



Heart of the UA Retired Local 9 Member Flies Around the World for Alzheimer's Awareness

Pictured from left are Ed Galkin and Brother Mark Seeman.

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.

Mark Seeman, a retired 45-year member of Plumbers and Pipefitters Local 9, Central New Jersey, will be piloting a single-engine plane around the world with his longtime friend and co-captain, Ed Galkin. Brother Seeman and Ed have known each other for 30 years, and they will be piloting a Cessna 210 Centurion to raise awareness and donations for the Alzheimer's Association in hopes of getting closer to finding a cure. The flight will depart on March 25, 2020, and return on May 8, 2020, and will take them through 20 countries. Interested parties will be able to follow their journey through a flight tracking system on their website. While they are airborne, location updates will be automatic every 10 minutes, and a blog will be written for each country they visit. Ed and Brother Seeman said their plan is to post updates on their arrivals and departures, with information on what flight experiences they encounter on each leg of their voyage. Followers can share their experiences at each of their destinations by commenting on their blog posts.

Brother Seeman said they chose the Alzheimer's Association to support because both he and Ed have several friends who have lost family members to Alzheimer's. Ed lost his brother and other family members to this disease as well, so it is very close to both of their hearts. Brother Seeman said, "Ed contacted the Alzheimer's Association, and they became very excited about working with us. On our website, they developed a donation link to the Alzheimer's site. When I meet new people, I tell them about our trip and our plan to raise awareness, and many have a story to tell me about their exposure to Alzheimer's as well."

When asked how they will be raising awareness as they travel around the world, Brother Seeman said, "The National Media Director for the Alzheimer's Association, Jen Wirth, contacted us regarding various ways of publicizing our journey. This will all be done prior to and during our flight. We will generate publicity for our trip by being covered by NJTV News and possibly New York TV stations. We have been invited by several radio stations and newspapers for interviews, and we also plan to use Facebook, Instagram, and Twitter."

This will be Brother Seeman's first time flying around the world, but for Ed Galkin, it will be his fourth circumnavigation and second time flying around the world in support of the Alzheimer's Association. Ed's previous trip in 2018 helped raise over \$9,425 for the Alzheimer's Association to advance research for a cure. This time, the goal is to raise \$15,000. You can support the cause to end Alzheimer's by donating on their website or by mailing a donation. All funds will go directly to the Alzheimer's Association to help eliminate Alzheimer's disease.

You can support the cause by donating on their website: https://flyforthecure.org or mailing a donation to the following address:

Alzheimer's Association - Greater New Jersey Chapter Attn: Kayla Klinzing - Fly For The Cure 23 Vreeland Road Suite 105 Florham Park, NJ 07932

Thank you for your support! To stay informed on Ed Galkin and Brother Seeman's journey around the world, please visit: https://flyforthecure.org.



JOURNAL

Contents



FEATURES

Our Extended UA Family

By Assistant General President Mike Pleasant

New Appointments

The General Office proudly names four new appointments.

Local Unions Unite to Gain Market Share in Boston

Pipefitters Local 537, Plumbers and Gasfitters Local 12, and Sprinkler Fitters Local 550

UA Women Break Attendance Record at the 2019 Tradeswomen **Build Nations Conference**

General President Mark McManus joins the UA women at the TWBN Conference.

UA Scholarship Trust Fund Application for the 2020/2021 Academic Year

Applications are due on June 7, 2020

36



DEPARTMENTS

Report of **General President Mark McManus**

2020: A Look Ahead

Editorial: General Secretary-Treasurer Pat Kellett

It's A Great Time To Be In The UA!

6

Local Union Reports

Activities of UA members across the United States and Canada



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2020: A Look Ahead



Mark McManus General President

As we turn the page and start a new year and a new decade (hard for many of us to believe), it is a good time to take the opportunity to look ahead.

At the beginning of most new years, we try to look forward with hope and optimism. I know I certainly do, especially when it comes to the United Association as a whole.

But the fact of the matter is, I have a growing feeling that—due to partisanship—ordinary citizens of our two countries are retreating to their corners—corners that feel safe to them and are reassuring to their own set of beliefs. This can be a confidence builder in some ways—it can make us feel better and safer. However, I think if we stop seeking bipartisanship in politics, and just retreat to closed-off, introverted behaviors in our neighborhoods, the less our countries will have the ability to grow. We become stagnant and stuck in our opinions, and that will be a detriment to all of us.

In America, many of us are wishing the November elections for Congress, the Senate, and the Presidency were already behind us. We dread the political ads, the harsh rhetoric, and the inevitable arguments that arise with family, friends, and neighbors. We want all of this over with so that we can then start fresh. Sadly, it seems that no matter

how those elections turn out, our country will continue to be divided.

Different ideas on healthcare, education, energy, jobs, workers' rights, the military, judges, the environment, crime, and race relations all need to be explored, even argued over. Out of these discussions perhaps progress can be found. In truth, on most of these issues, real change needs to occur. How we change is where the rubber hits the road on what we—as the UA—stand for.

We have a world in turmoil, with what certainly looks like a powder keg of unrest in the Middle East. This is the danger zone, and it makes all of us very uneasy—even frightened. Where events in this region are going to take us in 2020 is definitely on the minds of all of us. As we read the news and watch the 24-hour cable channels, this kind of uncertainty leads to anxiety and worry. As a result, is the overarching question: Going forward, will our nation, especially our children and grandchildren, be able to live in a better world?

Lots of folks have said we should only worry about what we can control, not what's out of our control. I believe, regardless of what your views are on these topics, it's important to open your mind and be engaged and seek news sources that are

The reason for my optimism regarding the UA is built on facts, not fluff. I'm talking about things of real substance, such as our training, contractor relations, continuing education, safety, skillsets, diversity, political action, organizing, legislative activity, and apprenticeships. Our members, both those working and our retirees, are the reason we are strong. Throughout our history, and despite enormous social and economic change, the UA always adapts—and succeeds.

outside of your comfort zone. This allows you to broaden your understanding of the issues at hand. A dose of healthy skepticism can't hurt, either. But above all, we must recognize that we are obligated to be active, informed citizens of our country, for our union, and certainly for our families. Only then, through our combined awareness and understanding, can we create a positive path for the UA and our world.

If we are being realistic, we should understand that what we do have control over are our lives as UA tradesmen and women. While the rest of the world struggles with conflict, we are experiencing almost the polar opposite as UA members. Work is plentiful—though never enough that we can rest on that, nor are things perfect in every jurisdiction. We want peace on the jobsite and to have secure working lives. So, that's a goal we are eternally seeking, and that is always the local union's mission, and here at headquarters, our mission as well.

The reason for my optimism regarding the UA is built on facts, not fluff. I'm talking about things of real substance, such as our training, contractor relations, continuing education, safety, skillsets, diversity, political action, organizing, legislative activity, and apprenticeships. Our members, both

those working and our retirees, are the reason we are strong. Throughout our history, and despite enormous social and economic change, the UA always adapts—and succeeds.

Be optimistic within your UA world, despite challenges that may occur in our home lives and in our countries. If we all remain optimistic, the UA will be better for it. Look out for your brothers and sisters and be productive with your skills and with your attitude. If we do all of this, I firmly believe 2020 will once again be an incredible year for the United Association.





It's A Great Time To Be In The UA



Patrick H. Kellett General Secretary-Treasurer

The start of a new year is always an exciting time. We already know 2020 will be especially challenging, as it brings with it a General Election here in the United States. That always makes for an interesting year!

In the United Association, we are ready for whatever lies ahead. I am optimistic about what this new decade will bring, and I hope you are, too. We know there will be unexpected issues that arise, but your team of General Officers has never been more cohesive and determined to do whatever we can on behalf of our UA families. This is one of the strongest teams of Officers we have ever had. There is no question that they are committed to doing all they can for every member of the UA. They are energetic and resourceful, and they are determined to do their very best for all of you.

Under the leadership of General President McManus, we are also pursuing a program that will encourage and develop the next generation of leaders out there. We have already seen some of the talent that exists among our apprentices when they participated in our local union Officers seminars. Their energy, intelligence, and commitment to our union are remarkable. We are proud of all of them.

It's important to think about the future, even if sometimes it's uncertain or alarming. Right now, we are flourishing in most areas of North America, but we know we can't take this prosperity for granted. It's great to have good employment in most areas, but that brings with it the challenge of meeting manpower demands when there are worker shortages across just about every industry. That means we're competing for the best workers, not just with other building trades, but with other economic sectors as well. Our local unions are constantly faced with the task of convincing new generations of young people about why a career with the UA is the right choice, or why that plumber or pipefitter working nonunion should come over to our side. Fortunately, our local unions have gotten really good at doing this. It's amazing how resourceful and creative our local leaders have become at inspiring new potential members to join the UA.

The UA continues to grow in numbers, and that helps us in securing a greater market share—and that translates into more jobs for our members. So, we can see that there is a lot to be optimistic about. We are organizing as never before, and it's paying off. As we continue to stick to our principles regarding workers' rights, the rest of the country seems to be waking up to what we've known all along—that when working people earn good wages and have decent benefits, the rest of the economy seems to thrive as well. In 2018, the Gallup Poll found that



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Official Publication of United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO)

Patra M. Kellett

approval of unions was at a 15-year

high! For younger generations, union

very important to them: the opportu-

membership provides something that is

nity to belong to an organization bigger

than themselves, to be part of a move-

ment that is meaningful. That is basi-

cally the definition of a brotherhood

For those of us who have been

around for a while now, it's very re-

change when it comes to the labor

In a union like the UA, there is so

warding to see attitudes beginning to

movement. For too long, it seemed like

all we heard about were the negatives.

much that is positive, and it's great that others are beginning to see that too.

The United Association has always

been a progressive union, in the best

sense of that word. We have always

tried to determine what is best for our

members, what we could do to make

guiding principle the idea of "one for

all and all for one."This is a core value

that has never left us, and never will. It

So, as we start a new year and a new

decade, let's renew our commitment to

General Officers will continue to fight on your behalf, and with your support,

we will continue on the path of success

laid down for us more than 130 years

ago. It's a great time to be in the UA!

our union and to one another. Your

their lives better. We have had as a

is what keeps us strong.

and sisterhood—that's the UA.

Our Extended UA Family



Michael A. Pleasant Assistant General President

Each year, I take the opportunity to write about something that is in the forefront of my mind. This year, I'd like to talk about what being in the UA has meant to me. But first, my sincerest hope is that everyone had a great Christmas and holiday season, and that the New Year will bring health and happiness for us all and a strong economy for our great union. During this holiday season, I was reminded about how fortunate I was to have my wife, my children, and my parents, along with all of my family members together to celebrate Christmas. We shared so many memories, and we laughed a lot over many of them. Being with family over the holidays highlights the important aspects of our lives. It's so easy to get caught up in the job and the daily grind, and we forget how good it feels to be with friends and family and to just relax. For my family, it's not very often that we have the opportunity to all get together, but when we do, it's always exceptional. I know it is the same scenario for many of you as well.

I was also reminded about my UA family and what that family has meant to me over the years. I know how much it means to so many of our UA brothers and sisters. At the General Office, time

and time again, we receive letters about how UA brothers and sisters have stepped up in times of distress or hardship for their local union UA families. These heartfelt gestures can be forgotten when we all get so busy in our daily lives, but they remind us of how unique the UA family is.

As an apprentice, I started to build that UA family at my home local, Plumbers and Pipefitters Local 157 in Terre Haute, IN. I can remember my instructors in school and journeymen on the job who helped me learn the trade, and for that, I will be forever grateful. I was fortunate to have the opportunity to work with my dad, as many of our journeymen and women also have those opportunities. It's always very special, and I knew he was proud. As I was learning to weld, he was tough on me, but it was tough love, and I am better from it.

