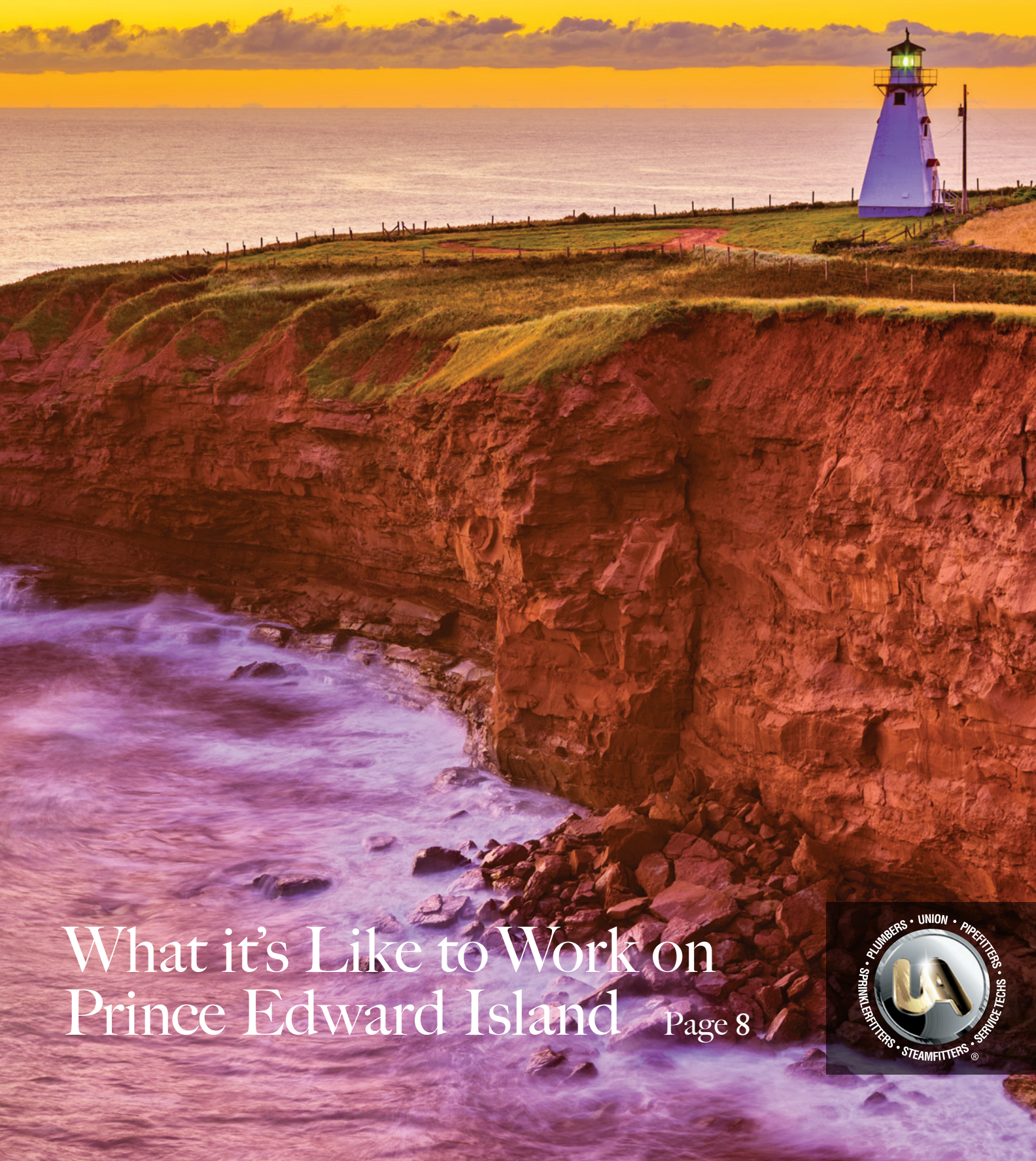
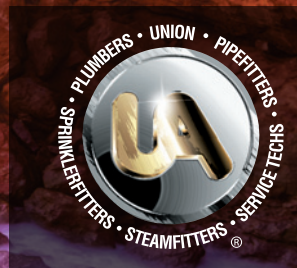


# JOURNAL



What it's Like to Work on  
Prince Edward Island Page 8





Members of the community and Local 25 are shown tossing beanbags at the Veterans Bags Tournament.

## Heart of the UA Local 25 Raises Money for Veterans at its Third Annual Veterans Bags Tournament

*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](mailto: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.*

A battle of the bags transpired at Plumbers and Pipefitters Local 25, Rock Island, IL, on November 9, 2019, during its third annual Veterans Bags Tournament. The tournament was held in support of the Honor Flight of the Quad Cities (HFQC) and other local veterans groups.

Local 25 opened its union hall doors to its members and to the Rock Island community, as people of all ages enjoyed the relaxed fun of the popular backyard picnic game of competing to toss beanbags into a remote target. The cost to register was \$30 for a team of two, and prizes were awarded to the first- and second-place winners. In addition to the competition, there were drinks, raffles, a 50/50, food, and a silent auction.

This year's Veterans Bags Tournament raised close to \$6,000. The Local 25 Veterans Committee presented \$3,000 of the raised funds to the HFQC and will be sending three of their Local 25 veterans to be guardians for the next Honor Flight. Guardians play a significant role on every trip, ensuring that each veteran has a safe and memorable experience. Guardians are trained to assist the veterans at the airport, during the flight, and at the memorials.

Conducted by non-profit organizations and volunteers, the Honor Flight is dedicated to transporting as many United States military veterans as possible to Washington, D.C., to see the memorials of the respective wars they fought in—at no cost to the veterans. The Honor Flight of the Quad Cities is a local chapter of the Honor Flight Network, with the intention to honor their local and regional heroes who were selfless in their military duties.

The remaining funds raised at the tournament were donated to other local veterans groups—mainly Bridging the Gap, which is a veterans

charity specifically to help homeless veterans in the area. Local 25 Training Coordinator and Marine Corps veteran Chuck McKnight said, “It means a lot to us. A lot of people in the union are veterans, and we try to give back to the community and veterans charities.”

“Every year it gets better,” said Phil Davison, Local 25 Business Agent, Marine Corps veteran, and event organizer. “It’s really satisfying to be able to help people and send some of our members on the Honor Flight. ... We’re always very grateful to everyone involved, and to all of our sponsors for helping out and donating to the cause.”

“It was an honor and privilege to be a part of it,” added Chris Connell, a sponsor, Army veteran, and union member who has also participated as an Honor Flight guardian in the past. “Veterans helping veterans, that’s what we do.”

The Local 25 Veterans Committee is a significant reason for the success of the event. Local 25 did not have an official Veterans Committee until 2016. Training Coordinator McKnight said, “It was the apprentices who asked why Local 25 did not have a Veterans Committee. It took a fresh perspective to make it happen. We also have good buy-in from the Local 25 membership as a whole, and many members who are not veterans show up and support the Veterans Committee.”

From the United Association's Veterans in Piping Program to its active Veterans Committee, Local 25 has shown a robust dedication to those who have served our country. Several union members and their families volunteered their services and time to pitch in to make this year's Veterans Bags Tournament the most successful yet.



THE UNITED ASSOCIATION

# JOURNAL

## Contents



### FEATURES

#### What it's Like to Work on Prince Edward Island

A look at Local 721 members working on Prince Edward Island 8

#### Canadian Conference 2019—The Evolution of Canada

A comprehensive report of the 2019 Canadian Conference 14

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

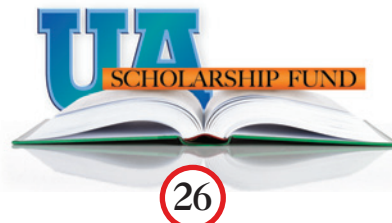
Applications are due on June 7, 2020. 26



8



14



26

### DEPARTMENTS

#### Report of General President Mark McManus

The Plague of Absenteeism 4

#### Editorial: General Secretary-Treasurer Pat Kellett

Building a 21<sup>st</sup> Century Union 6

#### Local Union Reports

Activities of UA members across the United States and Canada 30

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# The Plague of Absenteeism



**Mark McManus**  
*General President*

Many things in the labor movement have worked against us for a very long time—unscrupulous contractors, day laborers, hostile politicians, anti-collective bargaining groups (ABC, etc.), as well as odious government regulations. They've all been serious challenges to us throughout our history. There are so many more, it would be frightful to list them all.

The fight against all of these things is our fight as a unionized labor movement. We fight for skilled craft workers, safe conditions, collective bargaining, and a good overall environment to work in. Our mission statement—as the United Association—is: “We provide a skilled, qualified workforce to signatory contractors.” It is straightforward and simple, and quite frankly, no one does it better than the tradesmen and women of the UA.

But it remains to say that if we are not ready and able to go to work with a good attitude, then we have let our mission statement slip away. The greatest challenge we face within our own ranks—one that is self-inflicted—is the issue of rampant absenteeism. We have the power to fix this ourselves, and it's something that we must banish from every jobsite in North America.

Absenteeism has no boundaries or guardrails. It exists in every sector, from industrial all the way through residential. It occurs among our apprentices, as well as our long-term mechanics. And it runs all the way up to our Supervisors, and, in fact, it exists throughout management. It is ultimately the one thing that most leads to the

loss of market share for the UA. Left unchecked that loss will just grow exponentially, and it will be more and more difficult to reel it back. Absenteeism is a chronic problem for the UA, and it must be faced head on and eliminated.

Every one of us who has worked with the tools has heard or thought this: The contractor is not paying me, so it's not their business if I take time off. This mentality is just plain wrong. Just consider that we are guests in our end-users' facilities, and we should behave as such. Not only that, as anti-worker forces are happy to remind us, we are just temporary workers. The fact of the matter is, we are proud to be temporary workers, skilled workers who have built our two great nations. When the job is over, that means we have finished a project and should be proud of it and of our own contributions to its success. And we should ask ourselves honestly—did I do all that I could to make this job a success?

I know these jobs are tougher and more grueling than ever. I will never forget that our folks are working in extreme weather environments as well as under pressure to be more and more productive. Project timetables are condensed tighter than ever, and that amplifies the exposure we have on absenteeism.

Unfortunately, projects all across North America are experiencing 25 to 30 percent absenteeism **every single day**. Brothers and Sisters, that is just absolutely unacceptable!

I more than recognize that time for a vacation or a scheduled day off to attend to legitimate health or family

*If members make it clear that absenteeism is not acceptable, then that can turn the tide that threatens us on every job every day. When your fellow members let you know that taking unscheduled time off has a negative impact on them personally, as well as the job itself, it won't be so easy to just walk away from a job.*

issues is necessary, but let's face facts—the folks who are exploiting opportunities for time off are making it worse for the majority who are performing on your jobsite. These few individuals drag all of us down and give union workers a bad name. It's time to call them out.

To compound matters, contractors and end-users are overmanning jobs when, in many places, we have a shortage of skilled workers, which then leads to contractors pulling back from bidding on new work. The local loses by default to the open shop. This overstaffing on a job occurs when a contractor fears that the job will slow down or miss deadlines due to absenteeism, and so that contractor hires more workers as a precaution and to ensure that doesn't happen. It doesn't mean that more people are working—it means that other jobs will be unbidden by union contractors that fear they won't be able to meet deadlines and schedules—and that means a loss of work in the end.

The negative impacts of absenteeism affect our contractors and our fellow workers across the board. Productivity is lost, and cost overruns mount up.

When we see others taking days off, it can be tempting to do the same. After all, these jobs are hard and tiring. That's when the plague of absenteeism becomes an epidemic—and the contractors' and owners' perceptions of their unionized workforces go down. That can be fatal to our future.

At the same time, peer pressure can have a strong

impact—for the positive. If members make it clear that absenteeism is not acceptable, then that can turn the tide that threatens us on every job every day. When your fellow members let you know that taking unscheduled time off has a negative impact on them personally, as well as the job itself, it won't be so easy to just walk away from a job.

