installed, it's a blessing."

Lillian Benally has lived on the land all her life and is now the primary caregiver to her mother.

Lillian said, "I kind of didn't believe it at first until [Hank] came around and started doing surveys and bringing people around. That's when we opened our eyes, thinking, 'Oh my gosh, is this going to happen?' It's really awesome."

The impact of this effort is powerful yet simple. As Lillian says, "I get to give my mom a full shower every day."

Sean Kearney is the International Program Director with IWSH.

"In the last five years that we've run the Community Plumbing Challenge, we've worked in India, South Africa, Indonesia, and now the United States," Sean said.

"And what we found is that regardless of the location, often a lot of times the needs are similar. When we came to the Navajo Nation for the first time last year, we were shocked to see this type of situation in the U.S., but when you come and you work here and you meet the people of the Navajo Nation, and begin to understand the needs, it's amazing how similar these needs are on an international scale. And that's really the challenge for us is to think about that and try and keep the momentum driving forward to tackle this issue."

That challenge is made easier because of the UA.

"You find that you can get great results





Bringing New Skills to the Navajo Nation

IAPMO (International Association of Plumbing and Mechanical Officials) and the Navajo Technical University (NTU) have signed a memorandum of understanding to offer community college-level plumbing courses. The new training courses will focus on teaching students to build and maintain plumbing and sanitation facilities on the reservation and provide opportunities toward eventually becoming a licensed plumber.

“Our partnership with NTU is another exciting development running parallel to this CPC,” Dain Hansen, IWSH Managing Director, said. “The (Community Plumbing Challenge) project provides us with a unique opportunity; firstly, for identifying on-site work opportunities for NTU students, and secondly, for the creation of teaching and training materials tailored to the community. With our IWSH-DigDeep community plumbing partnership as the enabling platform, we believe both aspects will go on to become integral parts of the future plumbing training courses being run here on the Navajo reservation. We are excited to continue exploring these possibilities together during the upcoming project in Navajo Mountain.”

This is a giant step forward in the effort to bring basic sanitation to this remote and underserved region.

There are no wells, and even if there were, the water table is polluted from uranium mining, so water trucks will still have to bring water in. But now there are water tanks buried in the ground, as well as septic tanks, so life will definitely get easier.

when you put talented people and hardworking people together. We have found that working with the UA on these programs, we straight away are connected with really, really keen, professional, high-quality groups of tradespeople—from apprentices starting out on their career path, to highly motivated and excited Business Managers who are keen to develop these aspects of their locals,” said Sean.

The three homes tackled by the IWSH team are about an hour’s drive up an unpaved road. The nearest store is many miles away. There are no wells, and even if there were, the water table is polluted from uranium mining, so water trucks will still have to bring water in. But now there are water tanks buried in the ground, as well as septic tanks, so life will definitely get easier. Emma Robbins, Navajo Water Project Director for DigDeep, knows there are still big challenges ahead.

“The Navajo Nation is a food desert,” Emma says, “There are only 13 grocery stores in an area the size of West Virginia. To maintain our traditional ways of life—sheep herding, growing crops, having cattle—we need space. So that’s one of the reasons why people live so far apart. When families and homes are in clusters, it’s a lot more probable that they will get running

water. So that’s a problem in itself, right? Because you’re asking people to move from more remote areas where they have their homeland, their families have lived there for years, after Hwéeldi, which was the Long Walk. After that, people are very tied down to their places. So, for them to leave, that’s when you start to lose part of our culture.”

Yet, even with all these difficulties, Emma recognizes—and appreciates—the resiliency of the people.

“Forty percent of Navajos living on the reservation do not have running water. A large percentage of those people don’t have electricity, and that’s frustrating. Then, I realize how resilient we are. People are still able to live day to day without running water and without sanitation. It’s something that we do. As Navajos, we are very strong. We adapt,” Emma said.

DigDeep will help supply water through more frequent deliveries. The UA, with IWSH and IAPMO, has transformed the lives of these proud, dignified, and determined people.

Today, three families on Navajo Mountain will now be able to use the strength of character and determination that have sustained them for generations on things other than the daily struggle to have enough water.



Stepping Out on One's Own

*The Story of Two Members'
Quest to Launch
C&L Mechanical
in Moreau, NY*



C & L MECHANICAL

PLUMBING, MECHANICAL, PIPE FABRICATION, HVAC

Dan Levo grew up as a decorated Eagle Scout and an auto mechanic by trade before joining Plumbers and Pipefitters Local 773 in Glens Falls, NY, where he served his five-year apprenticeship. He started as a service technician for Technical Building Services and then worked his way up to becoming the plumbing and fabrication shop foreman at Saratoga's historic racetrack. Dan also had the experience of serving as the Vice President of the Executive Board for the local.



Dan Levo and Nelson Charron

“We created a business plan with some help from SCORE, which is a non-profit that helps small businesses get off the ground. We devised a financial plan, secured an attorney and an accountant, and all of the tools and equipment we would need to get started.”

— Nelson Charron

While Dan was happy with his career, he dreamed of owning his own mechanical contracting company one day. He knew it would be a long process, but he was anxious to get started. With the help of his father, Mike, and a few friends and family members, after working at the Saratoga Racetrack all day, Dan would come home to the project of sectioning off a portion of his property and constructing a 3,000-square-foot building.

During the same time frame, Dan’s local union brother, Nelson Charron, was working in the field and teaching apprenticeship school at night. He was working on completing his associate degree in construction supervision and industrial training from Washtenaw Community College in hopes of starting his own business one day.

Nelson came to the UA as an eight-year Army veteran, who had attended Modern Welding School in Schenectady, NY, before going to work for a non-union fabrication shop. Organized into Local 773 as a first-year apprentice, he was employed by R.F. Gordon Mechanical for many years before he became the local’s Organizer. Over the years, he held many leadership positions within the local union that would prove to be beneficial in the years to come.

Nelson said, “One night after a union meeting, Dan and I met for a beer, and we were talking about his plan to open his own business, and he mentioned how close he was to getting started. He threw ideas out at me

about what it would take to start his business, and he questioned who might be a good business partner. At that time, we talked about pairing up, but I was deeply involved with Local 773 business, and Dan wasn’t quite to the point where he was ready to go out on his own. A few years went by, and we had the same conversation every six months, and then every couple of months. Each conversation became more serious and more realistic.”