Not only did my UA brothers and sisters help me excel in the trade, but they also helped me with many life decisions. This help was not only given by my elders, it was also received from my brothers and sisters my age and even younger. Throughout my years, I have always remembered that, and I have tried to give back and mentor others in the same fashion. As part of the UA family, we all

Not only did my UA brothers and sisters help me excel in the trade, but they also helped me with many life decisions. Throughout my years, I have always remembered that, and I have tried to give back and mentor others in the same fashion. As part of the UA family, we all must remember to carry the torch when it comes to helping others succeed.

must remember to carry the torch when it comes to helping others succeed. I'm not talking about just with work-related skills. I'm talking about life lessons. As older journeymen and women, we have experienced a lot of issues that our younger generations will face. Give them advice on saving money or how you got through a tough time. Be a mentor on the job, not someone who criticizes. If you see someone doing a task wrong, or you know of a better, easier, or safer way to do it, tell them. Tap them on the shoulder and say, "Hey brother [or sister], I think I can help." I know when I was younger, sometimes I just needed someone to listen. If someone just needs you to listen, be there for your UA family members. There is no greater gratification than to help someone through a hard time.

As we move into the New Year, let's remind ourselves that we are part of an extended UA family. Not only do we have our own extended families, but we also have an extended UA family that is there to support you and help you become the best that you can be. We have the resources to help everyone succeed in this industry, but you have to go after it. I know that can be tough with home obligations. Nowadays, in any industry, in order to

succeed you have to continue to hone your skills. Check back into school and get another certification or learn a new skillset. Double down and perfect your computer skills or learn a more advanced industry technical skill. If you're a new Business Manager, or Business Agent, or Training Director/Coordinator, take advantage of the classes we are offering at the General Office. If you're having trouble with technology, turn to an apprentice. We all have skills that we can share. That is the benefit of the extended UA family. Every generation has a valuable skillset, and every generation has something to offer. Being part of an extended union family gives you the support you need. Our brothers and sisters are there for you. In 2020, take some risks and try something new.

Have a happy and prosperous 2020. God bless and stay UA proud!

Michael A Placest

NewAppointments



Anthony Gallagher
Director of Trade Jurisdiction

Anthony Gallagher was named Director of Trade Jurisdiction in November 2019. Prior to this appointment he had served as Director of HVACR Service since April 2019. Prior to that appointment, Brother Gallagher served Steamfitters Local 420, Philadelphia, PA, in various positions as both an elected and appointed official. In June 2013, he was elected by members of Steamfitters Local 420 to the office of Business Manager, the position he held until April 1, 2019.

In his capacity as Business Manager, Brother Gallagher was proud to serve a membership of approximately 4,500 skilled tradesmen and women across a jurisdiction that encompasses the Delaware Valley, which includes Bucks, Chester, Delaware, and Montgomery Counties; Philadelphia; and the Reading and Lehigh Valley areas. He held several other posts serving Local 420, including Chairman of the Joint Conference and Joint Pipefitting Apprentice Committees.

He also served on the National Pipeline Negotiation Committee and the Labor Management Committee to oversee the service industry for the United Association. Brother Gallagher was President of the Mechanical Trades Association and Co-Chairman for all Local 420 trust funds.



James Noon
District 6 Vice President

James Noon is Vice President of District 6. He is also the Business Manager/Financial Secretary of Plumbers and Pipefitters Local 324 in Victoria, BC. He completed his sixmonth pipe trades entry-level training in 1996 and began his sprinkler fitting apprenticeship immediately after. He was initiated into Local 170 in Vancouver in 1997 and completed four years of technical training, receiving his Red Seal journeyman status in 2000.

Brother Noon traveled to Sydney, Australia, in July 2000, where he installed fire sprinkler systems on many different projects. He returned to Canada in 2001, and in 2005 he was transferred from Local 170 into Local 324 due to a jurisdiction change on Vancouver Island. Brother Noon was then appointed as a Local 324 area representative, serving from 2006 to 2008. In 2009, he left for Stavanger, Norway, with his family to work for a Norwegian mechanical contractor. Upon returning to Canada in 2010, he was appointed as an Organizer.

In 2014, Brother Noon was appointed as a trustee on the Victoria Mechanical Industry Pension and Health and Welfare Plan. He has served as Business Manager/Financial Secretary of Local 324 since 2014. In 2017, he was appointed to the UA Canada Strategic Planning Committee and was elected Recording Secretary for the Western Canadian Pipe Trades Council. He was also elected to the British Columbia Building Trades Executive Board.

Brother Noon was recently elected President of the Vancouver Island Building Trades Council and Treasurer/Recording Secretary for the Vancouver Island Metal Trades Council. He is proud to have been a member for the past 23 years.





Terence SnooksDirector of Canadian Affairs

Terence Snooks was named Director of Canadian Affairs on December 3, 2019.

Prior to his appointment as Director, Brother Snooks had been unanimously elected International Representative at the 39th General Convention in 2016. He had represented the interests of UA members in Ontario and members working in the power sector and sprinkler industry in Canada until his assignment to the Canadian Office in Ottawa as Administrative Assistant to the General President/Canada on January 1, 2019.

Brother Snooks was born in Plymouth, England, and he immigrated to Canada at the age of five. He has lived in Toronto ever since. He was initiated into Plumbers and Pipefitters Local 46, Toronto, ON, in 1978 as a steamfitter apprentice. He became a journeyman in 1983.

When Brother Snooks worked with the tools, he was Shop Steward, as well as a Foreman or General Foreman on many different jobs. In 2003, he was elected Business Representative with Local 46. In 2005, he was elected to the position of President of the Central Ontario Building Trades Council and remained in that position until January 2016.

In 2012, Brother Snooks was elected to the position of Business Manager of Local 46, a post he held until he began his term as International Representative for the UA in January 2017.



Harry Brett
Special Representative

Harry Brett, former Plumbers and Gasfitters Local 12, Boston, MA, Business Manager, has been named a Special Representative for the territory including Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont, effective January 1, 2020. International Representative C. Daniel Watts, who was previously assigned to this territory, has been assigned to the General Office.

Brother Brett was sworn into Plumbers and Gasfitters Local 12 in 1986. During his years with Local 12, he served in many different roles, including on the local's Joint Apprenticeship Training Committee and on the Joint Conference Board. He was also an Instructor at Local 12 and was an American Welding Society Certified Welding Inspector from 2006 to 2016.

Brother Brett served his local as Recording Secretary and was elected Business Agent in 2000. In 2013, he was elected Business Manager, a position he held until his appointment as Special Representative.

At the UA's 39th General Convention, Brother Brett served as Chair of the Election Committee. He had been a convention delegate since 1995 and had also served on the Laws Committee.

Special Representative Brett was Chairman and Trustee of his local's Health and Welfare Fund. He was also a member of the UA's Plumbing Service Committee. He had served as Vice President of the Massachusetts AFL-CIO, as an Executive Board member of the Massachusetts State Building Trades, and was a former Vice President of the Quincy and South Shore Building Trades.



Local Unions Unite to Gain Market Share in Boston

Boston has seen a massive boom in urban development over the past few years, creating investment opportunities, jobs, and growth for the city. The members of the city's three high-profile straight-line local unions—Pipefitters Local 537, Plumbers and Gasfitters Local 12, and Sprinkler Fitters Local 550 have benefited from the construction boom and are led by highly regarded Business Managers in the UA. Their members work on some of the most complex projects in and around the city, yet it's the collaboration that these three Business Managers have created that has solidified their roles as influential labor leaders. The three local unions work together to promote the UA's political interests and to push innovative organizing initiatives. It is this collaboration that has made their relationship unique, resulting in a strong UA footprint across the city and surrounding areas.







Dean Harding (F, JCH, Local 537), Donny Moccia (GF, JCH, Local 537), and Bob Gallagher (P, JCH)

Traditionally, Boston has been an active union city—partly due to Mayor Marty Walsh's membership in Laborers Local 223 since he was 21 years old. Mayor Walsh has also served as the Laborers President, and he was the head of the Boston Building Trades. For the United Association in Boston, there is no greater ally than Mayor Marty Walsh. Pair that with three straight-line local union Business Managers who genuinely respect and admire one another, and you have the groundwork for a city with expanded union interest and market share.

Pipefitters Local 537 Business Manager Brian Kelly said that when he was elected Business Manager, he wanted to be a leader and not just a boss. Business Managers in the UA are responsible for running, in essence, three separate companies—the union hall, the benefits office, and the training department. "There are so many challenges associated with those areas," Brother Kelly said, "and that's why I worked extra hard to make sure that I had an excellent relationship with Peter [Gibbons] and Harry [Brett]. One of the things I say all the time is, 'If you want to fight with someone, there are plenty of people out there to fight with.' As Business Managers, the last thing in the world we should be doing is fighting amongst ourselves. Harry and Peter are just such great guys. We still sometimes argue over the jurisdictional stuff, but we typically work it out. If we are depleting our resources by going back and forth

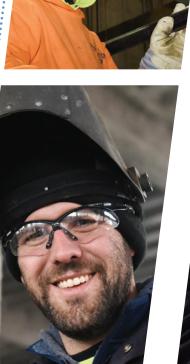
over a sliver of market share, then the rest of the pie is going to be neglected."

Plumbers and Gasfitters Local 12 Business Manager Harry Brett said, "Years ago, we had numerous jurisdictions, and everything was a jurisdictional fight. Today, if there is a jurisdictional issue, our Agents will talk it out, and it's all resolved before it gets to the Business Managers. Quickly resolving issues is important, not only for our members, but for our contractors as well. They need to have the confidence that we can work together."

Sprinkler Fitters Local 550 Business Manager Peter Gibbons agreed, noting, "All three locals—550, 537, and Local 12 work together to get things done. There are virtually no disputes between us. It's not like in some areas where they don't get along, and they don't work for the best interests of their members. We see one another all the time, so we know and respect one another."

Pipefitters Local 537 Business Manager Brian Kelly has only been in office for three and a half years, and he has accomplished a lot, but he points out that it has been a team effort. He said. "Boston has had a robust construction climate, and we are very fortunate." The local has a stunning new union hall and school in Dorchester. Two

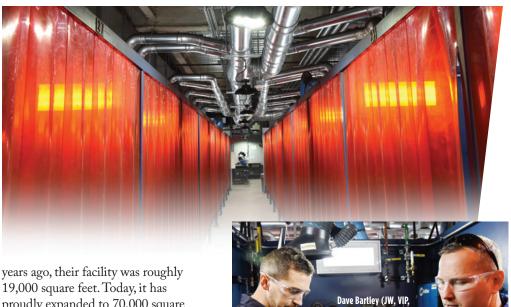
(continued on page 16)



Bryan Capuzzo (JW, JCC, Local 537)

Tim Grant (J, JCH, Local 537)





years ago, their facility was roughly 19,000 square feet. Today, it has proudly expanded to 70,000 square feet. They more than tripled their training facility. For the first time in history, the local's training, union hall, and benefits offices are housed under one roof. Business Manager Kelly said, "It's always about the team. I equate it with working on a jobsite. When everyone is rowing in the same direc-

tion, you just get more accomplished, and that's what has happened here. That teamwork was essential to tear down our school, relocate, build this building in record time, move back in, and start operating." The team Brother Kelly refers to consists of Assistant Business Manager Tom Kerr, Business Agent-at-Large Paul Campbell, Business Agents Jim O'Brien and Tim Gilligan (Refrigeration), Organizer Chris Brennan, former Organizer Billy Young, Training Director Paul McGrath, and Fund Administrator Marybeth Porter.

The building is floor-to-ceiling glass, with 80 welding booths on the ground level, so that when the public walks by, they are witnessing welders behind the red drape. It also has a state-of-the-art rigging shop. The building represents the professionals who are the local's nearly 3,200 members, and will quickly become the envy of the building trades. "When we designed this building," Brother Kelly said, "we wanted the space to stand the test of time. We didn't want it to necessarily look like a pipefitting/HVACR school. We wanted something that would look like a beacon in the community. We wanted to be proud to hold meetings with owners and contractors here. Recently, right here in our boardroom, the building trades collectively negotiated a \$15 billion project labor agreement for the development of the old Suffolk Downs Racetrack. It's an incredible project, and meetings such as those are what we envisioned would take place here."

Local 537) and Pete

Aylward (I, Local 537)

The three local unions have excellent labor/management relations. As Brian Kelly states, "The relationship between the plumbers and fitters has never been better. The sprinkler fitters are in a little bit of a different category, although the plumbers and sprinkler fitters could have a little bit of overlap work. I am super proud of the relationship that we have fostered."