We can, should, and will do better going forward if we want to control this industry. I urge you—worker to worker, member to member—help us rectify this internally, so we can make the UA the best it can be. Let's fix this problem among ourselves and show our employers that we really are the best in the industry.

*Mark McManis*



# Building a 21<sup>st</sup> Century Union



**Patrick H. Kellett**  
*General Secretary-Treasurer*

During this election year, we are hearing a lot about economic inequality. It's going to be a top issue among all candidates, as it should be. The challenge of dealing with this issue is complex and involves lots of economic factors, but there's one thing that can have a positive and long-lasting impact on income inequality—union membership.

Over many decades, from late in the 19th century to today, unions have been a force for empowering workers in the workplace. Unions have also played a key role in many programs and policies that have made life better for all people—not just union members. Social Security, Medicare, higher minimum wages—all of these things were fought for by organized labor, along with social issues such as civil rights.

A recent study by the National Bureau of Economic Research confirms this. The study “suggests unions have had a significant, equalizing effect on income distribution over our long sample period.” That is, unions do a lot to bring fairness to the workplace, and they reduce the disparity in income that is such a problem today, and unions have done so for generations.

Nevertheless, during the last half of the 20th century, we witnessed the decline of union density, and that decline has contributed to income disparity among our citizens in the United States. This has not been as extreme in Canada as it has been in the States—in part because of the strength of unions in Canada.

However, that downward trend in union density has abated slightly in recent years, as more and more people realize what union membership brings, and as unions themselves are growing more sophisticated in their efforts to organize and expand market share.

The United Association is a great example of what 21st century trade unionism should look like. While there is still plenty of work to be done across all of our local unions, we are seeing new energy and innovation at the local as well as the international level. Local unions are engaged with their communities as never before, and local leaders are exploring ways to expand membership, such as recruiting in underrepresented populations such as women and minorities. We are using social media not just to connect with one another, but to communicate with the wider public just what our values and our contributions to society really are.

We have programs that help members establish their own contracting, HVACR, and plumbing businesses. This is forward thinking that is changing the traditional workplace model that dominated our industry for generations. Not only are we helping these entrepreneurial members to achieve success, but we are also expanding opportunities for other members who go to work for these new union companies.

Organizing has always been central to our progress and strength. The difference today is that we are organizing in innovative ways. We are using technology to help us target potential members and contractors. All across the U.S., UA Organizers are being deployed to organize the unorganized, to bring the benefits of union representation to thousands of workers who deserve these protections. These Organizers employ technology (iPads, Google Maps, etc.) to strategize and make the best use of their time, as well as improve their chances of success. It's grassroots organizing but with a sophisticated component. It works!



**Patrick H. Kellett**  
General Secretary-Treasurer

The UA is also implementing programs to develop the next generation of union leaders. These are the men and women who will lead the UA into the future, and we believe it is important to give them all the tools they need to meet what are sure to be intense—and perhaps even unimaginable—challenges in our industry. The days are over when we could stand back and wait to see who emerges from the pack. Today, we have to do all we can to ensure that the best and brightest among us are able to step up and help us evolve into an even stronger organization.

These are just a few of the programs and initiatives the UA is developing. As we continue to create a powerful union for the 21st century, I have no doubt that there will be more ideas put forth as we progress. All of us have a role to play in building a union that leads the way. We need the support and involvement of our rank-and-file members as we move forward. You are on the front lines of this organization. You are on the jobsites where changes to our industry first begin to emerge, and we need to hear your thoughts and ideas about what the UA can do to stay relevant and competitive. It's important also to have an open mind as new programs are implemented. Change can be tough, but it can also be good. Stop and think for a moment about everything that has occurred in just our lifetimes. We have pushed back against some of these, but we have also used some of these changes to our advantage. Our challenge, as leaders, is to know the difference.

Together, we will face these challenges and will find our path forward into an even brighter and more prosperous future.

*Patrick H. Kellett*

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From left are John McInnis  
(P, Local 721) and Gerry  
MacDonald (BM, Local 721).

Kurt Anderson (J, Precision Mechanical)  
and Paul Gotell (J, Precision Mechanical)





# What it's Like to Work on Prince Edward Island

Prince Edward Island (PEI), with its vibrant green fields, colorful houses, numerous lighthouses, beaches, and natural wonders, is a magical place to call home. For the members of Plumbers, Pipefitters, and Welders Local 721, who are fortunate enough to live and work on the island, lately, the work has been plentiful. Although fishing is a prime industry on the island, several large companies have put down roots, offering job opportunities for UA members and the island's residents.



**Daniel Wood (F, Precision Mechanical)**



**Tyler Jenkins (Ap, Precision Mechanical)**



**Jack MacEachern (J, Precision Mechanical)**

Gerry MacDonald has been a member of Local 721 since 1978. Brother MacDonald stated that he first attended trade school to see if the trades were something that would interest him. He said, "The program back then involved taking a six-week course that covered all of the building trades. After the first program, you would choose the craft that interested you the most. I chose the two-year plumbing program. My uncle was a plumber, and he told me that it would be a good trade for me. A UA member by the name of Louie Flood helped me get into the local."

In 1990, Brother MacDonald became Vice President of Local 721, and, in 1991, he then ran for President of the local and won. He said, "As President, I would perform the duties of the Business Manager when he was out of the office at meetings or during holidays. On PEI, work can be seasonal, and being laid off is commonplace here. At some point, 12 out of the 13 years I was on the job, I was laid off for part of the time. Fishing is in my family. My father and three brothers all fish for a living. I would help them in the down times. I was looking toward the future, so I purchased a fleet and started to fish as well. When our Business Manager retired in 2012, I put my name in to run for office. The

membership voted me in. Here on PEI, the Business Manager position is based on a 20-hour week. That is unique, I know. The part-time Business Manager position has offered me the opportunity to be a lobster fisherman for two months out of the year. On the days that I can't make it in, Darlene Gallant, office professional, and Local 721 President John McInnis do a great job. I can usually delegate work over the phone and schedule meetings in the afternoons."

Local 721 currently has roughly 150 members. They work in various markets, including service work, hospital work, and do work on apartment buildings that are from six to 90 units. But what has created a lot of work for the skilled tradesmen and women on PEI is the ever-expanding manufacturing plant in Charlottetown, which is owned by BioVectra Inc. Also, there is an abundance of potato processing plants, fish plants, and blueberry plants.

Business Manager MacDonald said, "We are very fortunate that we have contractors that aggressively go after work to keep our members employed. In return, our members do excellent work. Additionally, we are very grateful to other UA locals that, when times are slow, employ our members who would like to travel. Working on such a small island produces a daily mix of job



**Darcy MacWilliams (J, Precision Mechanical)**



Jody MacDonald (J, Precision Mechanical)



Niklas Cummins (J, Precision Mechanical)



Local 721 members, working for Precision Mechanical, are pictured at the BioVectra expansion project.

- Abbreviation Key:**
- IR International Representative
  - BM Business Manager, Local 721, PEI
  - F Foreman
  - J Journeyman
  - Ap Apprentice
  - P President of Local 721



Bentley Enman (J, Precision Mechanical)



Jordan Gates (J, Precision Mechanical)



Manley Phillips (J, Precision Mechanical)



From left are Mike Peters (F, Bevan Bros.), Jack Webster (Ap, Bevan Bros.), Tanner Hood (Ap, Bevan Bros.), Evan Koke (J, Bevan Bros.), George Hughes (J, Bevan Bros.), Gerry MacDonald (BM), and Bruce Myles (IR).



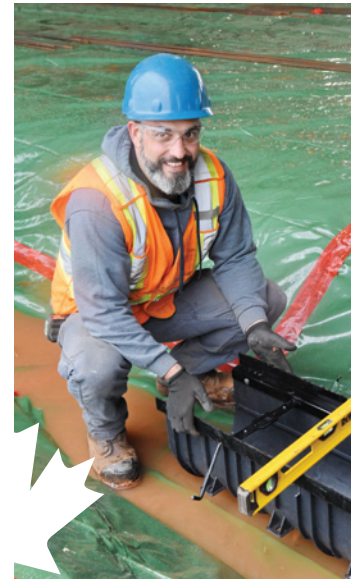
From left are Gerry MacDonald (BM), Troy Kemp (J, MacIntyre Sheet Metal), Jimmy McMurrer (F, MacIntyre Sheet Metal), Tristan Dickson (Ap, MacIntyre Sheet Metal), Kyle Richards (J, MacIntyre Sheet Metal), Terry Mahar (J, MacIntyre Sheet Metal), Richard Player (J, MacIntyre Sheet Metal), and Bruce Myles (IR).



**Derrick Martin (J, Precision Mechanical)  
and Danny Rodd (J, Precision Mechanical)**



**George Hughes (J, Bevan Bros.)**



**Jack Webster (Ap, Bevan Bros.)**



**Troy Kemp (J, MacIntyre Sheet Metal)**

opportunities. One day you can be doing a small residential job, and the next, you could be at a bio-chemical plant or a potato processing plant.”

During the 2019 Canadian Conference, the *UA Journal* team was able to experience three of the local projects. There are three main signatory contractors on the island—Precision Mechanical, MacIntyre Sheet Metal, and Bevan Brothers Plumbing & Heating, and all three were working on projects at the time of the conference.

Local 721 members have been fortunate to be employed by Precision Mechanical, which is working on the expansion at the BioVectra Inc. biochemical plant. BioVectra manufactures a variety of pharmaceuticals for companies around the world. The most recent project will support an increase in BioVectra’s pharmaceutical ingredients production capacity.

Jeff MacDonald, Capital Implementation Site Lead, walked the new expansion with the *UA Journal* team and said, “We rely on the trades a lot because this industry is constantly changing. They are always upgrading and improving. It won’t be too long before we have over 200,000

square feet, and they will be looking for more.” The new expansion includes offices, locker rooms, boardrooms, and a manufacturing wing.

In addition to BioVectra, members were working for Bevan Brothers at a government garage that would house school buses and snowplows. On the day of our visit, tradesmen were installing drainage for the facility.

Members were also actively working for MacIntyre at Canada’s Island Garden medicinal cannabis plant on a two-phase expansion that will enable Island Garden to produce 25 to 30 times the amount of cannabis each year. This figure translates to 25,000 to 30,000 kilograms of marijuana a year that will be sold on the island, nationally, and internationally. Also, Island Garden produces cannabis for the recreational market, which is legal in Canada. Its line for recreational use, Figr, is manufactured at a separate facility and is experiencing growth as well. Cannabis greenhouses contain a lot of pipes. As these markets continue to expand, they will continue to produce ample work for UA members.

As Business Manager MacDonald looks to the future, he said that right now, the economy is good on PEI, and it appears it will stay that way for several years. He said, “I would like to see the local grow to the point where we could employ a full-time Business Manager and part-time Training Coordinator, so that the membership can fully utilize our new training facility.” Local 721 is a tightknit group. The members are blessed to live and work in such a magical place, and they know it.



# CANADIAN 2019 CONFERENCE

## THE EVOLUTION OF UA CANADA



General Secretary-Treasurer Pat Kellett

Prince Edward Island (PEI), located off the eastern coast of Canada, nestled between the provinces of New Brunswick, Nova Scotia, Quebec, and Labrador in the Gulf of St. Lawrence, is Canada's smallest province. This idyllic island is home to Plumbers, Pipefitters, and Welders Local 721 and was the setting for the 2019 Canadian Conference entitled, "The Evolution of UA Canada." The chosen theme could not have been more appropriate for an organization that has been forward-thinking from the start. The topic highlights UA Canada's advancement, growth, development, progress, and transformation, which have been noteworthy over the years. General Secretary-Treasurer Pat Kellett, Director of Energy Mike Mulvaney, Executive Vice President Jim Moss, and UA Counsel Scott Seedorf, O'Donoghue and O'Donoghue, traveled to PEI from the General Office to report on essential issues. They also attended to be informed about the initiatives UA Canada has embraced for its future.