In the Fall of 2017, Nelson had just lost a mid-term election for Local 773 Business Agent. He said, “I was starting to feel the burnout we heard so much about in our UA organizing classes. During those classes, I would say, ‘That will never happen to me.’ Yet there I was. I let the holidays pass, and on January 2, 2018, I called Dan and asked, ‘What are you going to need from me to get this thing done?’ With a handshake, a few hours later, we became partners, and we devised a definitive plan for C & L Mechanical.”

Dan and Nelson had 18 months to secure funding and to get prepared. Nelson said, “I helped Dan trim out the building with offices and a bathroom, and we constructed a full-blown fabrication shop. We created a business plan with some help from SCORE, which is a nonprofit that helps small businesses get off the ground. We devised a financial plan, secured an attorney and an accountant, and all of the tools and equipment we would need to get started.”

On September 3, 2019, C & L Mechanical Corporation was officially launched in



Moreau, NY, serving northeastern New York—from Albany to the Canadian border—and Dan and Nelson haven't looked back since. Nelson stated, "Dan has been an incredible business partner, and he brings so much to the table that even the challenges seem easy to overcome. We are thrilled with the decision we made, and the 16-hour days to get it launched were so worth it."

C & L Mechanical covers residential, light commercial, commercial, and industrial piping systems. Nelson said, "We feel this sets us apart from other contractors. With the UA's new residential/light commercial agreements, the work is out there, and we have been competitive in those areas. Additionally, we work on steam, plumbing, hydronic, and process piping systems. We work on all pipe, not limiting ourselves to just plumbing or paper mills. We represent the plumbers, steamfitters, pipefitters, and gas fitters that the UA trains so well. There aren't very many open shops in our area that can offer what we do."

During the initial months of going into business, Nelson said the largest challenges stemmed from balancing cash flow and managing their time. They would run field operations during the day, and in the evening, they were completing the office work and bidding additional work. He said, "During those initial months, there was a fine line between cash coming in and jobs going out. One wrong equation, a missed item on a bid, or a mistake in the field could cripple a contractor quickly." He added that spending hours on a heating and plumbing design for a customer that didn't always result in a job award was chal-

lenging as well.

Both Dan and Nelson feel that Local 773 has been instrumental in helping to get their company off the ground. Nelson continued, "Business Manager Mike Jarvis and Business Agent Brian Kill visit our office a few times a month to see how we are doing. They are both aware of how critical the first year can be for a new company. Business Manager Jarvis has promoted our company in the local arena during hockey games and has run advertisements in several media outlets over the last few months. Local 773's Organizer, Bill Austen, has been in contact with us weekly with help on combating the open-shop competition, as well as giving us new job leads. UA Special Representative and former Business Manager Larry Bulman has also been a great asset by recommending C & L to customers. C & L will be taking part in any new member/contractor initiatives Local 773 provides. Before I left the Organizer's position, I was fortunate to sit in on Director of Plumbing Services Tom Bigley's Business Development class."

Both Dan and Nelson's advice to apprentices is to stay diversified and learn every aspect of the trade offered. Nelson advised the apprentices, "If you are uncomfortable with anything—dig deeper. It will make you a great mechanic someday. Prepare to fail. It will happen, and it will be OK. C & L Mechanical is the result of years of training, hard work, successes, and failures. Our past failures have become our most-valuable learning tools right now."

Dan and Nelson would encourage anyone who is on the fence about starting their own business to devise a plan and stick with it. "Becoming a UA contractor," Nelson said, "is not an overnight decision, and neither is the preparation it takes to become one. You must have a solid business plan and stick to what you know best—UA work. Get help from bookkeepers, accountants, and attorneys. Lastly, and most importantly, make sure your support team at home is fully involved and onboard through the entire process. If it weren't for our wives, Esther Levo and Kara-Leigh Charron, who took on the extra burdens at home, C & L Mechanical would have remained just a dream."



"Business Manager Mike Jarvis and Business Agent Brian Kill visit our office a few times a month to see how we are doing. They are both aware of how critical the first year can be for a new company. Business Manager Jarvis has promoted our company in the local arena during hockey games and has run advertisements in several media outlets over the last few months."

— Nelson Charron



Brian Kelly Named Director of HVACR Service

General President Mark McManus announces the appointment of Brian Kelly as the UA's new Director of HVACR Service, effective December 1, 2019.

Brother Kelly was initiated into Pipefitters Local 537, Boston, MA, in March 1991. He graduated from the local's apprenticeship program in 1995. He is a graduate of the UA's Instructor Training Program and taught fifth-year HVAC and journeyman training at his local. He holds an Associate in Applied Science Degree and a Bachelor of Arts Degree in Labor Studies. He served on his local's Executive Board from 2004 to 2007. In 2010, he became a Business Agent for Local 537's refrigeration division, a post he held until 2016, when he was elected Business Manager/Financial Secretary-Treasurer.

Brother Kelly has served as a trustee on his local's pension and benefit funds and as a member observer on the Plumbers and Pipefitters National Pension Fund. He has also served on the UA/MSCA Labor/Management Committee and as Vice President and President of the New England States Pipe Trades Council. He also holds many licenses through his work in the industry. He served on his local's Joint Apprenticeship Committee since 2004 and on the UA's HVAC Curriculum Committee since 2010.

Brother Kelly has also served as Vice President of the Massachusetts AFL-CIO and on his state's Building Trades Executive Board. He was also on the license board of the Massachusetts Bureau of Pipefitters, Refrigeration Technicians, and Sprinklerfitters.

Brother Kelly also oversaw the recent design and construction of Local 537's brand new Training Center and Union and Benefits offices.



INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

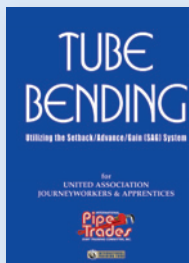
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations. Please be sure to include your Local Union and UA Card number.

Start, Test, and Balance



The *Start, Test, and Balance* manual provides UA journeyworkers and apprentices with the general knowledge and theory needed to properly use testing and measuring instruments. It also presents the proper procedures for actually doing the testing, balancing, and adjusting. The principles of fluid flow and heat transfer as related to air and water balancing are covered. The application and operation of system components, such as fans and pumps, are detailed. Electrical measurements and motor efficiency and performance calculations also are covered.