For Pipefitters Local 537, the market share has been primarily in the commercial and industrial markets. Business Manager Kelly said, "We are making some inroads in the residential HVACR industry. Harry [Brett] has done well with residential. It's a little bit different, because they have plumbing codes, whether it's residential or commercial. But when it comes to transitioning from commercial to residential in the heating and air conditioning market, it is challenging. When you're a Business Manager, you are running a business. If you are not engaged in the service market, you're doing yourself, your local union, and your trust funds a disservice, because service is 40 percent of our organization. It smooths out the highs and lows of the construction sector."

(continued on page 18)

The building is floor-to-ceiling glass, with 80 welding booths on the ground level, so that when the public walks by, they are witnessing welders behind the red drape.











The work for Sprinkler Fitters 550 is unprecedented as well. "We have had this run since 2010," Business Manager Peter Gibbons said. "We are doing a lot of luxury condos right now in the city. We also have a lot of hospital and university and college work. We do industrial, commercial, and public sector work. A couple of years ago, we organized a 50-personplus shop. Today, that shop is doing 45 percent more work than when first organized. So, the myth that you are going to shrink if you come with us is over. Forty-five percent in three years—that is huge."

Organizing—Growth for the UA, not just the Local Union

In Boston, when it comes to organizing, everyone is looking out for one another. They share information about which contractors are on which jobs. They are often going after the same contractors. Sprinkler Fitters Local 550 Business Agent Mark Fortune said, "It's important to share ideas and share information. We are often chasing a workforce that is changing daily." Local 550 Organizer Matt Jones said, "Chris Brennan is a new Organizer for Pipefitters Local 537. He is so enthusiastic, it's great, but it's important to have realistic expectations when you're new. It's a challenging job, and you're going to lose more prospects than you're going to win. For our local [Local 550], we run

a pretty tight ship. I mean, I'm the Organizer, Mark's the Agent, and Peter's the Manager. We have a huge arena. We are very efficient in how we cover our ground and meetings. We have buy-in from our membership, and that takes education and work. You have to be honest. It's our job to get our signatory contractors everything they need."

Brother Jones has been the Organizer for Sprinkler Fitters Local 550 for seven years. Over those seven years, they have signed six or seven contractors, ranging in size from a 50-man shop to one- and two-person shops. Local 550 is looking to grow, and as Matt Jones says, "The only way to grow is to organize." When Brother Jones turned out, there were roughly 250 members in Sprinkler Fitters Local 550. Today, the local is approaching 800 members. Organizer Jones added, "We've had the most success by organizing top-down with bottom-up pressure."

Brother Jones stated that Tim Chaisson did a fantastic job for Local 550 before he moved to his new role as Lead Organizer for the New England Pipe Trades. He said, "Tim did an incredible job on wage compliance on public projects." He stated the local was fortunate to organize some big players who had been their direct competition on public projects in the past. Also, Local 550 is currently pushing





Derek Harding (S, JCH, Local 537)





service, testing, and inspection of fire suppression systems. Organizer Jones said, "Our goal is for our graduating apprentices to have the skills to complete any task required in our industry right off the bat—from service and testing, to underground installation and maintenance. An apprentice has every opportunity to succeed in our program. A vast majority of them are taking advantage of all of the opportunities offered. If they do, they will have a bright future with us."

The last piece of market share to monopolize for Local 550 incorporates the residential market—the residential highrise and multi-family dwellings in the greater Boston area. "There are a lot of multi-family units in Boston, but we are also trying to grow our residential market share outside of the city," Business Manager Gibbons said. He added, "Also, in the state of Massachusetts any commercial project over 7,500 square feet must have fire sprinklers regardless of height. That rule was not always applicable. We worked hard to get that legislation passed."

Six years ago, the now-famous "Pizza with Harry" was launched. At the time, Plumbers and Gasfitters Local 12 did not have a designated Organizer. They never ad-

vertised. "Pizza with Harry" expanded through word of mouth. Business Manager Harry Brett said, "Sometimes, we get two folks, and sometimes we get 22. What we see often is, we'll get two guys, who have been working side-by-side all day, but never mention to each other that they are coming. Then, they both show up." Brother Brett does not take credit for the idea of "Pizza with Harry" or for its overwhelming success. He states that he just buys the pizza. He said, "Back in the mid-2000s, I got the idea for these open houses from the electricians. You know, back then, the mindset about even letting people in was different. You needed a crowbar just to open the door. Through our relationship with the PHCC (Plumbing, Heating, Cooling Contractors) of Massachusetts, they have afforded me an opportunity to write an article in their magazine that reaches over 25,000 license holders. My column is called 'The Local 12 Update.'They understand that when it comes to plumbing codes and the State Plumbing Board, legislation is good for the entire industry, and that is something we push."

Today, "Pizza with Harry" is still operating. Dave Barbati, Director of Business Development and Recruitment, and Frank Amato, Recruitment Specialist for Local 12, interview the candidates. If candidates are lucky enough to get a "GP," which stands for "Great Prospect" written on top of their applications, they just



From left to right are Frank Amato (0, Local 12), Dave Barbati (0, Local 12), Harry Brett (BM, Local 12), Tim Fandel (BA, Local 12), James Vaughan (BA, Local 12), and Barry Keady (BA, Local 12).

might make it in. They become part of a database of GPs. Pulling from the database and with the individuals who have been stripped, Local 12 has doubled its workforce. For Harry—who feels like he is an Organizer at heart—when he would see a job with non-union plumbers, the question always presented itself, 'Why aren't they in the union?" He said, "So, I hand out the preamble to the *UA Constitution* at union meetings. It states that if you work with a pipe, you should be in the union. I truly believe this. The timing has been right. We've been fortunate. We've built up a great workforce."

About four years ago, Brother Brett and Local 12's Organizers and Agents decided on starting a residential division. "A lot of things were going on at the time," he said. "We were determined to get back into the plumbing service sector. We were fortunate enough to get a big housing job with one of our contractors. They needed plumbers, and we got them from one of our largest non-union competitors. So that job rolled into other jobs, and we now have about 150 plumbers in our residential division."

Pipefitters Local 537 hired a professional media group, 617MediaGroup, to design and coordinate recruiting campaigns and to oversee its social media. They have reached out to experts in the field to create entire campaigns that will roll out in the spring. Brother Kelly said, "I grew up with a dad who was an Organizer for 14 years. It's how I was raised. At Local 537, we have a new Organizer, Chris Brennan, who is super excited about the job. We're build-

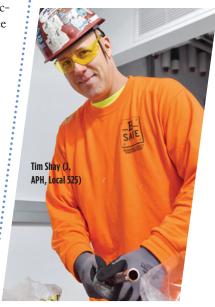
ing a database of potential members. In the spring, we will launch our campaign. We were recently honored, along with two of our contractors, for making a difference by utilizing the Boston program, Building Pathways, which takes inner-city kids and puts them through a boot camp pre-apprentice program." The local is nearing 3,200 members, and the membership appears to truly appreciate the progress it's made in a short amount of time, but Brother Kelly said, "Your work is never done until you achieve 100 percent market share."

Politics—Boston's Stronghold

Legislation plays a vital role in the success of the Boston local unions. All three Business Managers work tirelessly to ensure that proper codes and licensure exists for the crafts that they are representing. "Not too long ago, apprentices carried the burden of canvassing for pro-labor candidates in Boston," Business Manager Harry Brett stated. "For instance, if someone were running for Governor, they would round up the apprentices and give them a pile of signs and tell them, 'Go stand over there for an hour before school and hold up these signs.'That was the extent of our political action. I felt it was wrong to rely on the apprentices to carry the weight for our

(continued on page 23)











Alex Soto-Baez (J, JCC, Local 550)



political action. We decided to mobilize the members as well, and we were questioning, 'What kind of political action will the candidate remember?' We would get 250 members to come out on a Saturday for five hours. Those are the initiatives that they remember. It has to have meaning, particularly for the apprentices. We had to find ways to make it worth their while and for them to contribute to a campaign that could have a direct impact on their jobs."

Business Manager Peter Gibbons stated, "We played a crucial role in getting the Mayor elected. He was down in the polls, and we ended up pulling more votes out of West Roxbury than we thought was possible. The strength of 'Boots on the Ground' highlighted that campaign."

As Brother Gibbons said, "Challenges going forward will be to keep the non-union small and to safeguard prevailing wage."

Local 550 Business Agent Mark Fortune said, "You have to be politically involved. Every single time, the prevailing wage is a battle. We were fortunate to have Governor Deval Patrick, who signed into legislation a

project labor agreement for a 10-year build at the University of Massachusetts. We did very well over those 10 years, and that has spawned into other work."

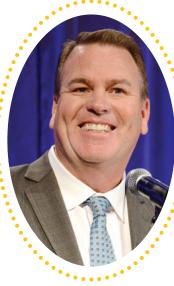
Local 537 Business Manager Brian Kelly sits on the state licensing board. He is currently working hard to secure a residential light commercial refrigeration license for units that are 10 tons and below. Brother Kelly said, "We are trying to secure licensing to work on these units because of the use of ever-changing technology and flammable refrigerants. We have to ensure that we have properly trained technicians. The upcoming legislative session will be the third session at which we present this, and hopefully, we will get traction and get a vote. Regardless, we will keep moving in that direction."

Going Forward ...

The unique attribute of the three Boston Business Managers has been their ability to work for the benefit of the United Association, not just their local unions. They each have individual strengths that complement one another. While working for the benefit of their memberships, they work tirelessly to expand the UA's market share by promoting trade unionism throughout Massachusetts.

UA Women

Break Attendance Record







Laura Ceja, UA National Recruitment and Outreach Coordinator



at the 2019 Tradeswomen Build Nations Conference



Sean McGarvey, President, North America's Building Trades Unions (NABTU)

During World War II, there was an increase of support for women in the trades. Jobs such as welding, mechanics, and electricians would have gone unfilled if it were not for the women who filled them. These women made a significant contribution to the war on the home front. Once the war ended, life returned to normal, and women headed back to their prewar positions, while men—who were returning from the war—resumed their traditional skilled trades' jobs. Today, due to a wide majority of the workforce nearing retirement, which has created a deficit of skilled workers, construction trades are, once again, looking for women to step in and work to repair and rebuild the country.





Jill Timushka, National Manager of Youth, Diversity, and Indigenous Relations, UA Canada, and Cheryl Ambrose, Health, Safety, and Environmental Administrator, UA

Women represent only 3.4 percent of the nation's 8.3 million construction workers. Even smaller is the number of female construction workers on the front lines of jobsites. There is only one woman for every 100 employees in the field. Unconscious gender bias to overall perceptions of women working in construction—which has traditionally been a gender-majority occupation—are factors that could explain the gender gap. Despite these barriers, women continue to build their path in the industry and blaze trails for future generations. From 2017 to 2018, women working in construction occupations increased by almost 18 percent, and for women working in the piping trades—pipelayers, plumbers, pipefitters, and steamfitters—there was a 70 percent increase from 2017 to 2018.

This year, a record-breaking attendance of 2,800 tradeswomen and construction industry leaders convened at the ninth annual Tradeswomen Build Nations conference (TWBN) in Minneapolis, MN, which was held October 4-6 and was the largest gathering of its kind. The United Association broke its record of attendance at this year's conference with close to 400 UA attendees with 55 locals represented. UA journeywomen, apprentices, and Business Managers and Agents were all present. Out of all of the unions that attended the conference, the UA had the largest showing—doubling in size from 2018 to 2019.

At the UA Caucus on Saturday afternoon, October 5, members heard from General President Mark McManus, who said, "The enthusiasm here is bigger than any audience I have ever stood in front of." He was joined by Laura Ceja, National Recruitment and Outreach Coordinator; Cheryl Ambrose, Health, Safety, and Environmental Administrator; and Jill Timushka,

National Manager of Youth, Diversity, and Indigenous Relations, UA Canada.