Director of Energy Mike Mulvaney



Executive Vice President Jim Moss and Scott Seedorf,  
O'Donoghue and O'Donoghue



Director of Canadian Affairs Terry Snooks



UA Canada International Representatives, from left, are Heiko Weichern, Bruce Myles, Stefan Favron, Terry Webb, and Greg Mitchell, who gave reports on work in their respective jurisdictions.



# THE EVOLUTION OF UA

*"This year, at the Instructor Training Program in Ann Arbor, we will focus on Industry Day. Industry Day will become our tripartite. We encourage everyone to bring owners and contractors to this event, so that they can witness, firsthand, why we are the very best trades union in North America."*

- General Secretary-Treasurer  
Pat Kellett



CANADA



Director of Training, Canada, Larry Slaney



Gerry MacDonald, (BM, Local 721)

Plumbers, Pipefitters, and Welders Local 721 Business Manager Gerry MacDonald welcomed the delegates to the island. Also, Heath MacDonald, Member of the Legislative Assembly of PEI, spoke about the technological advances on the island and the most recent \$65 million investment in medical cannabis. He stated that the bioscience industry on the island has also experienced incredible growth. Both of these industries have utilized the skills of members from Local 721 and UA travelers to expand and gain a foothold as these industries continue to flourish.

General Secretary-Treasurer Pat Kellett spoke about the organizing blitzes in Canada that were spearheaded by Director of Organizing and Recruitment Jim Tucker. He stated that organizing blitzes were conducted in 60 cities. "The results were impressive, with organizers reaching out to thousands of non-union contractors and successfully organizing 425. UA representatives visited 19,000 jobsites. As of this writing, UA Canada has nearly 56,000 members, which falls into step with General President Mark McManus' initiative to grow this organization," General Secretary-Treasurer Kellett said. He spoke about various revised procedures, and he encouraged everyone to take advantage of the myriad of classes offered at the UA Education and Training Center in Annapolis.

General Secretary-Treasurer Kellett said, "This year, at the Instructor Training Program in Ann Arbor, we will focus on Industry Day. Industry Day will become our tripartite. We encourage everyone to bring owners and contractors to this event, so that they can witness, firsthand, why we are the very best trades

union in North America." He also spoke about the upcoming 2020 Business Managers/MCAA meetings that will take place in three locations: Park City, UT, July 12 to 15; Nashville, TN, September 28 to October 1; and Washington, D.C., October 26 to 29. Apprentices will play a formative role in these meetings, and everyone is encouraged to bring apprentice representatives.

Director of Energy Mike Mulvaney stated that one of General President McManus' top priorities has been securing Canadian visa applications for the Shell ethane cracker unit in Pennsylvania. "We have been approved to send 249 industrial pipefitters and 49 welders to work on the cracker unit in Northwest Pennsylvania on a conditional basis," he said. "It is vital that we can fulfill the workforce requirements for this job, as this could open the door to more visa approvals. There are other large projects on the horizon with just as robust manpower requirements, and we would like to see those job opportunities made available to our brothers and sisters in Canada."

Director Mulvaney touched on the political climate in the United States. He stated that General President McManus is relying on our ability to organize workers who represent all sectors of our trades. Brother Mulvaney said, "The General President speaks about two words—diversity and unity. Our strength comes from the diversity we have within our combined crafts. Our power to affect positive change for our members comes from unity. The best way for our voices to be heard is by organizing the unrepresented workers in our industry to ensure that we receive the attention we deserve from our elected officials."



Heath MacDonald, Member of Legislative Assembly of PEI



Arlene Dunn, Executive Director, Canadian Building Trades Unions (CBTU)



Tom Suffield, UA Canada National Wellness Program, spoke about new wellness programs available to UA Canada members.

Regarding the U.S. power industry outlook, Director Mulvaney said, “The natural gas construction of combined-cycle power plants is moving full speed ahead. Every month, additional coal plants are coming offline, and natural gas is replacing them. Currently, the price of natural gas is \$2.58 per dekatherm—not far from the lows experienced over the past 20 years. There will be an acceleration to close coal and nuclear facilities. The work in this sector will continue to be strong over the next five to seven years, but the maintenance work we get from these plants is far less than what we would have gotten from coal and nuclear plants. The UA’s position on energy has always been an all-of-the-above approach.” Director Mulvaney spoke about the battles both countries are enduring regarding far-left environmentalists who are spreading false information about energy sources and creating significant barriers for projects getting off the ground. He stated that it is of the utmost importance that UA representatives are present at all public hearings for upcoming projects.

Productivity on jobsites has been another trigger issue, but as Brother Mulvaney explained, the measurement of productivity is a little bit more complicated. “Ninety percent of the time, the drivers for productivity on a jobsite deal with tools, information, materials, and equipment,” he said. Coincidentally, the acronym for these drivers is TIME! He continued, “If owners and/or contractors don’t have these issues covered, we can’t do much. On large projects, our folks are dealing with the most complex issues.”

UA Canada had a full docket scheduled for each day of the two-day conference. UA Canada members’ health and welfare, as well as productivity on the job, were key issues discussed. On Day One, in addition to the representatives from the General Office, Arlene Dunn, Executive Director, Canadian Building Trades (CBTU), and Dr. George Jergeas, Professor of Project Management, University of Calgary, gave passionate presentations.

Executive Director of the CBTU Arlene Dunn thanked UA Canada. She said, “UA Canada believes that true leadership is not about gender or race. It is about people who want to lead.” She went on to say, “We need to be the voice of organized labor in Canada. We must deliver on commitments. We must make sure we represent as one united voice. We have been protecting our underrepresented workers for a long time. We are first and foremost skilled tradespeople. We deserve respect and acknowledgment. Wage impairment does not come into play on our projects because of the project labor agreement (PLA). There is not an impervious glass ceiling because of this. We must continue to encourage women to look into the trades. ... Unionized construction is 25 percent safer than non-union. We need to pound this message and highlight the work that our members are doing.”

Local union election procedures were the topics for Executive Vice President Jim Moss and UA Counsel Scott Seedorf. Their highly regarded presentation outlined how to run a fair and honest local union election. Executive Vice President Jim Moss said, “The *UA Constitution* binds us together as UA members. It is



Dr. George Jergeas, Professor of Project Management, University of Calgary





*"UA Canada  
believes that  
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It is about  
people who  
want to lead."*

**- Arlene Dunn, Executive  
Director, (CBTU)**

# CANADA

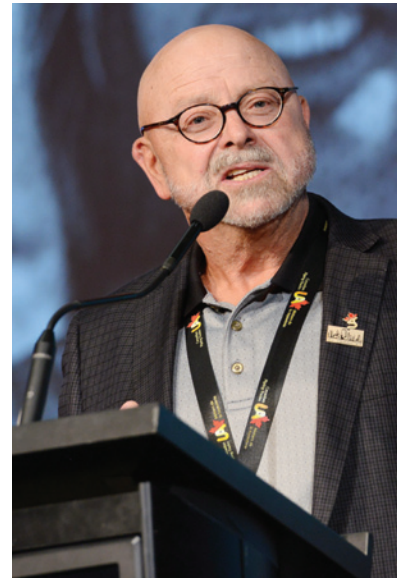




Ray Lemieux, Welding Specialist, spoke about ongoing welding initiatives.



Ilona Dougherty, University of Waterloo



John Mitchell, Union Power Insurance Company





Christine Yerrill, Senior Customer Success Manager, and Chico Singh, Implementation Manager, Morneau Shepell, spoke about the UA Canada member assistance program that is available to members and their families.



Sean McCann, singer with the award-winning band, Great Big Sea, gave a compelling presentation about recovery, which he portrayed through his music.

the vision of trade unionism and principles, and it is also a contract between the UA and its members and affiliates. General President McManus believes we must follow the *UA Constitution*. It is important for folks to understand it and to apply it."

Both Brother Moss and UA Counsel Seedorf stated that there is an updated *UA Ritual*, which includes revised guidelines for electing local union officers. Hard copies can be ordered from UA Canada's office, or members can download the PDF from [uanet.org](http://uanet.org). They went over procedures for manual ballots and mail ballots, eligibility lists, nomination/election notices, Election Day procedures, and special considerations for mail ballot elections, among other topics. Scott Seedorf stated that all records should be kept for one year. There was a question-and-answer period that proved to be very informative and beneficial for all those in attendance.

Professor of Project Management Dr. George Jergeas, University of Calgary, gave a special presentation on construction productivity. He will be partnering

with UA Canada in the future to work on this issue. He asked the audience, "What can we do to improve productivity? What is our next step?" Dr. Jergeas stated that labor productivity is not a labor issue; it is a management issue. He said, "A typical project cost runs eight to 15 percent for engineering, the equipment could be 32 to 35 percent, and construction amounts to 50 to 60 percent. While engineering accounts for the smallest percentage of a project, it has the most impact."

Dr. Jergeas' proposal is for UA Canada to work as a team with construction owners and contractors to improve productivity. He said, "We must redefine UA Canada's role as collaborators." He suggested creating Construction Productivity Improvement Champion Services (CPICS) that will assess project and site readiness, conduct tool-time analysis, review reporting challenges, and complete a break-time analysis. He stated, "We must look at the project's performance versus labor productivity. There are times when contractors can be barriers. We should be part of the project execution team."

Day Two included a fascinating report on the value of Millennials and other younger generations, such as Generation X and Generation Z, presented by Ilona Dougherty from the University of Waterloo. She stated some interesting facts. She said, "Seventy-five percent of today's leading businesses will disappear within the next decade. In one century, we have added more years to our life expectancy than in all



**Mike Gordon, Piping Specialist, spoke about the proactive training that UA Canada is conducting.**



**Rola Wakim, Manager, Product Strategy, CSA**



**Ryan Skalko, National Manager, IT and Digital Education, stated that 660 iPads and cases, and 32 charging carts had been distributed to local unions. He said, “Each local will receive 20 iPads and one administrative iPad.” He also discussed the UA Canada extended reality program, virtual reality, augmented reality, and mixed reality applications. He stated that the virtual reality/augmented reality market is expected to reach a \$300 million educational market, and that they are working directly with Microsoft. He discussed the UA Canada mobile app.**

previous millennia combined.” She noted that Millennials are getting older, and now we have younger generations coming up. She also said that these generations are the most educated in history, and this is one of the leading factors in their delaying adulthood. They also have more choices and options than ever before.

“Young people today,” she said, “are coping with the context of instability. Adulthood no longer equals stability. Young people believe that to succeed, there is the reality of lifelong learning. There is an increased rate of anxiety and depression, as there is no clear path to adulthood. Young people are disengaged from the economy for a longer period due to fear and increased financial support from parents. All of this has led us to the stereotypes we hear today—spoiled, entitled, and narcissistic—but these stereotypes have evolved over 200 years.” She told the delegates that our society is stuck in a 200-year-old stereotype of what it means to be young. When young people were no longer relied on to help on the farm, often, roaming farm and city youth were labeled as juvenile delinquents. Managing youth became the job for the schools. When schools began, we started to organize society by age, and the separation of young people from the world of adults started, she said.

Ms. Dougherty concluded by saying, “We need to redefine what being young means. We need to see the reality of the capabilities of young people. A young person’s brain doesn’t mature until 25 years of age. At a young age, brains are wired for innovation and creativity, and younger generations are natural experi-

menters. They learn best from experience by being more aware and observant, and more collaborative, and they become the risk-takers. Young people excel with positive risks that include school and jobs. They are more open to learning than any generation, but we must be open to intergenerational partnerships. We must reintegrate learning and contributing. Young generations are capable of real responsibility.”

It was clear that we must redefine how, as older generations, we view younger generations. We must embrace the values that they bring to the United Association in both nations. The UA has taken the bold step of including apprentices in leadership meetings. The General Officers understand the value that they bring, and this is why they have encouraged the representative apprentices to have a real say in the future of this organization. The apprentices from UA Canada, who are involved in Evolve Committees in their local jurisdictions, met during this conference and reported on their collaboration on Day Two.