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	\$80.00	
1050	Basic Electricity	\$30.00	
1185	Building Controls	\$70.00	
1070	Conservation and Safe Handling of Refrigerants	\$35.00	
1075	Customer Service Skills Flashcards	\$25.00	
1080	Drainage Systems	\$60.00	
1090	Drawing Interpretation and Plan Reading	\$60.00	
1100	Electric Controls for Mechanical Equipment Service	\$70.00	
1103	Energy Auditing Practices	\$50.00	
1105	Foreman Training	\$50.00	
1110	Gas Installations	\$55.00	
1160	Hydronic Heating and Cooling	\$40.00	
1170	HVAC and Refrigeration Systems	\$95.00	
1180	Applied Science of Instrumentation	\$55.00	
1190	Job Safety and Health	\$30.00	
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	\$100.00	
1250	Plumbing Fixtures and Appliances	\$60.00	
1257	Plumbing Service, Maintenance, and Repair	\$90.00	
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)	\$60.00	
1310	Related Science (with Interactive CD-Rom)	\$80.00	
1320	Rigging	\$30.00	
1325	Solar Water Heating Systems	\$60.00	
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	
		Subtotal	
		Maryland residents, add 6% sales tax	
		Add 9% for shipping (\$2 minimum charge)	
		US \$ TOTAL	

Prices subject to change without notice.

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

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

OAKLAND, CALIFORNIA; NEW ORLEANS, LOUISIANA; SAN JOSE, CALIFORNIA

Local 342, Local 60, and Local 393 Members Maintain the UPC Code

Dave Mann, member of Plumbers and Steamfitters Local 342, Oakland, CA; Linden Raimer, member of Plumbers and Steamfitters Local 60, New Orleans, LA; and Phil Ribbs, member of Plumbers and Pipefitters Local 393, San Jose, CA, spend countless hours volunteering to review code adoptions and are instrumental in maintaining and updating the UPC code. Tom Bigley, Chair of the World Plumbing Council (WPC), stated, "Without their efforts, we would have watered-down plumbing and mechanical codes in many UA jurisdictions."

Thank you for all your efforts and your dedication to the UA, Brothers!



Pictured from left are Dave Mann, Linden Raimer, and Phil Ribbs.

342, 60, 393

MINNEAPOLIS, MINNESOTA

Local 539 Member's Son Receives Eagle Scout Award

On June 4, 2018, 13-year-old Collin Frame, son of Tom Frame, a 30-year member of Pipefitters Local 539, Minneapolis, MN, received his Eagle Scout Award and bronze, gold, and silver palms. Collin is the third person in the Frame family to receive the Eagle Scout Award, following in the footsteps of his father and his brother, Joshua Frame. Collin's Eagle Scout project was called "Love in A Glove Box." Bags were filled with necessities like soap, deodorant, toothpaste, toothbrushes, body wash, towels, and deodorant, and distributed to homeless people currently living on the streets in Minneapolis.

Congratulations on receiving the Eagle Scout Award, Collin!



539

Pictured from left are Collin Frame, Brother Tom Frame, and Joshua Frame.

**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.

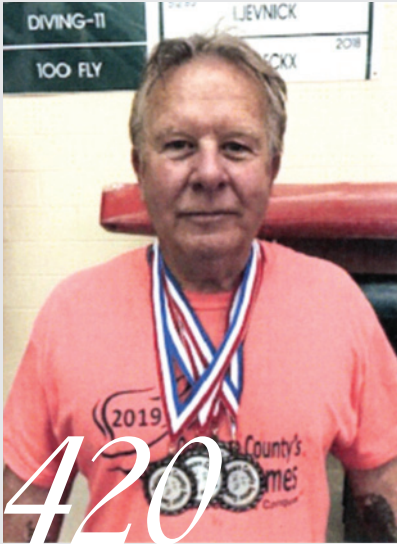
**Note: A UA member must be pictured with submittal of a photograph for publication.
If you send images, please make sure they are high resolution (300 dpi) and of excellent quality.**

PHILADELPHIA, PENNSYLVANIA

Local 420 Retiree Wins Silver Medals

Steamfitters Local 420, Philadelphia, PA, retired member John Butler won four silver medals in swimming at the 2019 Delaware County Senior Games. Brother Butler won silver medals in 100 meter freestyle, 50 meter breaststroke, 50 meter backstroke, and 50 meter freestyle.

Congratulations, Brother Butler. Keep it up!



Brother Butler is pictured wearing the four silver medals he earned in swimming at the 2019 Delaware County Senior Games.

Local 420 Member's Son Awarded \$144,000 ROTC Scholarship

Kevin Fitzgerald, son of Steamfitters Local 420, Philadelphia, PA, 31-year member Paul Fitzgerald, was awarded a \$144,000 scholarship to the Army ROTC program at Widener University.

Army ROTC is a leadership development program that prepares students for leadership and management positions in the Army. ROTC is a challenging program that can lead to a commission as a Second Lieutenant eligible for active duty or reserve assignment with the U.S. Army.

Congratulations, Kevin. We wish you much success in your Army career.



Kevin Fitzgerald, son of Local 420 member Paul Fitzgerald, shows off the \$144,000 check he was awarded.

ANCHORAGE, ALASKA

Local 367 Member's Daughter Earns Girl Scout Gold Award

Brother Todd White, a 16-year member of Plumbers and Steamfitters Local 367, Anchorage, AK, is proud of his daughter, Quinn White, for earning her Girl Scout Gold Award. Quinn created a journalism and media literacy club at a local elementary school in order to earn her award. Quinn has been a Girl Scout since first grade and now studies communications at the College of Mount Saint Vincent in New York City.

Congratulations, Quinn, on earning the Girl Scout Gold Award.



Brother White is pictured with his daughter, Quinn White.

STATE OF FLORIDA

Local 821 Member Shows Sprinklerfitter Pride

Jay Willis, a 17-year member of Sprinklerfitters Local 821, State of Florida, is pictured showing off his sprinklerfitter pride to all who pass by his sprinkler pipe mailbox.

That is a neat mailbox! Keep showing your fitter pride, Brother Willis!



821

CINCINNATI, OHIO

Local 392 Honors Dedicated Member

On September 5, 2019, Plumbers, Pipefitters, and Mechanical Equipment Service Local 392, Cincinnati, OH, honored William “Willie” Koester for his remarkable 45-year career and his many contributions to the labor movement and to the dignity of work. Brother Koester was honored in front of his family, friends, and union brothers and sisters at the Cincinnati City Hall. Willie is a retired Business Manager/Financial Secretary and currently serves as the Political Director for the Ohio State Association.

Thank you, Willie, for your dedication to Local 392 and the labor movement, as well as your mentorship to the newly elected officers.