Laura Ceja, who is a longtime promoter of the TWBN conference, commented on the large increase in attendance numbers, stating, "Everybody played a role in making this happen—all of us together—that is what a union brotherhood and sisterhood is all about." General President Mark McManus also commented on the attendance, stating, "A 70 percent increase of sisters in the pipe trades is not nearly enough. Our work is not done. This is just the beginning. We are going to continue to grow, and in the blink of an eye, it is going to have exceeded exponentially."

This is the first time a General President from the United Association has attended the TWBN conference, and it was well received by the UA women and everyone who was present. General President McManus addressed the UA members on Saturday, stating, "To the young sisters and brothers in the room, I ask, 'What is so special about the UA?' We are skilled craftsmen and women who perform diverse work.... The diversity of our work and our local unions are going to be what continues the growth of the United Association." He recognized two Business Agents—Theresa Danko, Local 636, Detroit, MI, and Janet Powers-Pacella, Local 638, New York, NY—who were elected as full-time Officers in their local unions. He said, "We can't wait for the day that this is the norm." These two accomplished female Business Agents have become the ultimate role models for women in the UA, and they are determined to mentor other women to secure elected offices.

General President McManus also spoke to all





the tradeswomen on Sunday, October 6, at the final plenary session. When 2,800 tradeswomen from every craft in the building and construction trades unions come together, it is powerful, and General President McManus felt that power and energy. He opened by stating, "I'm fired up!" He continued, "This is a conference to celebrate. You've seen where you were eight years ago, four years ago, two years ago, and last year. I don't know another conference in the labor movement that keeps doubling in size year after year. It's fantastic! But no one is leaving this conference—not a speaker and not a leader—who thinks that this is enough. It's not nearly enough. This is the fewest number of women in the trades that we will ever have. ... The United Association, along with the governing board of Presidents salutes you, and we don't take you for granted. We're not looking to check off a box that states we've increased our number of women in the trades. No one is looking for a box to be checked off. We know you're looking to be a mechanic on that jobsite. You're looking for the same skillsets and the same opportunities as everyone else—and that's what we are going to provide. From the very top of the organization to your local union Business Managers and JATCs (Joint Apprentice Training Committees), we're going to continue to strive to give you those skillsets."

General President McManus asked the delegates to challenge the status quo of their local unions and to push for more opportunities for underrepresented workers. He said, "No one is looking for entitlements, and no one is looking for a handout, but people are looking for an opportunity. The changing face of America and the changing face of the construction industry is our strength. Take the opportunities that are given to you. There are a lot of people who aren't given opportunities, and we need to give those folks opportunities. It's your obligation to

reach back and grab
those first-year apprentices and pull them up
with you." General President McManus thanked all
the progressive UA Business
Managers for striving to create
equal opportunities in their local
unions, and he stated that this will be
the norm going forward. He closed by stating,
"You inspire me. There is nowhere else I would
rather be right now than speaking in front of
the women and men—especially the women—
of this trades conference."

Laura Ceja, who is a journeyman plumber, was brought on by the UA to attract and retain women in the building trades. She spoke about some of the initiatives she is promoting in her role as National Recruitment and Outreach Coordinator at the UA. At the UA Caucus, she said, "I work with the Training Directors and support them with marketing materials, videos, brochures, etc., and I travel around the country to speak to school counselors, teachers, and associations about different opportunities that exist aside from college. We are the best-kept secret, but that's because we aren't telling people about us. We can't expect them to find us. We must promote the trades to them." She continued, "We have to look at the people who don't know about these opportunities, such as women and underrepresented workers. We have to go find them and tell them how amazing our brotherhood and sisterhood is."

Sister Ceja also gave a keynote speech at the final plenary session on Sunday. She questioned the audience, "How do we retain women in the trades? How do we keep them here?" She offered some suggestions, stating, "We need to support our apprentices and everyone who has a desire to be in the building trades. We need to (continued on page 31)





Symone Holmes, Plumbers Local 130, Chicago, IL, recently turned out as a journeyman, but her path to becoming a licensed journeyman plumber is different than most. Sister Holmes went to the only high school in Chicago that taught plumbing, Dunbar Vocational Career Academy, at the age of 18. Once she became a senior, she took the apprenticeship test and was accepted into the Local 130 apprenticeship program, but there is a twist. She said, "I had plenty of support, but I was so young, and I didn't understand the hard work that was required to be an apprentice plumber. That was not on my agenda, so I dropped out of the program. ... After dropping out of the program and having different dead-end jobs, anytime I would come across a jobsite, my heart would beat fast, because I knew I had to get back in. I knew what I wanted to do, and I knew all along that I wanted to work with my hands. So, 10 years later, I got back into the trade." She was 29 years old and has never looked back. "Now, I'm a licensed journeyman plumber. I have the same support that I did back then, but now, I understand hard work, and I understand what it means to be an apprentice plumber," she said.

This was Sister Holmes' fifth year attending the TWBN conference, and every year she views it as a necessary addition to her calendar. She said, "I'm usually at the point where I feel like I'm about to give up right before this conference, so I look at TWBN as surgery. It gives me that new heart that I need to go back out there to continue my journey and to inspire young ladies. I'm not just here because they need to fill a quota. I'm here because I understand my job the same way the men understand it. The TWBN conference workshops have taught me a better way to communicate and have shown me that I don't always have to take things personally. There are so many classes here that allow me to be great."

Sister Holmes does a lot of volunteer work in her spare time and says that she likes to mentor young women. "I love to give back and give that woman what she may need that she's not getting from her peers or her male allies," she said. "I just like to let her know that she can do it. Some of them start off saying, 'I don't think I can do that,' or some use the term, 'I'm too girly,' and I just knock down that ceiling, so they can understand that there are many more ceilings they can knock down if they are given the opportunity, and they are encouraged and pushed."

Journeyman Holmes loves working in the field, teaching others, and has ambitions to one day work for the UA. She said, "I love working in the field. I get a sense of pride once the job is complete. I love teaching others, and now that I'm a journeyman, I do get a chance to work with apprentices, and I love that, but my dream is to work for the UA. I've always wanted to recruit. I think I have the tools to get another woman into the trades and to get her to stay in. I think Laura is inspiring, and I love the way that she is able to connect with us, and I take mental notes every time she talks."

Sister Holmes is the youngest of seven in her family. She has a twin brother, and she said he has been one of her biggest support systems, along with the women and her male allies at Local 130. She said, "Overall, the support that I get from the women is amazing. If you don't bring up something that happened, you won't know if that woman already went through something similar that they can help you with. I've created male allies on the job who give me support as well." She also said her Business Manager and Business Agents were very supportive when she first joined Local 130.

She thanked the UA and Local 130 for the opportunity to attend the TWBN conference, stating, "It's been amazing, so I would like to say thank you to the UA and to my local union for understanding that I need this. The group that they send, we need this. This is not a want, it's a need, and for them to understand that and send us, I owe them a huge thank you."

Symone Holmes is proud to be a UA member and has big goals and aspirations for her future. She is in tune with the steps and processes she needs to take in order to reach her goals, and she is prepared to tackle those steps when the time comes. She is focused, and with her positive energy, passion, and faith, there is no doubt she will succeed.

Clara Schiller—Journeyman Pipefitter Foreman, Local 455, St. Paul, MN

Clara Schiller, Pipefitters Local 455, St. Paul, MN, has been in the UA for seven years and is a journeyman pipefitter foreman. She is currently running a small crew in St. Peter, MN, and has worked in refineries, on industrial jobsites, and has done some commercial work. Sister Schiller was involved in the TWBN community service project at Ascension Place of Haven Housing, where the volunteers were tasked with painting and taking care of major plumbing issues for the residents there. "I feel it's really important as a union member to remember the community that you're living and working in. There are folks who are having a hard time or need different kinds of help, and it's nice to feel like you're contributing. But, it's also a duty, and it's important to remember everyone," Sister Schiller said.

Reflecting on her role as a pipefitter foreman, Sister Schiller said, "It's challenging, but I'm really appreciating it. It makes me feel like I'm definitely going to be a better pipefitter and a better journeyman if I'm back on the tools. Even after having this experience, I'd like to continue running work. I really like that perspective that you gain by directing a group."

Sister Schiller worked at a non-profit organization in South Minneapolis before becoming a welder. She said, "A bunch of us got laid off because of budget cuts, so I wanted something totally different. I wanted something lighter on the heart and heavier on the wallet. My grandfather was a plumber, and my cousin is a boilermaker, so I became interested in welding and took a year of welding at St. Paul College. I was approached by the Training Coordinator of Local 455, and it was a done deal from there."

Being involved in her community has always been important to Sister Schiller. For the third time this year, she is going to take part in the Art Shanty Projects, where she will help build a tiny house on a frozen lake in Minneapolis. She is also involved in hosting workshops for women, transgender, and femme-identified people, and people from different backgrounds.

She said, "We help them experience getting their hands dirty and maybe even welding for the first time or forging for the first time. It's either in somebody's garage, or it's over at a makerspace in South Minneapolis. I've always loved working with other people and having a hard skill that you can share with people to work together to complete a project. My favorite things to do are collaboration projects, and what better way to do that than to work with nonprofits and people in the community? Working all day can be a little bit stressful. You're on more of a time crunch, or maybe you don't get to choose who you work with, but if you organize things yourself, it feels like a small family, and you've created a group of friends. So, it just winds up being a much different feeling at the end of the day."

This is Sister Schiller's fourth year attending the Tradeswomen Build Nations conference. She said, "I think it's very important that the union be here. I'm really happy that our union has stepped up this year. This is our hometown, and we're sending 11 people to the conference. They started sending us a couple of years ago, and they haven't looked back. It's only gotten more attendees, and I think that they are seeing that the more folks they send to this conference, the more people are interested, and there's more of that spark when you go back on the job. I consider it a giant leadership conference. It's not just a woman's conference. It's a lot about leadership and developing skills—things that you will take back to your local and make it a better local."

Sister Schiller has been teaching at her local this past year and also attended the Instructor Training Program for the first time this year in hopes of becoming further involved with her JATC. Sister Schiller says being in a union is like a lens. It has given her the framework she needs, and now she can see all the different paths she can follow.

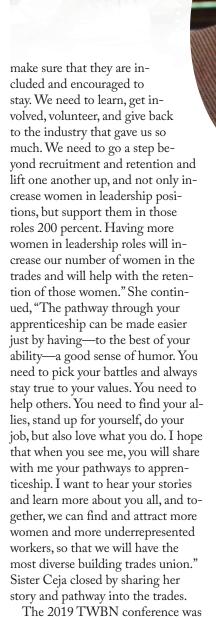






Tasha Lawrence, Journeyman, Plumbers Local 34, St. Paul, MN, is on the Women Building Success Board that planned the community service project at Ascension Place of Haven Housing.





hosted by North America's Building
Trades Unions (NABTU), NABTU
Tradeswomen's Committee, the Minnesota
State Building and Construction Trades Council, and the Minneapolis Building and Construction Trades Council. The three-day

"If you're going to change things, you have to be with the people who hold the levers."
"Women belong in all the places where decisions

are being

made."

U.S. Supreme Court Justice

conference began with community service projects on Friday, October 4, at Ascension Place of Haven Housing, where tradeswomen were tasked

with painting and taking care of major plumbing issues for the residents there. The Ascension Place provides transitional housing to more than 70 women each year, offering a safe and structured environment. Women also helped out at the Second Harvest Heartland food bank. Following the community service projects, attendees were able to greet one another at a welcome reception arranged by Minnesota's Women Building Success.

Minnesota Building Trades Council Executive Director Jessica Looman and Minneapolis Building Trades Council Director Jenny Winkelaar opened the welcome plenary held on Saturday, October 5, with inspiring stories about their career paths, the growth of Minnesota Women in the Trades, and the progress of their Women Building Success program. Sister Winkelaar surprised the attendees with a video of U.S. Supreme Court Justice Ruth Bader Ginsburg, whose speech roused the crowd when she told them, "Women who build are here to stay." Justice Ginsburg recalled a memory that she shared with the audience, and her remarks were the

perfect way to kick off what was a powerful and inspiring weekend. She said, "My cheers to those who paved the way, and my applause to the successes and strength of Tradeswomen



construction trades' women. May your numbers and occupational specialties increase as you show the world what women can do."