Director of Training/Canada Larry Slaney spoke about educating the building trades in Canada. He went over the concept and rendering of a collaborative City Center that UA Canada would like to build with the assistance of the Canadian government. The Center would be complete with the latest technology, including smart glass and screens. He said, “We are trying to educate the building trades. We want a place where we can collaborate with others. The UA always leads the way, and that is what we are going to try to do. We want a facility where we can broadcast to any local union—



Jill Timushka, National Manager of Youth, Diversity, and Indigenous Relations, has worked closely with the apprentices who are on the Evolve Committees.



The apprentices who are involved with the Evolve Committees in their local unions are pictured. They took the opportunity to meet and gave reports on initiatives in their respective areas.

# THE EVOLUTION OF UA CANADA



Karin Fahey, Manager, Canadian Standards Association (CSA), spoke about the CSA's initiatives.



Charles Savoie, Regional Vice President, Black & McDonald



UACANA

*The hard work and visionary capabilities of the leadership and educators of UA Canada will help secure the plans that UA Canada has to ensure that its membership remains the top building trades organization in the country.*



a union training innovation center. We have invested a lot of money so far, and with government and other assistance, the total investment is just shy of \$24 million. If we don't improve, we will become irrelevant."

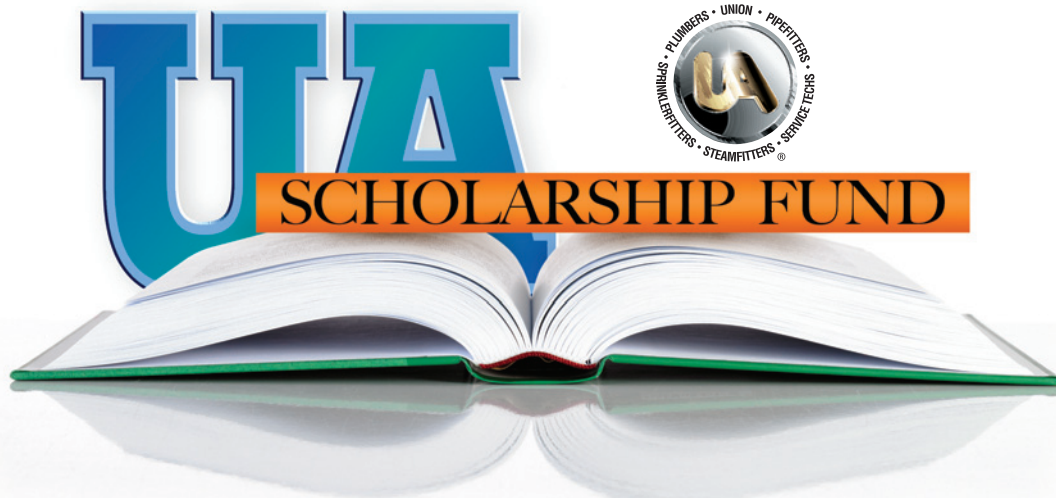
Many factors make up the UA Canada National Programs under the CITIES Center Program. They include a Digital Education Program; a National Assessments, Testing, and Certification Center; a National Industry Collaboration Center; a National Innovation and Technology Demonstrations' Center; a National Productivity Center; a National Training Video Production Studio Center; and a National Broadcasting Hub Center. He went over each facet and discussed UA Canada's Business Development Program, Health and Wellness Program, Diversity Management Program, and Youth Program. Brother Slaney also touched on UA Canada's international outreach to help secure fabrication work for UA Canada that might have otherwise been outsourced to other countries.

Training Director/Canada Slaney introduced Charles Savoie, Regional Vice President, Black & McDonald, who

spoke about the Energy Services Acquisition Project (ESAP)/Energy Service Modernization Project (ESMP), funded through Public Works and Government Services Canada. Innovative Energy—a consortium consisting of ENGIE Services Canada, PCL Constructors Canada, PCL Investments Canada, and Black & McDonald—was awarded the 35-year public-private partnership contract. This project encompasses the current steam-based systems in the downtown core of Ottawa, Ontario, and Gatineau, Quebec, being converted to low-temperature hot water technology. This partnership will modernize the way the government heats 80 buildings and cools 67 buildings in the downtown core, which will allow the city, community, and local businesses to tap into cleaner power. The ESAP/ESMP will lower emissions by 60 percent—the equivalent of taking 21,000 cars off of the road.

With input from all of the various departments in UA Canada, once again, the 2019 Canadian Conference outlined how the future of UA Canada could look. The hard work and visionary capabilities of the leadership and educators of UA Canada will help secure the plans that UA Canada has to ensure that its membership remains the top building trades organization in the country.





## 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](https://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](https://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 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup>, 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](mailto:mcorbett@ualocal67.com).  
Please indicate which division(s) you will be entering teams into with your registration.

**LIMITED SPACE – SIGN UP ASAP**



**TOP 10  
TEAMS  
WILL  
RECEIVE  
PRIZES**



**SATURDAY  
MAY 2, 2020**

**LAKE OF THE OZARKS  
ROCK HARBOR RESORT  
SUNRISE BEACH, MISSOURI**

**PRE-TOURNAMENT REGISTRATION DINNER** Friday Night May 1, 2020  
LATE REGISTRATION  
SATURDAY 5AM

No Entry Deadline • Entry Fee: \$150.00 per Boat • Sponsorship Opportunities

**FOR MORE INFORMATION**

[www.minkbasstour.com](http://www.minkbasstour.com), Email [minkbasstour@gmail.com](mailto:minkbasstour@gmail.com) or call 816-778-5166

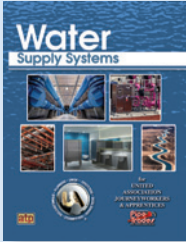
**PROCEEDS BENEFIT THE UA SCHOLARSHIP FUND**

# INTERNATIONAL PIPE TRADES JTC

## UA Members Order Form

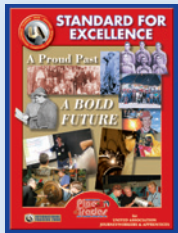
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations.  
Please be sure to include your Local Union and UA Card number.

### Water Supply Systems



The *Water Supply Systems* manual includes chapters on historical perspectives of water supply systems, water sources and treatment, water piping materials, water distribution systems, building water supply systems, water heating, and water conservation. Elements of these topics include fittings and supports, system design, thermal expansion, water heaters, and protection of the water supply and building occupants. Current water conservation technologies are included, such as alternative water sources, and water-saving fixtures, appliances, and methods.

### Standard for Excellence



Within the pages of the *Standard for Excellence* manual can be found the United Association's Standard for Excellence policy. This policy not only outlines the obligations of UA members on the job, but also spells out the obligations for signatory contractors. The manual presents an overview of the opportunities provided for apprentices in a pipe trades career as well as the responsibilities and attitudes required for success. Chapters include "Getting Off to the Right Start," "Your Collective Voice," "Your Employer as Your Partner," and "Effectiveness on the Job."

Make check or money order payable to:

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

Or charge to ☐ Visa ☐ American Express ☐ MasterCard

Account No.

Expiration Date  -  Security Code (On back of card)

Name on Card

Signature

Contact Phone #

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

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

Name  Date

Address

City  State  Zip Code

Local Union No.  UA Card No.

Email Address

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

**shop.iptbookstore.com**

### ONE COPY LIMIT ON EACH MANUAL/CD

Item No.	Manuals/CDs	Price	Amount PAID
1020	Advanced Plan Reading & Related Drawing	\$80.00	
1025	Advanced Valve Repair	\$35.00	
1040	Backflow Prevention Reference Manual	\$80.00	
1050	Basic Electricity	\$30.00	
1185	Building Controls	\$70.00	
1070	Conservation and Safe Handling of Refrigerants	\$35.00	
1075	Customer Service Skills Flashcards	\$25.00	
1080	Drainage Systems	\$60.00	
1090	Drawing Interpretation and Plan Reading	\$60.00	
1100	Electric Controls for Mechanical Equipment Service	\$70.00	
1103	Energy Auditing Practices	\$50.00	
1105	Foreman Training	\$50.00	
1110	Gas Installations	\$55.00	
1160	Hydronic Heating and Cooling	\$40.00	
1170	HVAC and Refrigeration Systems	\$95.00	
1180	Applied Science of Instrumentation	\$55.00	
1190	Job Safety and Health	\$30.00	
1220	Oxy-Fuel Practices	\$30.00	
1230	Pipe Bending E-Book CD	\$10.00	
1235	Pipe, Fittings, Valves, Supports, and Fasteners	\$50.00	
1240	Piping Handbook and Offset Formulas	\$5.00	
1065	Plumbing Code Application Manual	\$100.00	
1250	Plumbing Fixtures and Appliances	\$60.00	
1257	Plumbing Service, Maintenance, and Repair	\$90.00	
1260	Pneumatic Controls	\$50.00	
1275	Pumps	\$30.00	
1280	Refrigerant Controls	\$40.00	
1290	Refrigeration	\$55.00	
1300	Related Mathematics (with Interactive CD-Rom)	\$60.00	
1310	Related Science (with Interactive CD-Rom)	\$80.00	
1320	Rigging	\$30.00	
1325	Solar Water Heating Systems	\$60.00	
1330	Soldering & Brazing	\$26.00	
1340	Start, Test, and Balance	\$65.00	
1345	Steam Systems	\$38.00	
1348	Tube Bending	\$18.00	
1350	Use and Care of Tools	\$35.00	
1370	Valve Repair Program	\$40.00	
1380	Water Supply Systems	\$40.00	
1390	Standard for Excellence	\$18.00	
1420	Welding Practices and Procedures for the Pipe Trades	\$80.00	
		Subtotal	
Prices subject to change without notice.		Maryland residents, add 6% sales tax	
		Add 9% for shipping (\$2 minimum charge)	
		<b>US \$ TOTAL</b>	

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

# PHILADELPHIA, PENNSYLVANIA

## Local 690 Lifetime Member Receives The President's Volunteer Service Award

Plumbers Local 690, Philadelphia, PA, lifetime member and Navy veteran Joseph Tomaino has been awarded The President's Volunteer Service Award numerous times for his dedication to the Delaware Valley Veterans Home in Philadelphia. To achieve this prestigious honor, volunteers must devote a significant amount of time to veterans and their families. Local 690 is proud to recognize Brother Tomaino on such an outstanding commitment to his fellow military families as well as the surrounding community and our country. Local 690 Business Manager John Kane said, "Brother Tomaino continues to influence those around him to volunteer, including his late grandson, Dante Bucci, who achieved the rank of Eagle Scout. We wish Brother Tomaino well as he continues to inspire generations of patriotic volunteers."

Thank you for your service and dedication to our country, Brother Tomaino. Keep up the good work!



Brother Tomaino is pictured congratulating his late grandson, Dante Bucci, who achieved the rank of Eagle Scout.

# NEW YORK, NEW YORK

## Local 1 Business Agent Awarded Union Leadership Award

On October 24, 2019, Robert Murray, Plumbers Local 1, New York, NY, Business Agent and President of the Bronx Board of Business Agents, was presented with the Union Leadership Award by the Liberty Democratic Association.

Brother Murray was recognized as a labor leader of the year, promoting safety on all jobsites, enforcing prevailing wages, and bringing awareness to diabetes.

What a great honor, Brother Murray. Congratulations and best of luck in all of your future endeavors.



Pictured from left to right are Local 1 Business Agent Richard Gilligan, Local 1 Business Agent Daniel Lucarelli, Local 638 Business Agent Kevin Cannon, Local 690 Business Manager John Kane, award recipient Robert Murray, Liberty Democratic Association President Joseph McManus, Local 638 Business Agent Charles Pellegrino, and Local 1 Business Agent John Totino.

# MINNEAPOLIS, MINNESOTA, AND ST. PAUL, MINNESOTA

## Local 417 and Local 34 Business Managers Serve Dinner to Deployed Soldiers in Kuwait

On Memorial Day weekend 2019, in the 100-degree heat, Local 417, Minneapolis, MN, Business Manager Trinidad J. Uribe III and Local 34, St. Paul, MN, Business Manager Tom McCarthy had a once-in-a-lifetime opportunity to do something very special for soldiers in Kuwait who had been deployed from Minnesota and other parts of the country. They volunteered to serve steak dinners to the more than 600 members of the Minnesota National Guard stationed in Kuwait.