Brother Koester is pictured with the Officers of Local 392 (Business Manager Bill Froehle and Business Agents Jerry Back, Jim Harris, Tim O'Hearn, and Chris Webster).

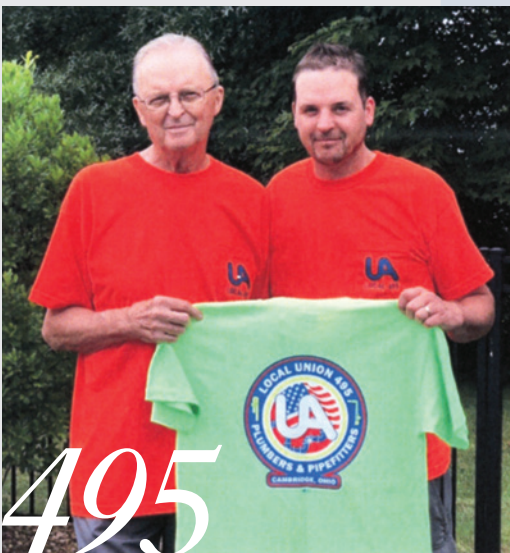
392

CAMBRIDGE, OHIO

Local 495 Member's Son Designs New Logo

Retired member of Plumbers and Pipefitters Local 495, Cambridge, OH, John “Jack” Kozora’s son, Joe Kozora, designed a new logo for Local 495. Joe’s design was chosen by the membership from a variety of entries. Joe is a senior 3D designer in Pittsburgh, PA.

Fantastic job, Joe. The new logo looks great!



Brother Jack Kozora and his son, Joe Kozora, are pictured displaying the new Local 495 logo designed by Joe.

495

MOBILE, ALABAMA

Local 119 Member's Daughter Retires from the Coast Guard

Plumbers and Pipefitters Local 119, Mobile, AL, 49-year member Terry Downey is proud of his daughter, Heather Friedrich, who is retiring from the U.S. Coast Guard after a 20-year career. She was the first female Chief in the Southern Command. Heather and her husband, Joey, who is also in the Coast Guard, welcomed a daughter into their family one year ago.

Congratulations on your retirement, Heather! Thank you for serving our country.



Pictured is Brother Downey with his daughter, Heather.

Local 119 Member's Granddaughter is an Azalea Trail Maid

Raymond Wilson, a 65-year member of Plumbers and Pipefitters Local 119, Mobile, AL, is pictured with his granddaughter, Bayleigh, who is an Azalea Trail Maid for the City of Mobile. Azalea Trail Maids serve as ambassadors for the city and make appearances at many local, state, and national events. They are required to be knowledgeable about the city landmarks and history, and to be selected they must have a good grade point average and great interview skills. Hundreds of girls try out, but only 50 become Azalea Trail Maids.

Congratulations on becoming an Azalea Trail Maid, Bayleigh! We wish you much success in your future endeavors.



NEW YORK CITY AND LONG ISLAND, NEW YORK

Local 638 73-Year Member and Wife Celebrate 70th Wedding Anniversary

Enterprise Association of Steamfitters Local 638, New York City and Long Island, NY, retired lifetime 73-year member Brother Stephen McGrade and his wife, Marion McGrade, recently celebrated their 70th wedding anniversary. Brother McGrade was initiated into Local 638 on November 1, 1946.

Congratulations on 70 years of marriage, Stephen and Marion. We wish you many more!



CONVENTION CALL

Tennessee State Pipe Trades Association

The Tennessee State Pipe Trades Association will hold its 2020 convention on Saturday, January 25, through Wednesday, January 29, 2020, at Oak Haven Resort in Sevierville, TN.

Please make your reservations directly with Oak Haven Resort at 1-800-652-2611. Reference the Tennessee Pipe Trades Association.

For more information, please contact Larry A. Morrison, President, at 423-698-6991 Ext. 14.