During the welcome plenary, NABTU President Sean McGarvey spoke about the amazing growth of the tradeswomen movement and the efforts and investments being made to advance and empower more women in the industry. He said, "Every year, I get chills from the energy, passion, and strong sisterhood from the unionized tradeswomen at this conference." He continued, "This conference grows exponentially every year, and the impact is phenomenal. NABTU is committed to empowering current and future tradeswomen, as we increase opportunities and the retention rates of women in union trades' careers. Every day, we recruit more women into great union construction apprenticeships and careers, and these trailblazing tradeswomen are moving up into the top ranks of leadership. This conference is a celebration of these trailblazers and a testament to the growth of tradeswomen among our ranks."

AFL-CIO Secretary-Treasurer and IBEW (International Brotherhood of Electrical Work-

California event, which of course was a feat, but since then, this event has grown exponentially. It is incredible to watch, and I am so thrilled to be a part of it, because there is something very special and empowering about being a woman in the trades. It's a sisterhood unlike any other, and the best part is that we are on the rise, and we are making a change in this labor union. And yes, we still have a lot of work ahead of us, but we are getting bigger, and we're getting stronger, and there is no denying that. When you look around the country, it used to be you could go on a construction site and only see men wearing hardhats—but not anymore." She continued, "The labor movement is the largest organization of working women in the country. In this labor movement, we have 6.5 million people. The question is, how do we use that power to transform our industry and our unions? I think it is all about leadership. Everyone in this room is a leader. Leadership takes many forms and many styles. It doesn't always mean being at the front of the room or chairing a meeting. It could simply be speaking up at a union meeting and





Vicki O'Leary, Chairwoman, NABTU Tradeswomen's Committee



Arlene Dunn, Director, Canada's Building Trades Unions (CBTU)





"Hone your skills, build your network, believe in yourself. Know that you have this incredible sisterhood behind you as you step into your full potential as a leader."

- Liz Shuler, Secretary-Treasurer, AFL-CIO

Erica Stewart, International Rep., Boilermakers, and National Coordinator, Women in the Trades Initiatives



raising an issue that is important to you. ... Hone your skills, build your network, believe in yourself. Know that you have this incredible sisterhood behind you as you step into your full potential as a leader."

Joseph Sellers, SMART (International Association of Sheet Metal, Air, Rail and Transportation Workers) union General President, also addressed the delegates. He spoke about their General Convention that was held this past August and some of the amendments that they unanimously adopted into their constitution that were brought forth by their women's committee. He said, "The women's committee is really driving and making sure that we become stronger and more diverse."

Attendees also heard from Stephanie Whalen, President of The Union Labor Life Insurance Company (Ullico); Vicki O'Leary, Chairwoman of NABTU Tradeswomen's Committee; Erica Stewart, International Representative for the Boilermakers and recently appointed National Coordinator of Women in the Trades Initiatives; and Arlene Dunn, Director of Canada's Building Trades Unions (CBTU), who led a panel discussion on pathways to apprenticeship.

During the welcome plenary, a video was presented in recognition of the Massachusetts Building Trades Council, which received the Mark H. Ayers Community Achievement Award for its three ground-breaking programs—The Policy Group on Tradeswomen's Issues (PGTI), Building Pathways, and Massachusetts Girls in Trades. Each program has made big strides toward getting more women









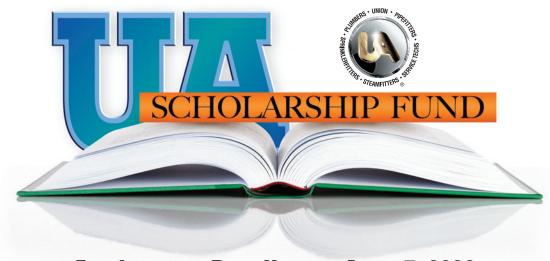


into the building trades in Massachusetts, and they are setting an example for the rest of the country.

On Saturday afternoon, participants took to the streets of downtown Minneapolis for the highly anticipated banner parade and rally. Leading the way was a drumline of tradeswomen, followed by hundreds of participants proudly displaying their local union pride. On Saturday morning and all day Sunday, several workshops were offered in which delegates could participate. The workshops were about apprenticeship, recruitment, leadership, mental and physical health, safety, government policy, balancing family and work, retirement, and financial planning, among others. The United Association was well represented, with many members facilitating workshops. Symone Holmes, Plumbers Local 130, Chicago, IL, was part of the team that taught "Building Kick Ass Women Committees!" Clara Schiller, Pipefitters Local 455, St. Paul, MN, and Tasha Lawrence, Plumbers Local 34, St. Paul, MN, were both part of the team that facilitated the "Suicide Prevention/Opioid Crisis" workshop. Pam Hamilton, Pipefitters Local 597, Chicago, IL, and Zakiyyah Askia, an apprentice with Plumbers Local 130, Chicago, IL, both shared their experiences and words of wisdom with aspiring tradeswomen in the "Surviving and Thriving in Apprenticeship" workshop. Jill Timushka, UA Canada's National Safety Officer and Manager of Youth,
Diversity, and Indigenous
Relations, helped facilitate
the "You Can Have It All—
Build Your Support System to
Success" workshop. The workshops were beneficial in many
ways for the delegates and were so
well attended that some workshops
resulted in standing room only.

The enthusiasm and excitement these women displayed throughout this year's conference were unstoppable, and the presence of the UA women was notable. There was no doubt

that the UA attendees were proud to be there and proud to represent their local unions. Every year, they look forward to this opportunity to meet sister tradeswomen, network, garner support among one another, engage on issues, and advocate for effective solutions to the challenges facing women in the trades. It is often difficult for women to work in the trades, because they may find that they are the only woman (or one of a very few women) on a jobsite. Each tradeswoman has a story to tell, and being in a room with 2,800 other tradeswomen who have had similar experiences is key to helping women break the isolation they may feel at work. The TWBN conference inspires tradeswomen to feel positively about their unions and about their career choices. The record-breaking number at this year's conference is a testament to the aspiration that many tradeswomen have within the construction industry to break barriers and blaze trails for future generations.



Application Deadline is June 7, 2020

We are pleased to announce that the United Association Scholarship Trust Fund is gearing up for the 2020/2021 academic year scholarship awards. Generally, dependents of UA members who are pursuing a post-high school education at an accredited college or university may apply for a scholarship (please see eligibility requirements and award criteria in the detailed instructions found with the application). *The deadline for submitting applications is June 7*, 2020.

Applications are exclusively accepted electronically through uascholarshipfund.communityforce.com. Potential applicants should check that website beginning February 15 for additional instructions to access and submit applications for the 2020/2021 academic year.

Up to 112 scholarships totaling as much as \$222,000 will be awarded this year, including 106 for students pursuing undergraduate studies, and up to six for students pursuing graduate studies. Scholarships range from \$1,500 to \$5,000 each.

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

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

- The applicant must be planning or already attending post-high school education at an institution of higher learning for the Fall 2020 semester.
- Applicant must have completed or be about to complete high school or be a college student.
- Applicant must have been accepted for admission or be enrolled in an accredited college or university. Enrollment certification will be required prior to scholarship funds being disbursed to the successful applicant.
- A personal statement of 500 words or less is required. The applicant has a choice of the topics listed in the application.
- Two letters of recommendation or reference letters are required to be submitted directly by the reference. One of these letters must be from a teacher or individual who is in a position to evaluate the applicant's academic performance.
- The most recent official transcript of the student must be submitted.

More details on the UA Scholarship can be found at the UA website, uascholarshipfund.communityforce.com.

The United Association Scholarship Trust Fund continues to draw substantial interest, with more than 500 applications submitted for the 2019/2020 academic year. We would like to thank everyone for their support to the Fund, and look forward to awarding our next round of scholarships to our deserving UA students.



UA Local 67 Hamilton-Niagara

29th Annual Hockey Tournament

May 1st, 2nd & 3rd, 2020

Entry Fee: \$1,250 / team

make cheque payable to "UA Local 67"

Deadline: March 27, 2020

Location: Mohawk 4 Ice Centre

Divisions: Open "A"

Open "B"

Old-timers "A"

Old-timers "B"

TO REGISTER:

Contact Michelle Corbett via phone 905.385.0043 ext 501 or via email mcorbett@ualocal67.com. Please indicate which division(s) you will be entering teams into with your registration

LIMITED SPACE – SIGN UP ASAP



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.

Use and Care of Tools



While the type of materials used and the kind of tools required for the installation of today's complex piping systems and equipment continue to evolve, many fundamentals still apply. The *Use and Care of Tools* manual provides instruction on the use and care of the basic hand and power tools common to all of the piping trades. It covers seven major manual and power tool topics, including safe use of tools, ladder and scaffold use, measuring and layout tools, hand tools, power tools, piping system joining tools, and specialty tools.

Valve Repair Program



Valves are so commonplace and so widely used in industry that often little attention is paid to them until they fail to perform as required. Then, the failure of these relatively simple pieces of equipment can shut down a nuclear power plant, cause the release of hazardous materials into the environment, or prevent a refinery from meeting a critical production deadline. The *Valve Repair Program* manual features chapters on topics including error-free maintenance, precision measuring instruments, fasteners and torquing, valve packing, and various types of valves.

	ck or money order payable to: onal Pipe Trades JTC, Inc. (IPT-JTC) to Visa American Express MasterCard
Account N	0.
Expiration Name on (Card
Contact Pl	none #
	oust accompany orders by individuals. Please show street address. 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 Addross	

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	,	
	es subject Maryland residents, add 6% sales tax		
V	change vithout Add 9% for shipping (\$2 minimum charge)		
•	US \$ TOTAL		
	OS Y IVIAL	1	

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



PHILADELPHIA, PENNSYLVANIA

Lifetime Local 420 Member Celebrates 100th Birthday

The members of Steamfitters Local 420, Philadelphia, PA, would like to honor their brother, retired lifetime member Roger Dugan. Brother Dugan celebrated his 100th birthday on November 19, 2019. Brother Dugan, a 77-year member of Local 420 and the United Association, was initiated on May 19, 1942.

Happy Birthday, Brother Dugan. We would like to thank you for your many years of service and dedication to Local 420 and the entire United Association.

Brother Roger Dugan turns 100 years old!

TAMPA, FLORIDA

Three Local 123 Members Honored for 216 Years of Service

The officers and members of Plumbers and Pipefitters Local 123, Tampa, FL, are proud to recognize three members who have collectively served 216 years with the United Association. Brother Charles "Bud" Jagars, a 73-year member, was initiated on October 14, 1946; Brother James Collins, a 72-year member, was initiated on October 10, 1947; and Brother Edwin Olsen, a 71-year member, was initiated on February 19, 1948.

The leadership and members of Local 123 are very proud of these brothers for their many years of service and dedication to our fine union.



Pictured from left are Local 123 Business Manager Todd Vega, Brother Edwin Olsen, Brother Charles "Bud" Jagars, and Brother James Collins.

JOHNSON CITY, TENNESSEE

Local 538 Holds Successful Open House

On May 31, 2019, Plumbers and Pipefitters Local 538 in Johnson City, TN, held an open house at a brand-new facility. The local office also includes a new state-of-the-art training facility that will enable the local to expand its market share and increase membership. Congratulations to Business Manager Randy Frye and all the members of Local 538. Keep up the good work!



Pictured are Local 538 members at the open house.