It is a unique event where Serving Our Troops partners with the Minnesota National Guard to host families and friends of the 34th Red Bull Infantry Division at the Saint Paul RiverCentre for a steak dinner. The meal in St. Paul is served in conjunction with the overseas steak dinner served in Kuwait.

Brother Uribe and Brother McCarthy stated that they were proud to represent their local unions and the United Association at this event.

We thank you both for your outstanding representation of the UA!



## 2020 UA SOFTBALL NATIONAL TOURNAMENT 43rd Annual UA Softball Invitational Slow Pitch Tournament

The 43rd annual UA Softball Invitational Slow Pitch Tournament will be held June 26, 27, and 28, 2020, at **River City East Sports Complex in Cincinnati, OH**. The tournament will be played by the **Modified GSL rules**, and it is a sanctioned event. The eligible teams must be composed of UA members and/or apprentices of your respective locals.

The entry fee is **\$500** per team. **Please notify Leesa Smith no later than May 1 if your local plans to enter a team in the tournament.** Mail your entry fee, payable to Plumbers, Pipefitters, and Mechanical Equipment Service Local 392, 1228 Central Parkway, Cincinnati, OH 45202.

Local 392 has contracted with four hotels for your accommodations this year. They are all located in downtown Cincinnati. The list of hotels and contact information for each is listed below.



- **Renaissance Hotel Cincinnati**, 36 East Fourth St. – Price is \$159.95 per night + tax.  
\* Contact: Brenden Wells @ 513-455-6441/Brenden.wells@renaissancetcincinnati.com  
Note: When making reservations, please reference the group name Local 392 Plumbers and Pipefitters. The reservation cutoff date is May 31.
- **Hampton Inn and Suites/Homewood Suites**, 617 Vine St. – Price is \$179 per night + tax.  
\* Contact: Aspasia Makris @ 513-618-9717/salescoordinator.cincinnati@sree.com  
Note: When making reservations, please reference the group name Local 392 Plumbers and Pipefitters. The reservation cutoff date is May 25.
- **The Cincinnati Hotel**, 601 Vine St. – Price is \$179 per night + tax.  
\* Contact: Nicola Cruz @ 513-864-7103/cateringcoordinator.cincinnati@sree.com  
Note: When making reservations, please reference group name Local 392 Softball Tournament. The reservation cutoff date is May 25.

One member of each team (preferably the coach) is required to be present at the manager's meeting for the A, B, and C Divisions on Friday, June 26, at 9:00 a.m. at **River City East Sports Complex** to review the rules of the tournament. The B & C Divisions will be guaranteed three games. Awards will be presented to the first, second, and third place teams in each division. In addition, MVP and homerun awards will be presented in each division. Complete tournament schedules and times will be emailed to team coaches as soon as they become available. **All teams must be available to compete on Friday morning, June 26.**

If you need further information, please contact Leesa Smith/Office Manager at 513-241-1760, Monday through Friday, 8:00 a.m. to 4:30 p.m. EST or by email at [softball@local392.com](mailto:softball@local392.com).

# BALTIMORE, MARYLAND

## Local 486 Honors Graduating Class

On Saturday, June 22, 2019, at the 24th Annual Apprentice Graduation Ceremony, 21 graduates from Plumbers and Pipefitters Local 486, Baltimore, MD, enjoyed a festive celebration at Martin's East. The gala provided the graduates' families, Local 486, and the MCA with the opportunity to express their appreciation for the hard work put forth by the graduates.

Congratulations to the newest Local 486 journeymen. Keep up the good work!



*Pictured is the Local 486 graduating class.*

# TAMPA, FLORIDA

## Local 123 Retired Member is Proud of His Nephew

Grady Amarsh, a retired 45-year member of Plumbers and Pipefitters Local 123, Tampa, FL, is proud of his nephew, Eathen Morris, who is an Eagle Scout Guard. Brother Amarsh said that Eathen is a great kid and a great nephew.

Congratulations on becoming an Eagle Scout Guard, Eathen!



*Pictured is Brother Amarsh with his nephew, Eathen Morris.*



*Brother James Eifler (far right) is pictured with two former PFD firefighters on the research team and the PFD Chief, Brian McDermott (far left).*

# LODI, NEW JERSEY

## Paterson Fire Department Honors Local 24 Retiree

A retired 34-year member of Plumbers Local 24, Lodi, NJ, Jim Eifler, was awarded the Chief John Staggs Meritorious Service Award from the Paterson, NJ, Fire Department (PFD) for helping find and confirm the previously unknown tragic active-duty deaths of three Paterson firefighters from the late 1800s and early 1900s. The names of the three firefighters were added to the Supreme Sacrifice Monument outside the PFD Headquarters on June 2, 2019, as well as to the National Fallen Firefighters Memorial in Emmitsburg, MD.

Congratulations, Brother Eifler. You deserve it!

# CONVENTION CALLS

## Kentucky Pipe Trades Association

The Kentucky Pipe Trades Association will hold its 2020 convention on Tuesday, May 5, through Friday, May 8, at the Galt House & Suites, Louisville, KY.

It is with great pleasure that we invite you to please join the Kentucky Pipe Trades Association for the 15th National UA Scholarship Fund Golf Outing to be held on May 6 in conjunction with this year's convention.

The hosts of the convention will welcome early arrivals on Tuesday, May 5, in the Hospitality Room starting at 12:00 p.m. On Wednesday, May 6, the National UA Scholarship Fund Golf Outing will take place at Fuzzy Zoeller's Covered Bridge Golf Club. Transportation will be provided. On Thursday, May 7, there will be a business meeting scheduled from 9:00 a.m. – 12:00 p.m. An "Afternoon at the Races" is planned starting at 4:00 p.m. at the world-famous Churchill Downs racetrack (no shorts or jeans, shirts with collars only), and dinner will be included. On Friday, May 8, the business meeting is scheduled from 9:00 a.m. – 12:00 p.m., with departures that afternoon.

Delegates and guests can make reservations by calling the Galt House at 502-589-5200. A block of rooms has been set aside until April 5. Please be sure to mention you are attending the Kentucky Pipe Trades Convention. For more information on the convention or the golf event, please contact Kyle T. Henderson, Secretary-Treasurer, at 270-444-6545.

## California State Pipe Trades Association

The 100th Convention of the California State Pipe Trades Council will be held on Thursday, May 14, through Friday, May 15, 2020, at the Silverado Resort & Spa in Napa, CA.

For more information, please contact Aaron Stockwell, Executive Director, at 916-446-7311.

**Aaron Stockwell**  
*Executive Director*

## Illinois State Pipe Trades Association

The 115th Annual Illinois State Pipe Trades Association Convention will be held on Friday, May 22, 2020, at the Peoria Marriott Pere Marquette Hotel and Conference Center.

In conjunction with the convention will be the Illinois State Pipe Trades Annual Golf Outing, which will be held on Thursday, May 21.

Delegates and guests can reserve rooms by contacting the Pere Marquette Hotel at 1-309-637-6500. Overflow rooms are available at the Courtyard Peoria, which is attached to the Pere Marquette. You can reach them at 1-309-686-1900. Please specify you will be attending the Illinois State Pipe Trades Convention and use Code IPTA. Room blocks open March 15.

For additional information and assistance, please contact Lynn Karner, Executive Director, at the Illinois Pipe Trades office at 217-528-1945.

**Lynn Karner**  
*Executive Director*

## Wisconsin Pipe Trades Association

The Wisconsin Pipe Trades Association will hold its annual convention for delegates and invited guests on Thursday, June 4, and Friday, June 5, 2020, at the Landmark Resort, 4929 Landmark Drive, Egg Harbor, WI 54209.

Delegates and invited guests are asked to please contact the Landmark Resort directly for rooms at 1-800-273-7877. Ask for reservations and be sure to tell them you are with the Wisconsin Pipe Trades Association Convention.

For further information, please contact Steve Breitlow, Secretary-Treasurer of the Wisconsin Pipe Trades Association at 888-248-3392 or 414-359-1310.

**Steve Breitlow**  
*Secretary-Treasurer*

## Pennsylvania State Association

The Pennsylvania State Pipe Trades Association will hold its 2020 annual convention on Sunday, June 14, through Thursday, June 18, at The Hotel Hershey, Hershey, PA.

Registration will begin on Monday, June 15. Meetings are scheduled for Monday, June 15, through Wednesday, June 17.

Delegates and guests can make room reservations by calling The Hotel Hershey directly at 717-533-2171. Rooms are blocked under the PA Pipe Trades Association. The cutoff date for making reservations is May 8.

For any additional information, please contact John I. Kane, Secretary-Treasurer of the PA Pipe Trades Association, at 215-677-6900.

**John I. Kane**  
*Secretary-Treasurer*

## Minnesota State Pipe Trades Association

The Minnesota State Pipe Trades Association will hold its 99th annual convention on Wednesday, June 17, through Friday, June 19, 2020, at the Radisson Blu Mall of America in Bloomington, MN.

Convention delegates and guests are invited to the following events: Wednesday evening, June 17—reception; Thursday, June 18—golf outing; Thursday evening—annual dinner; and Friday, June 19—convention.

A block of rooms has been reserved for Wednesday, June 17, and Thursday, June 18 evenings. When making room reservations at the Radisson Blu, please mention you are with the Minnesota Pipe Trades. You can reach them at 800-333-3333.

For more information on the convention or golf event, please contact Jason Quiggin at 218-727-7050.

**Jason Quiggin**  
*Secretary-Treasurer*

## Washington State Association

The Washington State Association will hold its annual convention on Thursday, June 25, through Friday, June 26, 2020, in Tri-Cities Washington at the Richland Marriott. The Washington State Association Executive Board will meet on Wednesday, June 24.

The Washington State Association has blocked rooms for attendees at the Richland Marriott and The Lodge at Columbia Point. Reservations can be made directly with the hotels. Please call the Marriott at 509-942-9400 or the Lodge at 509-713-7423 and mention that you are with the Washington State Association of Plumbers and Pipefitters 2020 Convention to ensure room availability and rates. Rooms/rates will be held until June 2. Reservations are subject to availability.

For more information on the convention, please contact Tim Herbert at 206-707-2936.

**Tim Herbert**  
*Executive Secretary-Treasurer*

## New York State Pipe Trades Association

The New York State Pipe Trades Association will hold its 112th annual convention on Sunday, July 26, through Wednesday, July 29, 2020, at the Fort William Henry Hotel and Conference Center in Lake George, NY.

Delegates and invited guests can make reservations at the Fort Williams Henry Hotel via a reservation form, which can be obtained by calling the New York State Pipe Trades Association office. Note that the cut-off date to submit reservation forms is June 26.

For more information on the NYSPTA annual convention, please contact the Association's office at 518-792-0321.

**Robert Ambrosetti**  
*Secretary-Treasurer*



## INDIANAPOLIS, INDIANA

### Local 440 Retired Member Performs a Tribute to Elvis

Retired member of Plumbers and Pipefitters Local 440, Indianapolis, IN, Roy E. Reynolds brought back his tribute to Elvis Presley for the 23rd year at the Back to the Fifties Festival in Lebanon, IN, on September 14, 2019. Brother Reynolds has been performing his tribute to Elvis since 1973. He said, "I am very proud to say I have been performing this tribute to Elvis long before he passed away in 1977."

Brother Reynolds is a 35-year retired member, taking an early retirement in 2005. He said, "Because of my pension and Social Security, I am doing what I've always wanted to do my whole life, which is to sing and play music for a living. I couldn't do it without my pension. Thank you to the United Association!" Brother Reynolds also thanked God, his late father, who was also a steamfitter, and Local 440.

Thank you, Brother Reynolds, for your many years of service. Keep on rocking and doing what you love!