Larry A. Morrison
President



BURIAL EXPENSE BENEFITS PAID IN SEPTEMBER 2019



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Albright, Wesley F.	95	1	2500.00	The Wesley F. Albright Irrev Trust	Holland, Len	80	67	2500.00	Buckley, Cindy
Bennett, Alvin A.	68	1	2500.00	Ortiz-Bennett, Mary Ann	Inkster, Dave	73	67	2500.00	Inkster, Sandra
Ceparano, Caesar	86	1	2500.00	Ceparano, Delores	MacDonald, William J.	75	67	2500.00	MacDonald, Christa Maria
Herskowitz, Martin	77	1	2500.00	Muno, Bonnie	Restas, John	86	67	2500.00	Restas, Yetta
Schieren, Colin	42	1	2500.00	Schieren, Grace	Herring, J. Robert	77	68	2500.00	Herring, Carolyn
Walsh, Michael T.	80	1	2500.00	Kehn, Virginia	Meadows, Conrad J.	85	68	226.00	Young, Rendie
Young, Stephen L.	57	1	2500.00	Porta Coeli San German Funeral Home, Inc.	Meadows, Conrad J.	85	68	2274.00	Hawkins Funeral Home
Kahler, Rodney D.	51	3	2500.00	Kalher, Nichole	Belanger, Rosaire	85	71	2500.00	Belanger, Nathalie
Hunter, Duane M.	65	5	2500.00	Hunter, Gaynell	Black, Thomas M.	75	72	2500.00	Black, Elaine
McCracken, Landon W.	81	5	2500.00	McCracken, Patricia	Downs, Raymond L.	73	72	2500.00	Downs, Jane
Amador, Ezekiel A.	92	8	969.15	Amador Jr., Ezekiel	Harris, P. B.	69	72	2500.00	Smothers, Melba
Amador, Ezekiel A.	92	8	1530.85	Amador, Margaret	Hendrix, Edgar E.	66	72	2500.00	Hendrix, Kenda
Fryatt, Robert L.	86	8	2500.00	Fryatt, Constance	Houseworth, Aubrey D.	46	72	2500.00	Kennedy Memorial Gardens
Noland, Dennis O.	74	8	2500.00	Noland, Priscilla	Hutchins, Robert T.	80	72	1250.00	Hutchins, Angela Joy
Zwiegel, William J.	69	8	2500.00	Zwiegel, Patricia	Hutchins, Robert T.	80	72	1250.00	Hutchins, Robert Alan
Pace, John J.	67	9	2500.00	Pace, Amy	McLarty, John P.	52	72	833.33	McLarty, James Michael
Zimmer, Ronald	82	9	2500.00	The Estate of Ronald Zimmer	McLarty, John P.	52	72	833.33	McLarty, Jennifer Lauren
Medlin, Forest C.	91	10	2500.00	Medlin, Pauline	McLarty, John P.	52	72	833.34	McLarty Jr., John Paul
Hoover, Frederick J.	85	12	2500.00	Hoover, Gladys	Huni, Robert	90	73	2500.00	Huni, Kenneth
McKenna, Joseph P.	82	12	2500.00	Leonard, Elizabeth	Ahlsweide, Glen	83	75	2500.00	Ahlsweide, Patricia
Millerd, Lawrence	91	13	120.00	Miller Funeral And Cremation Services, Inc.	Erdmann, Lloyd A.	81	75	2500.00	Claussen Funeral Home
Millerd, Lawrence	91	13	2380.00	Millerd, Florence	Ingrilli, Vincent A.	83	75	2500.00	Vincent A. Ingrilli Trust
Antini, Rudolph	92	21	2500.00	Reames, Barbara	Niggemyer, Robert A.	90	83	2500.00	Altmeyer Funeral Homes
Johnson, Fred	74	21	2500.00	Johnson, Andrea	Bugbee, Jack L.	86	85	2500.00	Bugbee, Barbara
Schenck, Travis S.	95	21	2500.00	Schenck, Frank	Lada, Joseph P.	86	85	2500.00	Lada, Joseph
Uomoleale, Richard	76	21	2500.00	Uomoleale, Robert	Louch, Les	68	85	2500.00	Louch, Vicky
Camizzi, Stephen D.	60	22	2500.00	Paul A. Kloc Blossom Chapels, Inc.	Glascott, Frank	83	98	833.33	Glascott, Craig
Tauscher, Harry D.	94	22	2500.00	Vollmer, Sharon	Glascott, Frank	83	98	833.33	Reed, Lorene
Gianesin, Mitch	64	23	2500.00	Gianesin, Daniel	Glascott, Frank	83	98	833.34	Flint, Cynthia
Coulter, J.	79	24	2500.00	Coulter, Frances	Gorski, John G.	65	98	2500.00	Gorski, Sherry
D'Addario, Sal	83	24	2500.00	D'Addario, Janine	Luther, Jared W.	46	98	2500.00	Luther, Henrietta
D'Urso, Ralph	94	24	2500.00	D'Urso, Florence	Palmer, Raymond D.	90	98	2500.00	Palmer, Elise
Ferrante, Joseph	89	24	2500.00	Ferrante, Irene	Smith, Robert K.	96	98	2500.00	Smith, Linda
Edeus, Martin L.	76	25	2500.00	McDonald Funeral Homes, Inc.	Smith, Shawn	55	98	2500.00	Smith, Cindy
Smith, Leo W.	79	25	2500.00	Smith, Carol	Stephens, Edward	81	98	2500.00	Stephens, Alma
Robbins, Larry D.	81	26	2500.00	Abm Funding Inc	Walker, Charles E.	72	98	2500.00	Walker, Denise
Cummins, Joseph F.	91	27	2500.00	Podolsky, Kathy	Glaub, Edward J.	56	99	2500.00	Glaub, Leonard
Dzurino, Robert	79	27	2500.00	Dzurino, George	Jones, Steve H.	60	102	300.00	Lennon, Donald
McCann, Raymond D.	80	27	2500.00	Maurice L. Knee, Ltd.	Jones, Steve H.	60	102	483.74	Debusk, Mary
Dulaney, Kenneth K.	74	32	2500.00	Dulaney, Pamela	Jones, Steve H.	60	102	1716.26	Jones, Jessica
Han, Won H.	71	32	2500.00	Han, Yong	Stenson, Robert W.	78	110	2500.00	Stenson, Jane
Wetzel, Craig S.	61	32	2500.00	Wetzel, Elizabeth	Albansky, Stanley J.	82	112	640.00	Albansky, Esther
Beeman, Joe	89	33	2500.00	Beeman, Beverly	Albansky, Stanley J.	82	112	1860.00	Albansky, Stanley
Bishop, Marvin L.	78	33	2500.00	Bishop, Gloria	Faircloth, Michael E.	59	119	2500.00	Faircloth, Francis
Knauer, John H.	97	33	2500.00	Bruning, Kerry	Gorman, Hugh P.	94	120	2500.00	Gorman, John
Meadows, Richard N.	85	33	2500.00	Meadows, Dana	Swaney, William E.	85	120	2500.00	Swaney, Patricia
Meadows, Richard N.	85	33	2500.00	Merle Hay Funeral Home	Papin, Paul J.	82	125	2500.00	Papin, Nancy
Travis, Milton N.	82	34	2500.00	Travis, Julia	Taber, Neil A.	92	128	2500.00	Taber, Dorothy
Ford, Charles L.	78	38	703.09	Bickelhaupt, Cathryn	Conn, Michael J.	76	130	2500.00	Duda, Regina Conn
Ford, Charles L.	78	38	1796.91	Bickelhaupt, Cathryn	Feulner, Stephen J.	70	130	2500.00	Feulner, Gladys
Gutierrez, F.	97	38	2500.00	Attaway, Francine	Fish, William J.	87	130	2500.00	Fish, Gayle
Murry, Robert	83	38	2500.00	The Robert L. Murry Revocable Trust	Howe, John C.	89	130	625.00	Howe, Charles R.
Onate, Richard	72	38	2500.00	Camarena, Theresa Onate	Howe, John C.	89	130	625.00	Howe, John T.
Springer, Jim L.	89	38	2500.00	Springer, Beverly	Howe, John C.	89	130	625.00	Thompson, Diana
Brown, David G.	90	42	2500.00	Brown, Dolly	Jens, Louis M.	44	130	2500.00	Jens, Jennifer
Taylor, Hilton C.	72	42	2500.00	Toft Funeral Home	McArdle, Alton J.	76	130	2500.00	McArdle, Shawn
Davis, Jerry P.	75	43	982.00	Vanderwall Funeral Home	Rabiola, Joseph S.	89	130	2500.00	Rabiola, Barbara
Davis, Jerry P.	75	43	1518.00	Davis, Imogene	Secord, Kevin C.	61	130	2500.00	Kurtz Memorial Chapel
Jenkins, Danny	70	43	2500.00	Jones, Wilma	Skwat, Leonard	87	130	2500.00	Daly, Kathleen V.
Rush, Michael T.	59	43	2500.00	Rush, Beverly	Smolinski, George L.	79	130	833.33	Rausch, Erin
McCarthy, Daniel J.	89	51	2500.00	McCloskey, Timothy	Smolinski, George L.	79	130	833.33	Smolinski, David
Fyfe, John P.	83	55	2500.00	Lowmiller, Colleen	Smolinski, George L.	79	130	833.34	Keating, Christine
Greller, Sean	63	55	2500.00	Greller, Patricia	Sparesus, Glenn D.	92	130	2500.00	Estate of Glenn D. Sparesus
Ridsdale, Fred	93	55	2500.00	Ridsdale, Helen	Sweet, Richard	56	130	2500.00	Sweet Lewis, Mary Susan
Vendeland, Dale	83	55	2500.00	Vendeland, Linda	Elder, Eldon E.	75	136	660.00	Cunningham Young Funeral Home
Jodrey, Morley	101	56	2500.00	Jodrey, John	Elder, Eldon E.	75	136	1840.00	Elder, Ellen
Fossco, Louis	88	58	2500.00	Phillips, Kathy	Meadors, Paul	84	136	2500.00	Meadors Jr., Paul
Watras, Victor J.	62	58	2500.00	Watras, Nancy	Meredith, Richard	82	136	2500.00	Richardson, Dani
Graham, John E.	83	60	2500.00	Graham, Myrtis Marie	Riddle, John T.	68	136	2500.00	Alexander Funeral Home
Kramer, Armand J.	85	60	1184.00	Lagarde, Denise	Stephens, Kent A.	54	136	2500.00	Alexander Funeral Home
Kramer, Armand J.	85	60	1316.00	Milligan, Barbara	Rihn, Elroy L.	93	142	2500.00	Rihn, Nelda
Stann, Vincent	84	60	792.32	Bartholomew, Leonard	Dickey, Allen P.	83	146	2500.00	Judy, Dickey
Stann, Vincent	84	60	1707.68	Unity Funding Company, LLC.	Gardner, James W.	69	149	2500.00	Hannagan, Angela
Tullos, Donville C.	78	60	2500.00	Tullos, Lorraine	Shields, Billy F.	65	150	2500.00	Shields, Kim
					Brockman, Jerry L.	79	155	2500.00	Stephenson-Deamon Funeral Home