BURIAL EXPENSE BENEFITS PAID IN OCTOBER 2019



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Cimine, Joseph	83	1	2500.00	Cimine, Barbara	Royek, Rodney W.	53	51	2500.00	Royek, Renate
Fitzsimmons, Thomas J.	61	1	2500.00	Levey, John	Scheeff, Elmer W.	96	55	2500.00	Scheeff, Sally
Goldman, Gilbert	92	1	2500.00	Goldman, Sondra	Velisek, Robert	72	55	2500.00	Velisek, Gail
Gurino, Anthony J.	76	1	2500.00	Gurino, Cynthia	Mansfield, Lloyd	76	56	539.50	Mansfield, Patricia
Karpeles, William	72	1	2500.00	Karpeles, Mary	Mansfield, Lloyd	76	56	1960.50	Cole Harbour Funeral Home By
Pennacchio, Salvatore	91	1	2500.00	Como, Grace					Arbor Memorial
Robertson, John P.	78	1	2500.00	Robertson, Rosalie	Hutchinson, L. O.	98	60	162.00	Hutchinson, David
Tesoriero, Joe	51	1	2500.00	Tesoriero, Joseph	Hutchinson, L. O.	98	60	2338.00	Mission Family Mortuary FD 1803
Fish, William B.	79	3	2500.00	Fish, Pat	Rook, William A.	94	60	502.10	The Estate of William A. Rook
Warner, William J.	28	3	2500.00	Warner, Ann	Rook, William A.	94	60	1997.90	Farwell, Betty
Breton, Richard W.	64	4	2500.00	Breton, Jacqueline	Thomas, Edgar	93	63	2500.00	Frazier, Ellen
Jannery, Mark W.	65	4	2500.00	Jannery, Teresa	Simmons, J. H.	94	67	2500.00	Hutchinson, Diane
McMenemy, Kerry S.	59	4	2500.00	McMenemy, Denise	Hansen, Raymond J.	86	68	2500.00	Scott Funeral Home
Whittemore, Henry E.	85	4	2500.00	Whittemore, Doris	Golka, Mark R.	67	71	2500.00	The Estate of Mark R. Golka
Emig, John H.	77	5	2500.00	Schumaker, Carol	Trudeau, Alcide	82	71	2500.00	Trudeau, Randy
Mannato, Anthony	96	7	2500.00	Demarco Stone Funeral Home	Crawford, William E.	78	72	2500.00	Crawford, Julia
Hoey, John E.	80	9	2500.00	The Estate of John E. Hoey, Sr.	Gaither, Clifton J.	39	72	2500.00	Hughes, Teresa
Joseph, Francis B.	87	9	2500.00	Joseph, Maria	Harkins, Dennis	65	72	2500.00	Harkins, Deborah
Marquardt, Donald	62	9	2500.00	The Estate of Donald Marquardt	Rich, John F.	92	72	2500.00	Rich, Michael
Nimmo, William M.	75	9	2500.00	Nimmo, Todd	Brabant, Daniel J.	79	73	2500.00	Frary Funeral Home
Wolfe, Basil S.	77	9	2500.00	Wolfe, Margaret	Hitchens, Robert	85	74	2500.00	Lee III, Lewis
Christian, Kelvin L.	43	10	2500.00	Vincent Funeral Home	Price, Larry D.	71	74	2500.00	Price, Teryl
Duggan, Harry	79	10	2500.00	Bennet Funeral Home	Sywy, Jeffrey	39	74	1147.70	Weeks Sywy, Judy
Elsmore, James S.	79	11	2500.00	Elsmore, Stephen	Sywy, Jeffrey	39	74	1352.30	Doherty Funeral Home
Ripley, Calvin A.	93	11	2500.00	Ripley, Catherine	Cartwright, Terry F.	75	85	2500.00	Cartwright, Paula
Moore, William E.	88	12	2500.00	Moore, Catherine	Litvinskas, John	65	85	2500.00	Litvinskas, Martha
Hickey, Donald E.	84	21	2500.00	Healy, Beth	Rump, Michael U.	48	85	2500.00	Rabie-Rump, Colleen
Gunn, William	72	22	2500.00	Gunn, Pearl	Rice, Cody L.	35	91	2500.00	Rice, Archie
Gillespie, Joseph V.	87	23	159.55	Schwarz Funeral Home	Smith, Donald L.	62	91	2500.00	Smith, Nina
Gillespie, Joseph V.	87	23	2340.45	Gillespie, Barbara	Smith, John M.	61	91	2500.00	Smith, Kaleb
Lands, Thomas	88	24	62.00	Lands, Thomas C.	Cramer, Gerald R.	81	94	2500.00	Cramer, Marcia
Lands, Thomas	88	24	2438.00	Lawski, Frances	Baublitz, Bob	77	98	2500.00	Falardeau, Donna
Herbon, Richard E.	78	25	2500.00	Chapel Hill Funeral Home	McQuade, James G.	61	98	2500.00	Hanson, Rosanne
Brown, Steven L.	69	26	2500.00	Brown, Leonila	Connelly, Joseph P.	78	100	2500.00	St. Patrick Catholic Church
Welch, James A.	79	26	2500.00	Welch, Karen	Stevenson, Dale H.	75	100	2500.00	Stevenson, Sherie
Fedorek, Harry L.	81	27	2500.00	Fedorek, Beth	Gregg, Billy R.	66	100	2500.00	Gregg, Linda
Balogh, Leslie	88	32	2500.00	Balogh, Peter	Gregory, Robert H.	79	110	29.44	Gregory, John
0			1049.91	Brown, Laina	Gregory, Robert H. Gregory, Robert H.		110		Gregory, Josephine
Dearmin, William G.	82	32		· · · · · · · · · · · · · · · · · · ·		79 70		2470.56	
Dearmin, William G.	82	32	1450.09	Dearmin, Mary Lou	Nyman, Carl M.	70	110	2500.00	Nyman, Kevin
Fritts, Chandler L.	23	32	740.49	Harlan, Ashlee	Dubey, Randy J.	67	111	2500.00	Dubey, Debra
Fritts, Chandler L.	23	32	1759.51	Fritts, Heather	Kurtz, Kenneth	84	111	2500.00	Kurtz, Marjorie
Goerig, Francis L.	75	32	2500.00	Goerig, Scott F	Morley, Jon R.	77	111	2500.00	Morley, Sharon
Rynning, Richard E.	65	32	2500.00	Rynning, Patricia	Williams, John S.	65	114	2500.00	Williams, Shirley
Shapley, Louis G.	87	32	1068.54	Shapley, Ronald	Barnes, Robert	59	120	2500.00	Thomas, Linda
Shapley, Louis G.	87	32	1431.46	Shapley, Patricia	Matkovic, Rudolph	78	120	2500.00	Wu, Judy
Laurio, James A.	80	38	2500.00	Laurio, Phillip A.	Farrell, James E.	79	123	2500.00	Ruf, Jerry
Lynch, Frank	74	38	2500.00	Davis, Agnes	Brown, David L.	76	130	1250.00	Brown, David M.
Mazzola, Anthony	101	38	2500.00	Cohn, Morris	Brown, David L.	76	130	1250.00	Brown, Kurt M.
Mercurio, Richard V.	77	38	2500.00	Mercurio, Richard	Griffin, John J.	84	130	2500.00	Griffin, Jean
Hoffman, George N.	83	42	2500.00	Hoffman, George	Hardy, Leonard R.	68	130	785.00	Braden, Florence
Youngberg, Michael A.	67	42	2500.00	Youngberg, Lori	Hardy, Leonard R.	68	130	1715.00	Hardy, Gregory
Trew, Donald H.	78	43	2500.00	Trew, Michael	Rowe, Donald R.	81	130	1250.00	Grubman, Karen M.
Bertolo, Duilio	92	46	2500.00	Bertolo, Maria	Rowe, Donald R.	81	130	1250.00	Morow, Kim M.
Cosentino, Frank	78	46	2500.00	Cosentino, Sam	Ryan, Eugene E.	87	130	2500.00	Ryan,Jr., Eugene E.
Draycott, Robert H.	85	46	2500.00	Draycott, Marion	Schlenker, William F.	70	130	2500.00	Schlenker, Brett D.
Gatti, Jonathan F.	24	46	2500.00	Gatti, Giorgio	Vedder, Charles T.	96	130	2500.00	Vedder, Zachary
Gordon, Calvin	79	46	2500.00	Gormandy, Helen	Hoon, John M.	64	136	2500.00	Pierre Funeral Home
Lalonde, Allan	86	46	2500.00	Lalonde, Karen	Kerley, George M.	56	136	2500.00	Alexander Funeral Home
Langley, Bertie E.	82	46	2500.00	Langley, Jocelyn	Conwill, William B.	73	137	2500.00	Reyne, Sheila
Lumsden, Joseph	56	46	2500.00	Capone, Margaret	Johnson, Brent	68	140	2500.00	Johnson, Janie
Morrison, Dawson	92	46	2500.00	Morrison, Anne	Dostie, Pierre	67	144	2500.00	Larocque Dostie, Jocelyne
Seybold, Herman	90	46	2500.00	Seybold, Sabine	Faucher, Jean Francois	49	144	2500.00	Faucher, Rhéaume
Shields, Alton	80	46	2500.00	Shields, Gordon	Roden, John R.	95	146	2500.00	Powley, Deborah
Snoddon, Ray D.	66	46	2500.00	Snoddon, Pauline	Watson, Garland R.	73	146	2500.00	Watson, Justin
Weidlich, Frank M.	79	46	2500.00	Rod Abrams Funeral Home, Ltd.	Jones, Nolan K.	86	149	401.00	Jones, Donna
Dohms, Lester A.	98	50	2500.00	Myers, Shelly	Jones, Nolan K.	86	149	2099.00	Jones, Michael
Moore, David R.	73	50	2500.00	Moore, Ella	Perry, Raymond L.	87	150	2500.00	Perry, Michael
Olivier, Richard R.	53	51	2500.00	JJ Duffy Funeral Home	Spivey, Larry J.	71	150	2500.00	Spivey, Evelyn
Peck, Roger A.	79	51	1250.00	Mello III, Joseph	Workman, Curtis L.	64	150	2500.00	Workman, Debra
Peck, Roger A.	79	51	1250.00	Mello, Donna	Beers, Roy E.	28	155	827.38	A Natural State Funeral Service
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BURIAL EXPENSE BENEFITS PAID IN OCTOBER 2019