*Pictured is Brother Reynolds after his tribute to Elvis performance.*

## OTTAWA/HULL, ONTARIO

### Local 71 Honors Members with 50 Years of Service

Plumbers and Pipefitters Local 71, Ottawa/Hull, ON, held a dinner on October 3, 2019, to honor members with 50 years of dedicated service to both Local 71 and the United Association. Members gathered and had a great time renewing old friendships. Local 71 has many proud and loyal members.

Pictured on the top row, from left to right are Brothers Leo Bourbonnais, Garry Brooks, Paul Dupont, Christian Parisien, Fernand Groulx, Jim James, and Fernand Raymond. Pictured in the second row, from left to right are Brothers Alvin Nilson, Remi Gravelle, Luc Maisonneuve, Ross Larocque, Cliff Flatt, and Business Manager Angus Maisonneuve.

Life members who were not present are Brothers Michel Tremblay, Bruce Currie, Claude Guay, Edmond Thibeault, and Willis Thomas.

Thank you, Brothers, for your many years of dedication and service to the UA and to Local 71. Congratulations on 50 years!





## TORONTO, ONTARIO

### Local 853 Lifetime Member is Proud of His Granddaughter

Brother Ron Chidwick Sr., a 58-year retired member of Sprinkler Fitters Local 853, Toronto, ON, is proud of his granddaughter, Dr. Kristen Rose Alves, who studied so hard to acquire all her degrees at the young age of 26. She has a Bachelor of Science in Molecular Biology and Genetics, a Master of Science in Animal Breeding and Genetics, and a Ph.D. of Philosophy in Genetics. She is presently employed as a geneticist with Hendrix Genetics.

Congratulations on all your achievements, Dr. Alves!

*Brother Ron Chidwick Sr. is pictured with his granddaughter, Dr. Kristen Rose Alves.*

# 853

## OAKLAND, CALIFORNIA

### Local 342 Retiree Celebrates His Grandsons' Eagle Scout Awards

Plumbers and Steamfitters Local 342, Oakland, CA, 60-year member Jerry Little is very proud of both of his grandsons, Gavin Bundy and Noah Ricco, who earned their Eagle Scout awards within a few months of each other.

Gavin Bundy is a freshman at Sacramento City College studying engineering. His project was to design and build a Peace Pole. This was inspired by his hometown's sister city, Sang-Ju in South Korea, where he did a high school exchange trip last year. The Peace Pole reads, "May Peace Prevail On Earth," in multiple languages and was made to be portable so it can be shared between the Davis, CA, city office and local international groups. He is the son of Genifer Little and Jason Bundy.

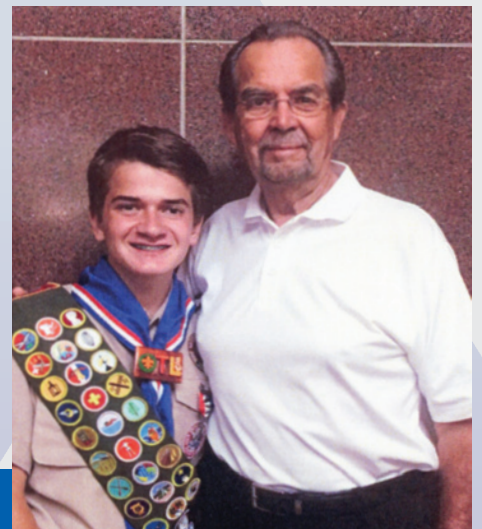
Noah Ricco is a sophomore at Berean Christian High School. Noah's project was to design, build, and install a bench with planters at the Clayton Fire Department in memory and honor of the firefighters on 9/11. His dream since a young age is to become a firefighter, and he is currently in training with The Contra Costa County Sheriff's Search and Rescue Team. He is the son of Shelley Little and Mark Ricco.

Congratulations, Gavin and Noah, on achieving the rank of Eagle Scout and for all of your accomplishments!



*Brother Little is pictured with his grandson, Gavin.*

# 342



*Brother Little is pictured with his grandson, Noah.*

# WASHINGTON, DISTRICT OF COLUMBIA

## Local 602 Retiree Club Takes a Trip to Flight 93 Memorial

On Wednesday, September 11, 2019, the Steamfitters Local 602, Washington, D.C., Retirees Club took a trip to the Flight 93 National Memorial in Shanksville, PA. They visited the museum, memorial plaza, memory wall, and tower of voices. The members of the Local 602 Retirees Club were invited to participate in the Flight 93 Memorial flag ceremony, which included the presentation of the flag, personal testimonies, prayers, and singing of "America the Beautiful." At the conclusion of the flag ceremony, veterans were called to fold the flag. Ed Lukenich, Chairman of the Retirees Club, presented a wreath from the club. Local 602 Retirees Club members said it was an amazing trip, and they encourage others to visit the Flight 93 Memorial.

It sounds like a wonderful trip. Thank you to all the Brothers and Sisters of the Local 602 Retirees Club for your many years of service and dedication to the UA!



*Pictured are the Brothers and Sisters of the Local 602 Retirees Club at the Flight 93 National Memorial.*

# EVANSVILLE, INDIANA

## Local 136 Members on 9/11

Pictured are members of Plumbers and Pipefitters Local 136, Evansville, IN, at the SABIC jobsite in Mt. Vernon, IN, on 9/11. This is Brother Keith Wunderlich's last job before retirement. He is a General Foreman on the jobsite.

Pictured from left to right are Brian Dolan, Robert Mann, Tyler DeTallente, Keith Wunderlich, Aaron Lawrence, Lori Martina, and Cory Goebel.

We wish you a happy retirement, Brother Wunderlich, and thank you, Brothers and Sisters of Local 136, for your continued hard work!



## NORWALK, OHIO

### Local 42 Retiree Experiences the Honor Flight

Plumbers, Pipefitters, and Marine Pipefitters Local 42, Norwalk, OH, retired member and Navy veteran Curtis D. Jackson recently participated in the Honor Flight with other Ohio veterans. Brother Jackson served in the U.S. Navy aboard the USS Brough (DE-148), a destroyer escort. His day with the Honor Flight was filled with companionship with other veterans, guardians who took care of them, and thousands of people who met them at the airport. They also had special escorts while in D.C., and upon their arrival back in Columbus, OH, several thousand people, along with several members of Brother Jackson's family, were there to welcome the veterans home. It was an extremely special day for Brother Jackson, and according to him, one of his top five!

We thank you for your service, Brother Jackson, and are so glad you got to experience the Honor Flight!



*Pictured is Brother Jackson's family welcoming him home from his Honor Flight.*

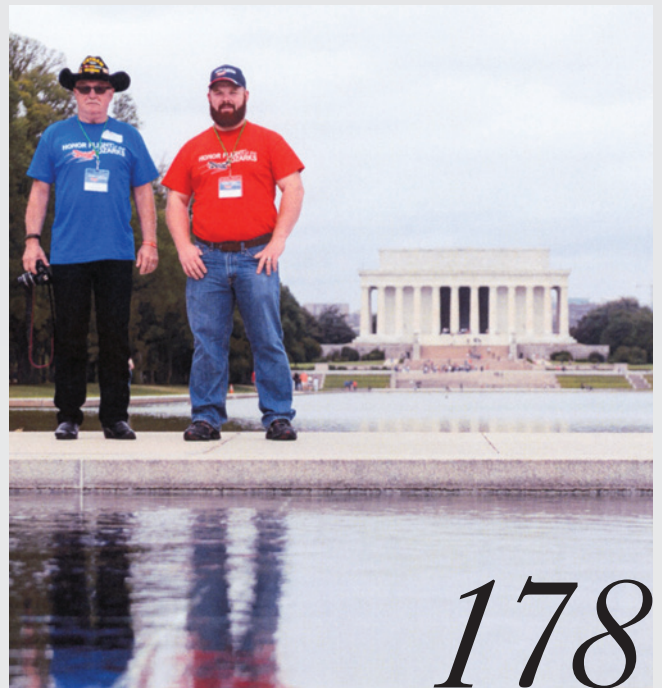
## SPRINGFIELD, MISSOURI

### Local 178 Member is Proud to be a Guardian on an Honor Flight

Twelve-year member of Plumbers and Pipefitters Local 178, Springfield, MO, Justin McCarty was proud to be the guardian on the Honor Flight for Vietnam veteran Sergeant Jim Hotz of the United States Army's 1st Infantry Division, "The Big Red One."

The Honor Flight of the Ozarks Organization flies veterans with a guardian from Springfield, MO, to Washington, D.C., three times a year, giving veterans the opportunity to see the war memorials. Brother McCarty said, "From the time we arrived at the airport, these men and women were treated like rock stars. When we landed at Reagan National Airport, the airport stood still and parted to each side of the corridor just like Moses and the Red Sea. In a world of meetings, deadlines, and takeoff times, people throughout the airport stopped their day to say thank you and shake the hands of these veterans. The Honor Flight has a full police escort, allowing them to navigate through town as if they were the President. Throughout the day, they get to visit all their memorials, ending with a stop at the Tomb of the Unknown Soldier. The entire day is about these men and women, and the Honor Flight makes that very clear, all the way down to having mail call on the flight home, where each veteran received a large envelope full of mail from their neighbors, friends, loved ones, and from people they don't even know, thanking them for their service and sacrifices. When we arrived home, the veterans were greeted by almost 4,000 people at the airport to give these heroes a welcome home that they all deserved, but most of them didn't get."

Thank you for your service, Sgt. Jim Hotz, and thank you, Brother McCarty, for volunteering your time to such an amazing organization. We are proud to call you our Brother!



*Pictured are Brother McCarty and Sgt. Jim Hotz visiting the war memorials in Washington, D.C.*

# PHOENIX, ARIZONA

## Chalmer “Chuck” Shuff Celebrates 70 Years With Local 469

Brother Chalmer “Chuck” Shuff celebrated 70 years of service to the United Association and to Plumbers and Pipefitters Local 469, Phoenix, AZ, at the Annual Pin Awards Ceremony held on October 12, 2019. City of Phoenix Mayor Kate Gallego and Local 469 leaders were on hand at the ceremony to mark this impressive achievement.

As 94-year-old Brother Shuff approached the stage, he was greeted by a standing ovation, and he, in turn, insisted on standing up and thanking his Brothers and Sisters. Brother Shuff was one of 182 Local 469 Brothers and Sisters who were recognized that evening for reaching milestones in their careers.

Thank you, Brother Shuff, for your 70 years of dedication and service to the UA and to Local 469. Congratulations also to all those Local 469 members who received service awards that evening.