BURIAL EXPENSE BENEFITS PAID IN SEPTEMBER 2019

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Hankins, Shane S.	47	155	2500.00	Hankins, Cecelia	Perdue, Joseph M.	22	344	2500.00	Perdue, Hailey
Connelly, Jackie R.	80	157	2500.00	Connelly, Pamela	Simpson, Bruce L.	88	344	2500.00	Manske-Simpson, Nancy
Griffin, Louis N.	94	157	2500.00	Genda Funeral Home	Williams, David A.	67	344	2500.00	Atoka Funeral Home
Gonzales, Bernabe	88	159	2500.00	Gonzales, Celina	Wren, Jerry L.	71	344	2500.00	Wren, Carolyn
Melgoza, Mario A.	69	159	2500.00	Melgoza, Dianne	Chinnici, Glenn G.	76	350	2500.00	Chinnici, Carol
Noble, William A.	93	159	2500.00	Noble, Dolores	Smith, George K.	78	350	2500.00	Smith, Mary
Silva, Ronald W.	84	159	2500.00	Silva, Janet Delores	Joseph, Harry	92	354	2500.00	Joseph, Alma
Sugarman, Edward	90	159	2500.00	Sugarman, Dolores	Barnes, Steven A.	53	357	2500.00	Barnes, Carol
Burger, Allen	88	162	2500.00	Burger, Rick	Davis, Earl W.	85	370	2500.00	Davis, Jerry
Braun, Timothy L.	73	166	2500.00	Leveque, Michelle	Farrenkopf, John	67	373	2500.00	Farrenkopf, Kathleen
Brock, Terance	93	170	2500.00	Brock, Glenys	Allen, Robert L.	76	375	2500.00	Allen, Jeffery
Weemers, Landon	26	170	2500.00	Bell Webster, Colleen	Bartley, Christopher J.	66	392	2500.00	Bartley, Joshua
Ciesiolka, Carl V.	61	172	2500.00	Ciesiolka, Jennifer	Weast, William M.	71	392	2500.00	Weast, Sharon
Watkins, Ivan	92	172	2500.00	Watkins, Robert	Brasfield, Tim	74	393	2500.00	Brasfield, Karen
Melville, Walter T.	97	177	2500.00	Melville, Stanley	Caballero, Frank R.	81	393	2500.00	Caballero, Mary
McCarty, Donald L.	95	178	2500.00	McCarty, Betty	Loudon, Donald L.	90	393	2500.00	Loudon Family Trust
Nesbitt, Dwain	72	184	2500.00	Nesbitt, Mitch	Stuber, Richard	90	398	2500.00	Parodi, Leslie
Douglas, George	77	189	2500.00	Douglas, Edna	Schauer, Thomas	72	400	2500.00	Schauer, Mary
Kanipes, Ben F.	79	189	777.68	Premier Sharp Funeral Home	Frauhiger, Gregory A.	61	403	2500.00	Frauhiger, Trevor
Kanipes, Ben F.	79	189	1722.32	Kanipes, Mikayla	Beaty, James M.	82	412	2500.00	Beaty, Eileen
Brailey, Gary L.	58	190	2500.00	Gerst Funeral Home	Carrasco, Carlos	99	412	2500.00	Carrasco, Irma
Byrd, Thurman	72	190	2500.00	Byrd, Mary	Chase, Gordon D.	67	417	2500.00	Chase, Renae
Chaffin, Jack C.	89	190	2500.00	Chaffin, Barbara	Adam, William E.	90	420	2500.00	Birch, Sherry
Davis, Hillery A.	83	198	944.80	Davis, Shirley	Brandis, Gill J.	65	420	2500.00	Brandis, Judy
Davis, Hillery A.	83	198	1555.20	Davis, Rebecca	Devita, Andrew	77	420	2500.00	Devita, Judith
Michel, Melvin J.	75	198	2500.00	Michel, Matt	Dietrich, C. J.	68	420	2500.00	Boyd Horrox Givnish Funeral Home
Arnold, Gerald T.	84	208	2500.00	Arnold, Howard	Dunne, Francis X.	65	420	2500.00	Coary, Noreen
Chavez, Paul R.	61	208	2500.00	Chavez, Elaine	Hahn, Carey T.	64	420	2500.00	Hahn, Tammy
Pike, Thomas G.	76	208	2500.00	Trail, Mark	McClaren, William N.	88	420	2500.00	McClaren, Pamela
Merimon, Ricky K.	66	211	2500.00	Merimon, Kelly	Massey, J. L.	69	421	2500.00	Massey, Doris
Mitchell, James U.	89	211	458.00	Carroway Funeral Home	Boudreaux, Donald R.	88	430	2500.00	Boudreau, Mary
Mitchell, James U.	89	211	2042.00	Mitchell, Dovie	Rudolphson, Kenneth	93	434	2500.00	Isaacson, Sheila
Myers, Robert F.	68	211	2500.00	Adams E. Stringer	Konija, George D.	72	440	2500.00	Konija, Jill
Prell, Conrad E.	75	211	637.59	Prell, Deborah	Ramsey, Daniel J.	49	441	2500.00	Ramsey, Tammy
Prell, Conrad E.	75	211	1862.41	Prell, Zachary	Turpin, Richard C.	80	441	2500.00	Turpin, Sheila
Rodgers, Cleidith D.	76	211	2500.00	Rodgers, Esther	Warren, Alexander J.	57	447	1232.50	Maxwell, Izabella
Stinnett, John A.	96	211	2250.00	Ford, Deborah	Warren, Alexander J.	57	447	1267.50	Maxwell, Edward Vaughan
Stuart, Charles E.	80	211	2500.00	Stuart, Janet	Deutsch, Frederick J.	92	449	2500.00	Smith, Sheryl
Teer, Charles F.	78	211	448.00	Teer, Georgia	Donaldson, John H.	73	449	2500.00	Glaser, Carol