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Beers, Roy E.	28	155	1672.62	Ryan, Donna	Rider, E. C.	93	333	1250.00	Wilson, Bunita
Coggin, Kirby	82	155	2500.00	Coggin, Bonnie	Watt, Charles W.	75	333	2500.00	Farley Estes Dowdle Funeral Home
Hughes, James E.	89	157	2500.00	Hughes, Jeweral	Fugate, Robert B.	69	342	2500.00	Fugate, Elizabeth
Hatch, E. F.	80	159	99.04	Hatch, Virginia	Lozano, Dave	72	342	2500.00	Lozano, Brian
Hatch, E. F.	80	159	2400.96	Marshall-Spoo Sunset Funeral Chapel	Scrape, Samuel D.	81	342	2500.00	Scrape, Deanna
Claxton, David A.	63	166	2500.00	Claxton, Ginger	Aaron, Jerry D.	78	343	2500.00	Aaron, Peggy
Conn, Erwin	85	170	2500.00	Conn, Juanita	Soares, William D.	37	343	895.00	Soares, Sherie
Lick, Dennis	83	170	2500.00	Lick, Jeanne	Soares, William D.	37	343	1605.00	Soares, Dennis
Morris, David P.	83	170	2500.00	Amann, Kathleen	Miller, Milton	89	353	2500.00	Miller, Peggy
Stenson, Gerry	81	170	2500.00	Stenson, Catherine	Day, James D.	88	354	2500.00	Day, Virginia Ann
	93	177	2500.00	Taylor, Janet	Provance, Jeffrey C.	62	354	2500.00	Novak Funeral Home
Bowen, John Q. Pellerin, Mitchell	28	179	2500.00	3 12		82	364	2500.00	Lopez, Irene
		179		Pellerin, Jacquie Pidwerbeski, Rhonda	Lopez, Joe G.				1 ,
Pidwerbeski, Ethan	22		2500.00		Solis, George W.	64	364	2500.00	Solis, Ruth
Stuart, Doug E.	63	179	2500.00	Stuart, Mary	Thompson, Robert A.	85	364	2500.00	Thompson, Thelma Marie
Rickelmann, Thomas A.		190	2500.00	Rickelmann, Audrey	Hollingsworth, Millard	79	392	2500.00	Hollingsworth, Marcia
McGuire, Shane D.	46	192	2500.00	Gorman Funeral Homes	Kohl, Walter	86	392	2500.00	Kohl, Jennifer
Boullion, Daniel J.	78	198	2500.00	Boullion, Judith	Lacy, Thomas C.	72	392	2500.00	Lacy, Maureen
Gorham, William E.	92	198	2500.00	Gorham, Martha	Fair, Timothy A.	72	393	2500.00	Fair, Chong
Kersh, Russle L.	91	208	2500.00	Beadles, Thena	Quinn, Ervin L.	87	393	2500.00	Quinn, Iva Dell Marie
Sperry, James P.	75	210	2500.00	Sperry, Carol	Rhinehart, Gerald B.	80	393	2500.00	Villanueva, Suzanne
Guidry, Harvey J.	74	211	2500.00	Levingston Funeral Home	Rivas, Mario C.	78	393	2500.00	Rivas, Jonnie
Hanus, Jerry T.	77	211	2500.00	Hanus, Mary	Secor, James	87	393	2500.00	Greco, Joan
Hoffart, Troy R.	46	211	2500.00	Hoffart, Tommy	Velez, Robert	81	393	2500.00	Costa, Pauline
Hoyland, Patrick W.	69	211	2500.00	Hoyland, Deborah	Murphy, F. A.	80	401	2500.00	Murphy, Janice
aynes, W. T.	93	211	2500.00	Wells, Anne	Case, Roger L.	82	412	2500.00	Hirsch, Laura
Koenig, Jodie L.	88	211	2500.00	Marek-Burns-Laywell Funeral Home	Maloof, Ronald S.	61	412	571.01	Daniels Family Funeral Services—
Lentz, Buddy	79	211	2500.00	Sandel, Romi	ramoor, roman o.	01	.12	371.01	Wyoming
Martin, Steven T.	62	211	2500.00	Martin, Ricky	Maloof, Ronald S.	61	412	1928.99	Maloof, Brenda Jo
Reilly, Michael	67	211	2500.00	Reilly, Gary	Byers, Joseph B.	82	420	2500.00	Byers, Lois
Shugart, Bobby J.	81	211	2500.00	Shugart, Stephen	Knighten, Joseph G.	79	421	2500.00	Citty Funeral Home, Inc.
Langlais, Guy L.	75	213	2500.00	Brenan's Funeral Home	Cantwell, Lavell S.	87	430	2500.00	Swain, Lori
0 , ,					· ·				
Mallett, John R.	80	213	2500.00	Fundy Funeral Home	Pack, Billy R.	85	430	392.00	Rogers Funeral Home
Wilmot, Brandon T.	25	213	2500.00	Maher's Funeral Homes	Pack, Billy R.	85	430	2108.00	Pack III, Billy R.
Wilson, H. R.	72	213	2500.00	Wilson, Donna	Young, Jackie L.	82	430	2500.00	Young, Barbara J.
Fontes, John A.	79	230	2500.00	Fontes, Gloria	Mahner, Joseph A.	75	434	2500.00	Groskopf, Clara
ennings, Keith G.	81	230	2500.00	Jennings, Sharon	Romball, James P.	74	434	2500.00	Romball, Diane
Pons, Ronald D.	83	230	2500.00	Pons, Katherine	McCloskey, Michael C.	39	436	2500.00	McGill, Nancy
Luker, James W.	59	234	2500.00	Luker, Martha	Boerner, Joe R.	77	440	833.33	Boerner, Michael
Abrahamian, Kenneth	95	246	2500.00	Abrahamian, Isabelle	Boerner, Joe R.	77	440	833.33	Bullock, Jodi
Lewis, Ralph	91	248	2500.00	Lewis & Ferguson Funeral Home	Boerner, Joe R.	77	440	833.34	Smith, Deanna
Blackwell, James W.	86	250	2500.00	Blackwell, Bill	Keesling, John J.	37	440	2500.00	Keesling, Sandra
Fallgren, Carl E.	99	250	2500.00	Fallgren, Cynthia	McLean, Patrick J.	63	441	2500.00	McLean, Mark
Itan, Richard	72	250	2500.00	Itan, Arthur	Todd, George E.	93	441	2500.00	Todd, Dorthea
Maxfield, Charles L.	91	250	2500.00	Santa Cruz, Karen	Barron, Shawn R.	60	447	2500.00	Barron, Mary
Reynolds, John H.	87	250	1250.00	Reynolds, David	Stafford, Robert D.	85	447	2500.00	Booher, Sandra Lee
Reynolds, John H.	87	250	1250.00	Reynolds, John	Barnhouse, Roger	81	449	2500.00	Jenkins, Edna
Strain, Raymond E.	71	250	2500.00	Strain, Hakim	McDonough, John E.	89	449	2500.00	McDonough, Sylvia
Kosowan, Zane	73	254	2500.00	Edward J. Coutu, Ltd.	Abbott, Joseph W.	70	455	2500.00	Abbott, Joseph
	80	267	2500.00	- '		86	455	2500.00	Revoir, Geraldine
Dewey, Roger W.				Dewey, Jeanne	Revoir, Carroll E.				*
Convy, John S.	77	268	2500.00	Convy, Carole	Schmitz, Leonard P.	73	455	2500.00	Schmitz, Benjamin
Ackermann, Robert G.	93	274	2500.00	Ackermann, Barbara	Browning, Steven R.	71	460	2500.00	Browning, Cheryl
Chmura, Christopher M.		274	2500.00	Norman Dean Home For Services, Inc.	Martin, Vernon O.	94	460	2500.00	Waldo, Shantell Renee
Gargiulo, M. Robert	80	274	2500.00	Gargiulo, Virginia	Bingen, Kenneth L.	83	467	2500.00	Johnsen, Linda
Griffin, Bruce W.	41	281	2500.00	Thompson & Kuenster Funeral Home	Paul, Henry	88	467	2500.00	Paul, Jacqueline
Healy, Lawrence V.	77	281	2500.00	Healy, Rebecca	Becker, Robert O.	90	469	2500.00	Holmes, Denise
Petty, Corbet A.	55	286	2500.00	Speed, Vickie	Christopher, Craig I.	64	469	620.00	Christopher, Stacy
Clouse, Royce D.	61	290	2500.00	Clouse, Margaret	Christopher, Craig I.	64	469	1880.00	Wood, Paul
Harrsch, Don A.	66	290	2500.00	Harrsch, Rebecca	Coate, Robert H.	69	469	2500.00	Coate, Kara
horsen, Orrin F.	84	290	2500.00	Thorsen, Laureen	Doyle, Thomas	64	469	2500.00	Doyle, Cynthia
Bernier, Claude	84	292	2500.00	Bernier, Carole	Gifford, John M.	51	469	2500.00	Miller, Lynn
hompson, Thomas H.	90	295	2500.00	Thompson, Heather	Good, Charles J.	82	469	2500.00	Good, Audrey
Nickols, Roger	73	300	2500.00	Springan Stevenson Funeral Home	Soto, John	56	469	2500.00	Soto, Susie
Rheault, James A.	75	300	2500.00	Rheault, Doris	Victor, John J.	85	469	2500.00	Pratt, Terry
Stout, Daniel R.	55	300	2500.00	Stout, Karen	Zerbe, Zane R.	65	469	2500.00	Zerbe, Susan
Adams, Lawrence C.	72	322	2500.00	Adams, Allen	Monesmith, Joseph F.	96	475	2500.00	Monesmith, Joseph
	85	324	2500.00	*		59	483	2500.00	
Murray, Wilson				Willard, Lynn	Klettlinger, Michael G.	39	403	4500.00	The Michael G. Klettlinger
Holt, Douglas H.	79	325	2500.00	Hogg Funeral & Cremation Services	T . T 1 337		101	1171 00	Revocable Trust
Leblanc, Carl L.	60	325	2500.00	Dupuis Funeral Home Ltd.	Lewis, John W.	56	486	1171.00	Kuykendall, Samantha
Haggart, Lawrence	82	333	2500.00	Haggart Family Trust	Lewis, John W.	56	486	1329.00	Lewis, Sr., John
Rider, E. C.	93	333	1250.00	Rider, William	Bouchard, Gilbert	83	488	2500.00	Bouchard, Pauline