*Pictured left to right are Business Agent Mel Ingwaldson, Business Agent Rick Hudson, City of Phoenix Mayor Kate Gallego, Brother Chalmer “Chuck” Shuff, Business Manager Aaron Butler, Business Agent Mark Gallego, and Business Agent Larry Savage.*



## MOVING? Take Us With You

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

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

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

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

FULL NAME \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

LOCAL NO. \_\_\_\_\_ CARD NO. \_\_\_\_\_

ATTACH LABEL HERE  
FROM BACK COVER

# BURIAL EXPENSE BENEFITS PAID IN NOVEMBER 2019

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Bracken, Russell	75	1	2500.00	Bracken, Kelly	Boutte, Michael K.	42	72	2500.00	Boutte, Judy
Gibbons, John J.	83	1	2500.00	Jellison Funeral Home & Cremation Services	Hulsey, William R.	89	72	2500.00	Garrett, Nancy Ann
Stein, Irving S.	78	1	2500.00	Stein, Elena	Money, Michael W.	61	72	2500.00	Money, Thomas M.
Szostak, Patryk A.	25	1	2500.00	Lomot, Justyna	LaRock, Leon	86	73	2500.00	LaRock, Raymond
Graner, James W.	78	5	2500.00	Lee Funeral Home	Hefty, Lawrence D.	79	75	2500.00	Hefty, Patricia
Prendergast, John J.	97	7	385.00	Parker Bros. Memorial	Wojciuk, Thomas J.	71	75	2500.00	Wojciuk, Alice
Prendergast, John J.	97	7	2115.00	Prendergast, Joan	Smith, John L.	92	78	2500.00	Jackson-Freeny, Mary
Rosenzweig, Henry J.	71	7	2500.00	Rosenzweig, Mary Anne	McShane, Brian J.	75	98	2500.00	McShane, Joan
Palmer, John E.	74	8	2500.00	Palmer, Janet	Bennett, Ronald A.	37	100	2500.00	Spoon, Melissa
D'Alonzo, David F.	92	9	2500.00	D'Alonzo, Robert	Works, Marvin L.	92	100	2500.00	Works, Kathleen
Whitlow, Glenn R.	91	10	2500.00	Whitlow, Betty	Chakeres, Angelo	92	120	2500.00	Chakeres, Sophia
Williams, Marvin R.	84	10	2500.00	Bennet Funeral Home	Prem, Walter W.	85	125	2500.00	Prem, Beverly
Loi, Tuong K.	71	12	2500.00	Loi, Stephen	Capitani, Edward	85	130	2500.00	Capitani Smith, Coleen Kelly
Bechtel, Clarence R.	91	15	2500.00	Bechtel, Dorothy	Collins, Michael	57	130	2500.00	Collins, Ashley
Blair, Donald H.	84	15	2500.00	Blair, Carol	Puccini, James R.	76	130	2500.00	Huarota, Jennifer
Farnham, Kenneth C.	63	15	2500.00	Seguin, Mary Beth	Berry, Glenn A.	62	136	2500.00	Tapp Funeral Home
White, Donald E.	75	16	2500.00	White, Willie Jean	Wilbur, James L.	83	136	2500.00	Wilbur, James
Linam, William P.	71	17	2500.00	Linam, Karen	Sharp, Tice	72	137	2500.00	Sharp, Kathy
Keeley, Robert	84	21	2500.00	Keeley, Dora	Harbort, Ricky R.	65	142	2500.00	Harbort, Susan
Adams, Martin	88	22	2500.00	Adams, Michael	Johnson, Doyle E.	87	142	2500.00	Jenrette, Debra
Dunham, George E.	69	22	2500.00	Lind Funeral Home, Inc.	Grondin, Guy	85	144	2500.00	Grondin, Lise
Glass, Robert N.	83	22	2500.00	Glass, Roxanne	Parent, Rolland	85	144	2500.00	Cormier, Claudette
Kujawa, Robert J.	58	22	2500.00	Kujawa, Rachel	Pineault, Jacques	82	144	2500.00	Dion, Jeannine
Lestuk, Ronald	75	24	2500.00	Lestuk, Kathleen	Dean, William G.	87	149	2500.00	Dean, William
Wendel, Daniel	56	24	2500.00	Wendel, Cheryl	Evans, Richard	75	149	2500.00	Mitchell-Jerdan Funeral Home
Vanier, Jon A.	63	25	455.00	Vanier, Kim	Parker, Daniel R.	76	149	2500.00	Parker, Carol
Vanier, Jon A.	63	25	2045.00	Heritage Shores Funeral Home	Anderson, James D.	84	150	2500.00	Anderson, Edna
Betke, David E.	75	27	2500.00	Betke, David	Hardy, Ronald B.	59	150	2500.00	Garvin, Sarah
Dedad, John R.	85	27	2500.00	Dedad, Sarah	Williams, Earl E.	89	155	2500.00	Caldwell, Cathy
Leo, Samuel	87	27	499.95	Leo, Jr., Samuel	Estrada, Edward	88	159	780.00	Estrada, Rose
Leo, Samuel	87	27	499.95	Leo, June	Estrada, Edward	88	159	1720.00	Estrella, Denise
Leo, Samuel	87	27	499.96	Binney, Jennifer	Cornett, Harold R.	79	162	2500.00	Belton-Stroup Funeral Home
Leo, Samuel	87	27	1000.14	Russell Schmidt & Son Funeral Home, Inc.	Schultz, Darryl M.	67	166	2500.00	Schultz, Karen
Latterell, Randy A.	63	30	2500.00	Sannon, Toni	Trammel, Jay W.	58	166	1000.00	Sacks, Erin
Lockwood, Matthew W.	34	32	2500.00	Lockwood, Lisa	Trammel, Jay W.	58	166	1500.00	Trammel, Theresa
Nissen, John R.	80	32	2500.00	Nissen, Marsha	Wade, James R.	74	189	2500.00	Newcomer Cremations, Funeral & Receptions
Fredrickson, Jeffrey I.	65	33	2500.00	Fredrickson, Deborah	Paschka, Gary M.	75	190	2500.00	Paschka, Barbara
Nelson, Michael L.	69	33	2500.00	Nelson, Sharon	Fulciniti, John R.	62	192	2500.00	Gillette Memorial Chapel
Sparks, Kevin J.	62	42	2500.00	Hollingsworth, Danielle	Lawson, Herbert	60	198	2500.00	Hall Davis & Sons Funeral Service, LLC.
Boyd, Levon	68	43	2500.00	Boyd, Tonia	Mates, Elwin W.	90	200	2500.00	Mates, Thomas
Swafford, Austin A.	82	43	2500.00	Swafford, Patricia	McFall, Robert K.	67	200	2500.00	McFall, Ryan
Bacchus, Shahabodeen	51	46	2500.00	Singh, Sharon	Shaffer, Harvey R.	74	208	677.00	Shaffer, Regina
Findeisen, Eric	82	46	2500.00	Hooper, Joan	Shaffer, Harvey R.	74	208	1823.00	Ramseier, Jana
Geering, Paul	94	46	2500.00	The Estate of Paul Geering	Tracy, James D.	82	208	2500.00	Tracy, Barbara
Mislovic, Joseph	76	46	2500.00	Zalig, Olga	Avery, James W.	88	211	2500.00	Avery, Anne
Mitschke, Guenter	89	46	2500.00	Reynolds Funeral Home-Turner Chapel	Franklin, Jerry D.	75	211	2500.00	Geary, Kimberley
Schmockel, Helmut	90	46	2500.00	Schmockel, Mary	Gibson, John W.	92	211	2500.00	Flint, Mary
Bell, David L.	61	50	2500.00	Stroud, Linda	Parker, Harold L.	90	211	2500.00	Parker, Mary
Vaughn, Brian D.	39	50	2500.00	Vaughn, Sr., Brian	Richmond, Eugene D.	80	211	2500.00	The Estate of Eugene D. Richmond
Hemmings, Walter H.	88	51	2500.00	Hemmings, Lolita	Talbert, Henry G.	80	211	2500.00	Chaknine, Jennifer
Sadzewicz, Joseph	69	55	2500.00	Sadzewicz, Toni	Huth, Edwin A.	88	219	357.14	Brown, Kimberly
Brunt, David	80	56	2500.00	Brunt, Rhonda	Huth, Edwin A.	88	219	357.14	Huth, Brian
Herman, Wayne E.	72	56	2500.00	Herman, Marilyn	Huth, Edwin A.	88	219	357.14	Huth, Edwin
Montoya, Christopher A.	42	58	2500.00	Romero Family Funeral Home	Huth, Edwin A.	88	219	357.14	Huth, Kenneth
Cusimano, Jacob F.	77	60	1250.00	Searcy, Cindy A.	Huth, Edwin A.	88	219	357.14	Ledford, Kris
Cusimano, Jacob F.	77	60	1250.00	Seitz, Donna	Huth, Edwin A.	88	219	357.14	Martin, Karen
Lumetta, George	86	60	2500.00	Foy, Henrietta M.	Kenna, Dennis W.	72	219	2500.00	Squire, Kelly
Maillho, Michael	62	60	2500.00	Maillho, Jr., Michael	Martinez, Richard	98	230	2500.00	Kenna, Robert
Aitken, John	91	67	2500.00	Aitken, John	Jardine, Harry	81	244	2500.00	Martinez, William
Cole, Wallace I.	86	67	2500.00	Kobi, Michelle	Falcone, Mario J.	96	250	2500.00	Arimatheia Funeral Cooperative
Hall, Tony	41	71	2500.00	Marsden & McLaughlin Funeral Homes, Ltd.	Jimenez, Javier	37	250	855.00	Cave, Cynthia
					Jimenez, Javier	37	250	1645.00	Jimenez,III, Javier
									Diaz, Darlene

# BURIAL EXPENSE BENEFITS PAID IN NOVEMBER 2019

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
McKissack, Elbert R.	73	250	2500.00	McKissack, Susan
Vanassa, Joseph A.	85	250	2500.00	Vanassa, Rose Mary
Romaniuk, Taras	73	254	1044.75	Romaniuk, Taras
Ellison, Dale P.	67	286	2500.00	Novak, Cheryl
Cortier, Travis L.	50	290	2500.00	Burger, Ashley
Madden, Stanley T.	65	290	2500.00	Madden, Carol
O'Brien, Donald D.	89	290	2500.00	The O'Brien Survivors Trust
Effhauser, Louis L.	89	300	2500.00	Effhauser, Helen
Robinson, Joseph E.	82	322	2500.00	Robinson, Carol
Anderson, James W.	76	324	2500.00	Anderson, Elizabeth
Schoonover, Archie	83	333	2500.00	Schoonover, Jacqueline
Carson, Leo M.	67	342	2500.00	Looman, Debra
Hein, David J.	35	342	2500.00	Hein, Christine
Julson, Edwin T.	85	342	2500.00	Julson, Edwin
Keenan, John P.	85	342	2500.00	Keenan, Patricia
Brown, Jerry L.	55	344	1016.44	Brown, Taguana
Brown, Jerry L.	55	344	1483.56	Howard-Harris Funeral Service
Stevens, Lewade	76	344	2500.00	Stevens, Robbie
Wilkinson, Everett E.	73	373	2500.00	Wilkinson, Margaret
Freitas, Ronald	84	393	2500.00	Freitas, Roberta
Leal, Joseph R.	94	393	2500.00	Joseph R. Leal Trust
Mijares, Alfredo	97	393	2500.00	Mijares Trust
Taborelli, Bruno	92	393	2500.00	Taborelli, Doris
Besette, Denis	78	401	2500.00	Besette, Claude
Tulk, Earl	71	401	2500.00	Gordon F. Thompkins Funeral Homes
Pope, Austin L.	87	403	2500.00	Pope, Vera
Baxter, John A.	82	420	2500.00	Pagano Funeral Home
Friess, Thomas B.	63	420	2500.00	Estate of Thomas B. Friess
Gilbert, Stanford D.	77	420	2500.00	Honea, Tracy
Klock, Edwin L.	83	420	2500.00	Silva, Theresa
McCarry, John J.	62	420	2500.00	McCarry, Christopher
Parker, Jeffrey W.	65	420	1083.00	Parker, Cindy
Parker, Jeffrey W.	65	420	1417.00	Burkey & Driscoll Funeral Home
Rudart, Ronald R.	82	420	2500.00	Morgan, Barbara
Switzer, Larry G.	76	420	2500.00	Switzer, Robert
Walker, Francis	82	420	2500.00	Walker, Margaret
Ward, Joseph V.	81	421	2500.00	Powers Funeral Home
Britz, James A.	55	434	2500.00	Britz, Lynette
Rosenbaum, Joseph F.	71	434	2500.00	Arrington, Gertrude Maria
Clark, Colin D.	23	449	2500.00	Clark, Diane
Mutkus, Richard	85	449	2500.00	Mutkus, Rosalie
Sommer, John E.	71	449	2500.00	Sommer, Kathleen
Wasilco, Andrew	97	449	2500.00	Wasilco, III, Andrew
Morgan, Robert E.	80	455	2500.00	Morgan, Marjorie
Young, Darrell F.	79	464	2500.00	Young, Connie
Bragg, Richard M.	95	469	2500.00	Bragg, Susan
Cartner, Anthony R.	66	469	2500.00	Cartner, Mary
Pollock, George R.	86	469	2500.00	Pollock, Jeanette
Whitehead, Jimmy R.	75	469	2500.00	Whitehead, Carolyn
Gelinas, Raymond C.	84	475	2500.00	Mazzola, Jill
Hoyt, William F.	62	475	2500.00	Strunk Funeral Home
Carmine, Donald L.	79	486	2500.00	Carmine, Betsy B.
Pangracs, Carl M.	69	488	2500.00	Pangracs, Rod
Whyte, Peter D.	78	488	2500.00	Chartier, Shelley
Cook, Donald	79	502	2500.00	Cook, Bonnie
Martin, Timmy W.	61	502	2500.00	Martin, Leanne
Shewmaker, Aaron	86	502	2500.00	Shewmaker, Leanna
Gates, Clyde L.	99	520	1195.00	Gates, Clyde
Gates, Clyde L.	99	520	1305.00	Milono, Cheri
Bailey, William I.	85	521	2500.00	Miller, Donna
Walsh, Carl P.	88	524	2500.00	Evans, Mary
Miller, Thomas	68	525	721.07	Miller, Trent
Miller, Thomas	68	525	1778.93	Miller, Troy
Critchfield, William J.	89	527	2500.00	Critchfield, Ruth
Kienapple, Noah	21	527	2500.00	Kienapple, Mckayla