Teer, Charles F.	78	211	2052.00	Crowder Funeral Home	Kapetanovich, David T.	65	449	2500.00	Kapetanovich, Stephen
Vinas, Lewis	78	211	2500.00	Vinas, Karleen	Lanski, William J.	87	449	2500.00	Lanski, Christopher
David, Louis	83	213	2500.00	David, Patricia	McDonald, William H.	76	449	2500.00	Demchak, Helen
Hopking, Cary W.	52	228	2500.00	Hopking, Jackson	Wilson, Melvin E.	76	449	2500.00	Wilson, Stephen
Kenyon, Eddie	83	228	228.07	Kenyon, Todd	Woods, Sandra G.	69	452	105.00	Smith, Dana
Kenyon, Eddie	83	228	228.08	Apple, Tarri	Woods, Sandra G.	69	452	2395.00	Gallaher American Family Funeral Home
Kenyon, Eddie	83	228	228.08	Kenyon, Richard	Wyskowski, Leonard	88	464	2500.00	Wyskowski, Wilma
Kenyon, Eddie	83	228	228.08	Weirich, Sharri	Long, Raymond G.	90	469	2500.00	MacArthur, Susan
Kenyon, Eddie	83	228	1587.69	Local Union 228	Lovings, E. Adrian	78	469	2500.00	Sas, Ariel
Kertson, Kevin M.	61	230	2500.00	Kertson, Jonni	Ostrander, Theodore R.	69	469	2500.00	Willkomm, Michelle
Sylvester, Michael L.	67	234	2500.00	Sylvester, Michael S.	Power, Ronald L.	80	469	2500.00	Power, Sandra
Boggs, Randall B.	67	248	2500.00	Malone Funeral Home	Turner, Jack R.	87	469	2500.00	Turner, Louise
Hicks, Robert L.	70	248	2500.00	Bailey Family Funeral Home	Callahan, James J.	78	475	2500.00	Callahan, Anne
Coin, Richard W.	84	250	2500.00	Coin, Brian	Chew, William T.	83	475	2500.00	Chew, Florence
Hanneman, Earl	87	250	2500.00	Hanneman, Alice	Laveratt, Robert E.	89	475	2500.00	Byrnes, Nancie
O'Connell, Martin M.	94	250	2500.00	The Estate of Martin M. O'Connell	McCarthy, Robert F.	85	475	2500.00	McCarthy, Michael
Ortega, Frankie C.	51	250	2500.00	Ortega, Frank	Reykalin, Ken J.	54	483	2500.00	Reykalin, Teri
Richins, Julian J.	77	250	2500.00	Belgroves Funeral Home	Chapman, Brian A.	69	486	2500.00	Chapman, Patricia
Keister, Andrew D.	84	267	2500.00	Keister, Beverly	Brodie, P. S.	62	488	2500.00	Daughtrey, Patricia
McCarthy, John C.	79	267	2500.00	McCarthy, Daniel	Dotto, Patrick R.	58	488	2500.00	Dotto, Hellen
Robinson, Patrick C.	26	268	2500.00	Robinson, Matthew	Mercier, David V.	64	488	2500.00	Mercier, Kevin
Meissner, Walter J.	88	281	2500.00	Steuerie Funeral Home, Ltd.	Middleton, Dale	81	488	2500.00	Middleton, Darlene
Pecha, Kelly R.	44	281	2500.00	Pecha, Bobbie	Buck, Caryle F.	81	495	2500.00	Martin Maclean Altmeyer Funeral Home
Nissing, Herbert K.	77	290	2500.00	Nissing, Judith	Jones, Hillis	84	495	2500.00	Delong Baker & Lanning
Pruitt, Clayborn	88	290	1215.00	Pruitt, Cheryl	Skeens, Michael	71	495	2500.00	Clarke Funeral Home
Pruitt, Clayborn	88	290	1285.00	Pruitt Jr., Clayborn	Brown, Harry	77	502	1055.29	Posey, Tammy
Schapler, Roy M.	88	290	2500.00	Whispering Pines	Brown, Harry	77	502	1444.71	Brown, Vicky
Caple, Robert J.	65	296	2500.00	Caple, Terrie	Barnett, Sol J.	96	519	2500.00	Barnett, Judith Elaine
Sommerfeld, James D.	70	300	2500.00	Sommerfeld, Beverly	Chew, Floyd L.	73	519	2500.00	Chew, Beverly
Manning, John R.	90	322	2500.00	Manning, Stephen	Blouch, Wilmer A.	84	520	2500.00	Blouch, Dorothy
Peck, Richard L.	56	322	2500.00	Platt Memorial Chapels	Cook, Samuel R.	22	520	2500.00	Minnich Funeral Home
Winks, James A.	71	322	2500.00	Johns, Patricia	McFadden, James P.	37	520	2500.00	Kelso-Cornelius Funeral Home
Murphy, Owen	82	333	2500.00	Murphy, Jeanette	Pontius, Homer S.	85	520	2500.00	Schultz, Suzanne
Shulick, Thomas	89	333	2500.00	Strahan, Elizabeth	Snow, Donald E.	85	520	2500.00	Snow, Grace
Kyllonen, Charles W.	84	340	2500.00	Kyllonen, Nancy	Zinn, Philip L.	78	520	2500.00	Zinn, Jane
Dean, Theodore W.	77	342	2500.00	The Estate of Theodore W. Dean	Conley, Larry	64	521	2500.00	Crislip, Angela
Budlong, Terry R.	72	344	820.00	Budlong, Darell	Bevan, Ernest E.	75	524	222.00	Bevan, Maryann
Budlong, Terry R.	72	344	1680.00	Budlong, Vera					
Dillon, Darrell D.	67	344	2500.00	Whitt Funeral Home					
Miller, Johnny L.	75	344	2500.00	Brown's Funeral Service					