BURIAL EXPENSE BENEFITS PAID IN OCTOBER 2019



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Davids, Leo	77	488	2500.00	Fox, Leona	Schnelle, Grant G.	32	601	2500.00	Lies, Colleen
Dunn, Patrick B.	65	488	2500.00	Dunn, Roger (Jerry)	Sommers, David W.	69	601	2500.00	Sommers, Joann
Dutka, Marshall M.	73	488	2500.00	The Estate of Marshall M. Dutka	Carey, Daniel O.	91	602	2500.00	McLaughlin, Kathleen
Hingley, Lon D.	72	488	2500.00	Hingley, Shelley	Christiansen, Timothy G.		602	2500.00	Christiansen, Samantha
Lapensee, Martin E.	59	488	652.50	Lapensee, Linda	Harrison, Joseph R.	53	602	2500.00	Harrison, John
Lapensee, Martin E.	59	488	1847.50	Lapensee, Mitchell	Thomas, Alfred L.	89	602	2500.00	Bliss, Cynthia
Miller, Elden F.	88	488	142.00	The Estate of Elden F. Miller	Barks, Stephen K.	30	619	2500.00	Barks, Sandra
Miller, Elden F.	88	488			Oswalt, Jimmy L.	83	619	2500.00	Oswalt, Richard
			2358.00	Royal Trust Corporation					
O'Neill, Shaun	89	488	2500.00	O'Neill, Gloria	Smith, Percy C.	69	619	2500.00	Smith, Penny
Picciano, Pasquale	84	488	1250.00	Picciano, Giovanna	Hovinmaki, Rainer	64	628	2500.00	Hovinmaki, Pauline
Picciano, Pasquale	84	488	1250.00	Picciano, Maria Teresa	Wimsatt, Bruce W.	70	633	2500.00	Wimsatt, Tammy
Sander, James L.	56	488	2500.00	Kunkel, Jeanette	Shaft, Gary E.	81	636	2500.00	Arsenault, Cristal
Sylvester, Hilton M.	81	488	2500.00	Shae, Linda	Drakes, Edmund	82	638	2500.00	Drakes, Phyllis
Warner, James T.	70	488	2500.00	Warner, Verna Kathleen	Dunleavy, Harold F.	86	638	2500.00	Dunleavy, Dale
Wilson, Lawrence A.	69	488	2500.00	Wilson, Maryanne	Mohammed, Aldwin	88	638	2500.00	Mohammed, Evelyn
Stratton, William J.	53	489	2500.00	Ware, Bethany	Moore, Raymond	61	638	2500.00	Moore, Debra
Basehart, Thomas A.	69	495	2500.00	Shepherd, Rosemarie	Sekera, John M.	61	638	2500.00	Rossitto, Valerie
Kollar, James	92	495	2500.00	Toland Herzig	Volovar, Thomas C.	64	638	2500.00	Volovar, Stephanie
	36	496			Bustard, Ron	97	663		
Pearce, Ryan G.			2500.00	Pearce, Gregory and Loretta				2500.00	Bush, Karen
Staser, Roger S.	54	502	2500.00	Staser, Donna	Burnison, Dennis L.	60	669	2500.00	Burnison, Beth
Crocker, Dennis W.	70	516	2500.00	Grace Memorial Funeral Home	Bynum, Lonnie J.	71	669	2500.00	Webb, Crystal
Shewchuk, Daniel P.	82	516	2500.00	Shewchuk, Barbara	Heffley, Donnie C.	79	669	2500.00	Heffley, Connie
Heise, Howard	93	524	2500.00	Sheldon-Kukuchka Funeral Home,	Malan, William H.	66	669	2500.00	Thrower, Amy
				Inc.	Marino, J. S.	73	669	2500.00	Ashbaugh, Kathleen
Danneberger, Robert	74	525	559.00	Anderson, Billy	Myles, Michael J.	47	669	2500.00	Falconer Funeral Home, Inc.
Danneberger, Robert	74	525	1941.00	Mallett, Julie	Rodgers, Dwayne A.	71	669	2500.00	Smith Family Mortuaries
Lumley, Elmer	83	527	2500.00	Van Heck Funeral Home Limited	Sampley, Charles R.	85	669	2500.00	Walters, Michael
VanZutphen, Christopher S		527	2500.00	VanZutphen, Cora Lee	Stringfellow, Samuel K.	78	669	2500.00	Stringfellow, Leila
Barlow, Jerry B.	78	533	2500.00	Barlow, Marjorie	Walker, Eric T.	48	669	2500.00	Walker, Mary Michelle
King, Eddie	90	533			Wilson, Ronald H.				
			2500.00	King, Carolyn	· · · · · · · · · · · · · · · · · · ·	71	669	2500.00	Wilson, Shirley
Ryan, Terrence D.	81	533	2500.00	Ryan, Alma	Baumgartner, Kenneth B		671	2500.00	Baumgartner, Carolyn
Wolfe, David S.	92	533	2500.00	Wolfe, Robert	Allison, Glen A.	71	690	2500.00	Allison, Donna
Cimildoro, Frank	58	537	2500.00	Cimildoro, Judith	Curtis, William	76	690	2500.00	Triebl, Patricia
Good, James E.	82	537	2500.00	Good, Jane	Ronzoni, Louis A.	91	690	2500.00	Ronzoni, Marilyn
Luongo, George V.	102	537	2500.00	Luongo, Paul	Vaughn, Scott	55	696	2500.00	Forked River Funeral and
Putney, James W.	84	537	2500.00	Putney, Maureen	_				Cremation Service, LLC.
Spellman, Robert M.	48	537	2500.00	Spellman, Jessica	Bowron, Larry E.	75	704	2500.00	Bowron, Linda
White, Michael J.	59	537	2500.00	Twigg, Crystal	Halverson, Leonard	72	709	884.00	Halverson, Greg
Miller, Daniel C.	65	538	2500.00	Miller, Douglas	Halverson, Leonard	72	709	1616.00	Halverson, Carol
Veith, Gerald	90	539	2500.00	Veith, Diane	Lutz, Billy D.	77	709	2500.00	Lutz, Sheila
Allen, Richard B.	75	562	2500.00	Settle, Amanda	Boulier, Charles	69	716	2500.00	Brookings-Smith
Carroll, Bernard J.	65	562	232.42	Barnes, Nancy	Stice, Lee J.	48	725	2500.00	Stice, Phillip
Carroll, Bernard J.	65	562	232.50	Carroll III, Bernard	Streva, Charles S.	86	725	2500.00	Streva, Leona
Carroll, Bernard J.	65	562	2035.08	Guest, Marquita	Stead, James	76	740	2500.00	Prichett's Funeral Home
Robinson, Richard	75	562	2500.00	Robinson, Emma	Wight, Maurice A.	72	740	2500.00	Wight, Loretta
Robinson, Robert E.	66	562	2500.00	Robinson, Pamela	Burns, James H.	89	760	2500.00	Elkins East Chapel
Soucy, Edward	82	562	613.70	Soucy, Robert	Frederick, Raymond L.	76	760	2500.00	Frederick, Todd
Soucy, Edward	82	562	1886.30	Holland, Barbara	Hooten, Philip D.	61	760	2500.00	DuFrane, Larry
Uhlig, Daniel C.	82	562	2500.00	Uhlig, Gale	Moore, Carl F.	72	760	2500.00	Moore, Becky
Bailey, William A.	93	582	2500.00	Taylor, Sandra	Rickard, Timothy A.	68	760	2500.00	Rickard, Judith
Jewell, Robert A.		582							
, , , , , , , , , , , , , , , , , , ,	79 76		2500.00	Jewell, Amy E	Bolan, William P.	66	761	2500.00	Bolan, Charles
Mendoza, Theodore H.	76	582	2500.00	Mendoza, Alice	Dixon, John	90	761	2500.00	Dixon, Kevin
Pelletier, Claude J.	80	582	2500.00	Pelletier, Marguerite	Murphy, Donald H.	88	761	2500.00	Murphy, Alan
Beck, William L.	53	597	2500.00	Beck, Kimberly	Smith, William B.	81	761	1250.00	McNichol, Penni
Choisser, Roderic L.	89	597	2500.00	Choisser, Emily	Smith, William B.	81	761	1250.00	Smith, Craig
Doyle, Jerald E.	80	597	2500.00	Titsworth, Kelly	Gwinn, Alexander	64	776	2500.00	Pabon, Heather
Hull, Frank J.	94	597	2500.00	Hull, Thomas	Brennan, Eugene T.	85	777	2500.00	Washington, Jane
Klicker, Karl W.	87	597	2500.00	Klicker, Rheta	Burke, David	78	777	2500.00	Michael David Burke Estate
Morency, Brian K.	60	597	2500.00	Fred C. Dames Funeral Homes	Glowicki, Raymond F.	90	777	2500.00	Glowicki, Mary Jane
Motzer, Donald H.	89	597	1250.00	Motzer, Jim	Powell, Colin J.	87	777	2500.00	Powell, Julia
Motzer, Donald H.	89	597	1250.00	· · · · · · · · · · · · · · · · · · ·	Rance, Tom		777	2500.00	
*				Spasoff, Ruth		73			Frever-Rance, Edwina
Neary, Emmet P.	89	597	2500.00	Neary, Kathleen	Triscritti, Thomas P.	62	777	2500.00	Triscritti, Jill
Omara, Robert J.	60	597	2500.00	The Robert J. Omara Estate	Zeppieri, Robert A.	80	777	2500.00	Redinger, Marcia
Pavlovich, Zika	85	597	2500.00	Pavlovish, Alek	Duperron, Tyler	29	787	2500.00	Duperron, Garry
Penfield, Luke W.	25	597	2500.00	Mackiewicz, Debra	Zacchigna, Ezio F.	52	787	2500.00	Masci, Elizabeth
Ranahan, John G.	63	597	2500.00	Ranahan, Donna	Lovering, Thomas M.	64	788	2500.00	Lovering, Elizabeth
Rhynard, Lester L.	71	597	2500.00	Rhynard, Marilyn	Miller, Joshua T.	28	798	2500.00	Miller, Tamea
Harwood, Larry H.	87	598	2500.00	Harwood, James	Plants, George W.	82	798	2500.00	Plants, Shirley
Shaffer, James E.	73	598	2500.00	Shaffer, Natalie	Gentry, James L.	77	803	2500.00	Gentry, Cynthia
Ghering, Ronald L.	78	601	2500.00	Ghering, Harriet					
Johnson, Clint	50	601	2500.00	Johnson, Sharon	Total Amount: \$947,500				

UNITED ASSOCIATION BURIAL EXPENSE BENEFIT FUND



ANNAPOLIS, MARYLAND SUMMARY ANNUAL REPORT

This is a summary of the annual report for the United Association Burial Expense Benefit Fund, EIN 53-0159020, Plan 501, for the fiscal year ended June 30, 2019. The annual report has been filed with the Department of Labor as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

BASIC FINANCIAL STATEMENT
The value of plan assets, after subtracting liabilities of the plan, was \$24,111,466 as of June 30, 2019, compared to \$21,846,81 as of June 30, 2018. During the plan year, the plan experienced an increase in its net assets of \$2,264,654. This increase include unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year the plan had total income of \$12,969,146, including the percentage of dues from Local Unions of \$12,732,132, investment
income of \$276,307, and foreign currency translation adjustments of \$(39,293).
meonic of \$2,0,000, and foreign currency transmitor adjustments of \$(0,0,2,0).

Plan expenses were \$10,704,492. These expenses included \$791,207 in burial expense benefits paid to beneficiaries of Canadian members and \$9,913,285 in premiums paid to an insurance company for providing burial benefits to United States members.

YOUR RIGHTS TO ADDITIONAL INFORMATION _

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

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

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

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

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

BOARD OF TRUSTEES

Mark McManus Patrick H. Kellett Michael A. Pleasant

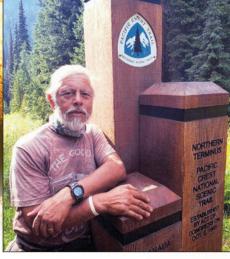
THE GREAT OUTDOORS



Brother Scott Warren (right), a 14-year member of Steamfitters Local 449, Pittsburgh, PA, completed the 340-mile cycle trail from Pittsburgh, PA, to Washington, D.C. The ride included the Greater Allegheny Passage from Pittsburgh to Cumberland, MD, crossing the Eastern Continental Divide (the trail's highest point at 2,392 ft.), and then continuing on as the Chesapeake and Ohio Canal Trail from Cumberland to Georgetown in Washington, D.C. After several months of training, Brother Warren completed the 340-mile trek in just under five days with his wife's uncle, Dr. William Klimstra. Brother Warren reports the August 2019 weather was actually quite favorable, and they encountered very little rain. It was a great opportunity to explore the local landscapes and landmarks in a different light. The plan is to make the ride a yearly tradition. Congratulations to Brother Warren and Dr. Klimstra for completing the long-distance ride.



In May 2019, these three Steamfitters Local 614, Memphis, TN, members caught their best flathead catfish while out fishing one day. Two catfish weighed 32 lbs. and the other weighed in at 63 lbs. From left are Brother Joel Harvey (8 years), Local 614 Business Agent Brother Kevin Tapp (29 years), and Brother Chris Wilson (30 years).



On August 10, 2019, Plumbers, Steamfitters and Service Mechanics Local 50, Toledo, OH, 36-year member Brother Michael Eureste completed hiking the Pacific Crest Trail (PCT), a trail totaling 2,653 miles from the southern border of the U.S. to Manning Park, BC, Canada. Brother Eureste reports he hiked the trail in three sections as follows: (1) 2017, 563 miles, southern border to Tehachapi,CA (25 days); (2) 2018, 768 miles, Tehachapi to Chester, CA (42 days); (3) 2019, 1,322 miles, Chester to Manning Park, BC, Canada (58 days). Brother Eureste's journey covered three states, CA, OR, and WA, and numerous national parks, including Sequoia and Yosemite. He adds that this journey could only have been accomplished because of friends and his wife of 40 years, Mary.



Plumbers and Steamfitters Local 290, Portland, OR, retired 48year member Brother Ken Kloster reports he lucked into an antelope tag for central Oregon and scored big with this nice antelope



Brother Wess Ringgold, a 37-year member of Steamfitters Local 602, Washington, D.C., shows off the 8-point buck he took wth a crossbow at 30 yards during Maryland's bow season. Shown with Brother Ringgold is Grandson Jack, who took his first squirrel the same day.



Plumbers and Steamfitters Local 469, Phoenix, AZ, retired 45year member Brother Michael Cables took this mature Columbia blacktail buck while hunting near Union Creek, OR, with the guys from CFI Mechanical, Roy Hennick and Carlos Machuca.



Plumbers Local 75, Milwaukee, WI, member Christina Breitlow, who is Business Manager Steve Breitlow's daughter, took this doe on opening day at Christina's granny's farm in Hartford, WI.



Brother Tom Lamere, a retired 50-year member of Steamfitters Local 601, Milwaukee, WI, caught this 50-lb. halibut while he was fishing in Homer, AK.



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.

304K New Buck Knife: The knife is 3¾" with a 234" stainless steel blade. It has a black thermoplastic handle with finger groves, a belt clip, and laser engraving on the blade.

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
2XI	\$17.00	4XI	\$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
2XI	\$18.00	4XI	\$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

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

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

ORDER FORM

ITEM NUMBER	SIZE	QTY	PRICE (EACH)	TOTAL
			Item Total	
ME) Resident	s add 69	% Sales Tax	
VA Northern VA	% Sales Tax ds Regions % Sales Tax			
	Shipping	g Costs (see below)	
	Total Rem	ittance	(US Funds)	
anadians (Can.) Foreign E	Exchang	e Add 25%	
Only T	otal Remit	tance (C	an. Funds)	

Name		
Card No.		L.U.No
Street	No P.O. Boxes	
City		State Zin

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	\$10.7
\$100 and Un	\$12.5

Please Allow 3-5 weeks for delivery.

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

Canadian members, please note:

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

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



Stepping into 2020 with a renewed sense of brotherhood and sisterhood

"Throughout our history, and despite enormous social and economic change, the UA always adapts—and succeeds."

- General President Mark McManus