THE GREAT OUTDOORS



Pipefitters Local 597, Chicago, IL, retired 36-year member Brother J.D. Reppy caught this nice 32", 12-lb., 3-oz. walleye while fishing at Lake of the Woods, Sioux Narrows, ON, on August 1, 2019. Brother Reppy reports that with help from Lake of the Woods Houseboat, The Red Ryder, the walleye was released after this picture.



Brother Rob Tiemens, a 20-year member of Pipefitters Local 597, Chicago, IL, placed ninth overall in a regional championship tournament with this catch. The fish was part of a 22-lb., five fish limit caught on Lake St. Clair.



These two retired longtime members of Pipefitters Local 211, Houston, TX, had a very successful fishing trip on Lake Conroe on July 20, 2019. Pictured on left is Brother Tommy Hoffart, a 50-year lifetime member of Local 211, and at right is Brother Marion Wischnewsky, a 40-year member, showing off the four blue catfish they caught, which ranged in size from seven to 20 lbs. Congratulations, brothers.



Plumbers and Steamfitters Local 598, Pasco, WA, member Brother Paul Brown and his grandson, Logan Smith, are pictured with a buck they harvested on a ranch in Goldendale.



Pictured after a day of tuna fishing out of Ocean City, MD, in June 2019, are three Plumbers and Steamfitters Local 486, Baltimore, MD, members and two brothers of one of the members. Pictured in the bottom row are Local 486 member Brother Will Bryan, the brother of Mike Soltow, and Local 486 members Brother Robert LaPaglia Jr. and Brother Mike Soltow. In the top row are Mike Soltow's brother and Local 486 member Brother Russell Woolford.



Brother Wesley E. Johnson (right), a retired 69-year member of Plumbers and Pipefitters Local 630, West Palm Beach, FL, is shown with his two sons, Brother Wesley G. Johnson (left), a retired 49-year member of Plumbers Local 75, Milwaukee, WI, and Rick Johnson of Summerville, SC. Here they are shown with their limit of halibut and red sockeye salmon they caught each day of fishing during a trip to Alaska in June 2019, in Soldotna on the Kenai Peninsula.



Michael Connell Jr., son of Brother Michael S. Connell, a 22-year member of Plumbers and Steamfitters Local 598, Pasco, WA, is pictured during a youth hunt in Ukiah, OR.



Plumbers Local 246, Fresno, CA, retired 44-year member Brother Dana Milano caught this 40-lb. chinook salmon at Eagle Wings Resort, located on Wadleigh Island, a remote island five miles long and one mile wide, just west of Prince of Wales Island in southeast AK.

WIN A VANCOUVER ISLAND FISHING TRIP

carhartt 



Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

GRAND PRIZE PACKAGE – 1 WINNER

\$15,000 value

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
- \$2,000 Carhartt gift card to purchase clothing for your trip

RUNNER-UP PACKAGE - 3 WINNERS

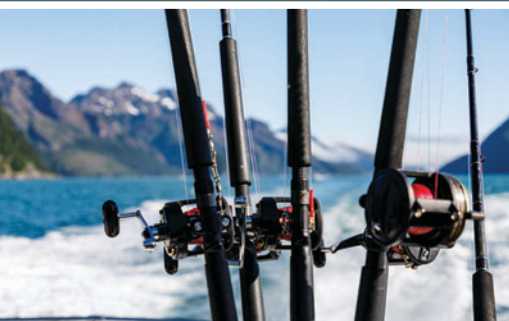
\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020

ENTER TO WIN

UNIONSPORTSMEN.ORG/CARHARTT



SHOW PRIDE IN THE UA



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

301



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



304K



121



221

120MK
120WK



120MS
120WS

282

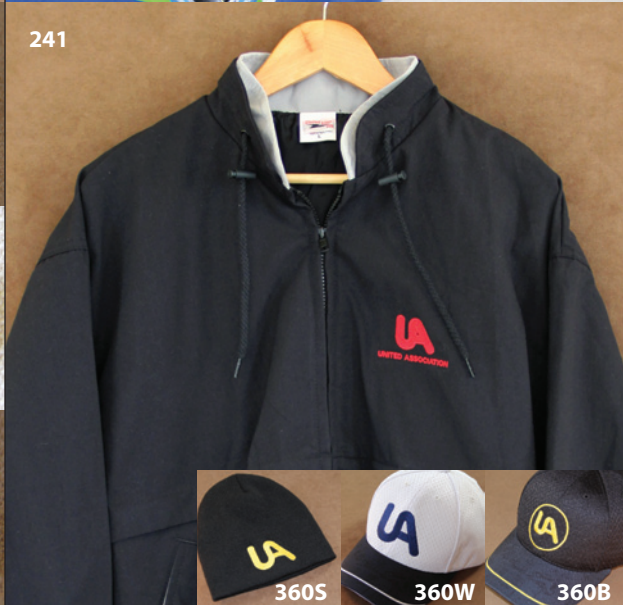
NEW

281



280 Long Sleeve Orange T-shirt

241



360S

360W

360B

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



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

304K New Buck Knife: The knife is 3 3/4" with a 2 3/4" stainless steel blade. It has a black thermoplastic handle with finger grooves, a belt clip, and laser engraving on the blade. \$28.00

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 Signet 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 Signet Ring: Sterling Silver Ring with two panels for engraving. (Specify L.U. number and ring size when ordering).
 M-\$225.00, W\$210.00

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



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



130MB

130WB



235

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.

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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:
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As an exciting year draws to a close, we are looking forward with 20/20 vision to an even better year, as we face the future together with confidence.

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