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Papa, Dan	55	537	2500.00	Papa, Jean
Dobe, Darrell	79	539	2500.00	Dobe, Kathleen
Hellendrung, William	83	539	2500.00	Hellendrung, Michael
Larson, Lyle R.	74	539	2500.00	Foy, Lisa
Eberlin, Myron J.	55	562	2500.00	Eberlin, Anna
Mayfield, Carl C.	98	562	2500.00	Mayfield, Michael
Perrone, Stephen R.	59	562	2500.00	Hutchens-Stygar Funeral Center
Fayard, Steven C.	72	568	2500.00	Fayard, Bonnie
Landon, Robert O.	77	597	1000.00	Landon, Faith
Landon, Robert O.	77	597	1500.00	James O'Donnell Funeral Home
Nygren, Robert W.	73	597	2500.00	Nygren, Sue
Sobus, Joseph	47	597	2500.00	Sobus, Magdalene
Straker, Errol	76	597	2500.00	Straker, Pamela
Zajac, Richard A.	74	597	2500.00	Zajac, Megan
Connell, Raymond C.	94	598	2500.00	Connell, Mary
Lindquist, Gary E.	72	601	2500.00	Lindquist, Mary
Bliss, Glenn H.	59	602	2500.00	Bliss, Cynthia
O'Quinn, Charles G.	81	602	2500.00	Vass, Alice
Hatten, Joseph M.	72	625	2500.00	Casdorff & Curry Funeral Home
Jarrett, Booker T.	68	636	2500.00	Jarrett, Tanisha
Ranger, Joseph	93	636	2500.00	Vermeulen, Adrienne
Wiseman, Howard W.	79	636	2500.00	Wiseman, Robert
Williams, Eugene	69	638	2500.00	Singleton-Williams, Linda
Simic, Milard	95	663	2500.00	Simic, David
Barnett, Robert G.	84	669	2500.00	Barnett, Marlene
Beaubien, David M.	64	669	648.33	Lowe, Stewart
Beaubien, David M.	64	669	648.34	Beaubien, Nathan
Beaubien, David M.	64	669	1203.33	Beaubien, Mary
Biggers, Matthew A.	27	669	2500.00	Biggers, Lisa
Brewer, Dennis J.	68	669	2500.00	Marshall, Paula
Butler, Jimmy	71	669	2500.00	Butler, Joann
Cole, Robert K.	73	669	2500.00	Cole, Melissa
Conroy, Kenneth	56	669	2500.00	Conroy, Alison
Cornell, Christopher G.	47	669	2500.00	Scaccia, Mary Jo
Frodellus, Willard B.	57	669	2500.00	Johnson's Funeral Home
Gunderson, Tony L.	70	669	2500.00	Gunderson, Myrna
Johnson, John G.	68	669	2500.00	Smith, Melissa
Linginfelter, Ronald G.	61	669	2500.00	Linginfelter, Dorothy
Nelms, Eddie	78	669	2500.00	Nelms, Glendale
Stump, Ryan M.	43	669	2500.00	Daley Life Celebration Studio
Walters, David S.	55	669	2500.00	Walters, Helen
Woolridge, Roswell	88	669	2500.00	Woolridge, Dorothy
Gable, Joseph W.	69	690	2500.00	Gable, Alice
Jacot, Nelson G.	68	690	2500.00	Janson, Mary
McAneny, Brian J.	36	690	2500.00	McAneny, Francis
McIlwain, James D.	76	690	2500.00	McIlwain, III, James
Sweeten, Robert J.	85	692	2500.00	Sweeten, Nellie
Wagner, Eugene H.	89	719	2500.00	Wagner, Eunice
Grueneberg, Fred W.	84	725	2500.00	Horton, Carol
McAlister, Jack	80	725	2500.00	McAlister, Carol Ann
Miller, William F.	72	725	2500.00	Miller, Cynthia
Sullivan, Joan C.	72	725	1174.00	Falcone, Steven
Sullivan, Joan C.	72	725	1326.00	Ratcliffe, Tommy
Kelly, Chris P.	57	740	2500.00	Pritchett's Funeral Home
Payne, Gerald	90	740	2500.00	Payne, Keith
Uhlman, Stephen T.	62	760	2500.00	Uhlman, Jean
Skellie, William J.	86	773	2500.00	Skellie, Linda
Merriss, Dale A.	92	776	2500.00	Alspach-Gerhart Funeral Home
Lucco, Richard R.	86	777	2500.00	Lucco, Maria
Mongeon, Bryon R.	62	787	2500.00	Mongeon, Denise
Sumka, Michael	86	787	2500.00	Sumka, Andrea
Lout, Matt J.	36	798	2500.00	Starr Funeral Home
McCune, Justin A.	23	798	2500.00	Anderson, Tania
Thompson, Hudson R.	23	798	2500.00	Lewis, Marybeth
Total Amount: \$571,044.75				



## BURIAL EXPENSE BENEFITS PAID IN DECEMBER 2019



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Babian, Jacob	97	1	2500.00	Babian, Paul	Dailey, Walter D.	89	72	2500.00	Dailey, Karal
Pecchia, Martin	87	1	2500.00	Abramo, Christine	Gallo, Frank J.	85	72	2500.00	Gallo Jr., Frank
Pribyl, Richard	74	1	2500.00	Webber, Susan	Stephenson, Grady L.	81	72	2500.00	Smith, Peggy Ann
Smith, William F.	83	1	2500.00	Smith, John	Griesenhofer, John	84	75	2500.00	The Estate of John Griesenhofer
Welle, William L.	71	3	618.47	Welle, Ruth	Miller, Shane R.	31	75	2500.00	Miller, Amanda
Welle, William L.	71	3	1881.53	Welle, Ruth	Ruiz, Peter D.	53	78	2500.00	Ruiz, Yvette
Letsky, Paul	73	4	2500.00	Athy Memorial Home	Gorby, Roger L.	75	83	2500.00	Gorby, Barbara
McClure, Francis	83	4	2500.00	McClure, Timothy	Lee, Horace W.	94	91	2500.00	Knain, Patti
Wright, Jason P.	73	5	2500.00	Wright, Jason	Gilboe, Matthew D.	44	98	2500.00	Gilboe, Donald
DeRosa, Richard W.	78	9	2500.00	DeRosa, Judy	James, George F.	90	98	2500.00	Savage, Susan
Luty, Roger T.	76	9	2500.00	Luty, Susan	Bradshaw, Roger D.	73	100	2500.00	Bradshaw, Lorie
McCoy, Kevin R.	67	9	2500.00	McCoy, Karla	Brennfleck, Edward P.	82	101	2500.00	Winter, Tina
Vancho, Robert A.	61	9	2500.00	Vancho, Ryan	Lane, Oscar E.	77	102	2500.00	Harvey, Lisa Lane
Thompson, Ronald T.	82	11	907.00	Thompson, Faye	Shipwash, James E.	78	102	2500.00	Fraker Funeral Home
Thompson, Ronald T.	82	11	1593.00	Thompson, Faye	Dowling, Thomas E.	86	110	2500.00	Hollomon-Brown
Kinnen, Daniel	74	13	1250.00	Pinkley, Dana	Nixon, Steven K.	66	110	2500.00	Wolf, Robert
Kinnen, Daniel	74	13	1250.00	Stocker, Leigh	Pryor, Nicholas W.	36	112	2500.00	Vincent A. Enea Funeral Service, LLC
Androsky, Donald L.	85	15	2500.00	Androsky Jr., Donald	Brandt, Steven R.	63	118	2500.00	Brandt, Rhonda
York, John J.	80	17	2500.00	York, Stella	Lewis, Clinton F.	81	119	2500.00	Harp, Renee
Nachstein, Andrew J.	36	21	2500.00	Nachstein, Lauren	Bene, Timothy	96	120	2500.00	Bene, Dorothy
Hynes, John J.	69	22	2500.00	Hynes, Cheryl	Hajba, Joseph P.	81	120	2500.00	Hajba, Jeanette
Held, Elvin D.	84	25	2500.00	Van Hoe Funeral Home Ltd.	Hubach, Donald R.	75	120	2500.00	Hubach, Andrea
Jones, Steven C.	68	25	2500.00	Jones-Debruy, Rhonda	Brehm, Michael P.	49	130	77.20	Brehm, Amanda
Chadwick, Jeffrey J.	70	26	625.31	Chadwick, Carol	Brehm, Michael P.	49	130	77.20	Brehm, Katrina
Chadwick, Jeffrey J.	70	26	1874.69	Chadwick, Wesley	Brehm, Michael P.	49	130	2345.60	Leonard, Margaret A.
Daily, Timothy J.	58	26	2500.00	Daily, Carla	Filip, Raymond	91	130	615.00	Filip, Craig
Kochis, Chris	42	26	2500.00	Kochis, Phyllis	Filip, Raymond	91	130	615.00	Filip, Gary
Tudor, Dan L.	65	26	2500.00	Tudor, Judy	Filip, Raymond	91	130	615.00	Filip, Russell
Walker, John	81	27	2500.00	Griffin, Therese	Filip, Raymond	91	130	655.00	Filip, Mark
Schankel, Lon R.	64	32	699.00	Maclam, Shari	Garvey, James M.	89	130	2500.00	Garvey, Bette
Schankel, Lon R.	64	32	1801.00	Schankel, Susan	Morin, Richard H.	91	130	2500.00	Morin, Lillian
Scudder, Larry C.	76	32	2500.00	Scudder, Tracy	Newell, John A.	53	130	2500.00	Buckley, Sheila
Stocking, Victor	83	32	2500.00	Kocina, Pam	Scruggs, William H.	81	130	1041.86	Scruggs, Diane
Holland, Gerald	87	33	2500.00	Holland, Greg	Scruggs, William H.	81	130	1458.14	Scruggs, Jeanne
Shetka, Edward T.	84	34	2500.00	Shetka, Nancy	Stincic, Albert	83	130	2500.00	Stincic, Virginia
Grevstad, Albert S.	78	38	2500.00	Grevstad, Lisa	Zabloudil, Joseph J.	94	130	2500.00	Joseph J. Zabloudil Trust
Malfatti, Raymond	75	38	2500.00	Malfatti, Elaine	Bellavance, Edward J.	64	131	2500.00	Bellavance, Jesse
Cutnaw, Doyal	87	42	2500.00	Cutnaw, Mary	Poznanski, John A.	72	131	2500.00	Poznanski, Margaret
Schnitzler, Robert E.	82	42	2500.00	Schnitzler, Lila	Pridgen, Carl L.	76	136	2500.00	Pridgen, Sharon
Bohlman, Ronald G.	75	43	2500.00	Bohlman, Carolyn	Stout, Sam	76	137	2500.00	Stout, Patricia
Clack, John M.	82	43	2500.00	Clack, Joyce	Hill, Bradley E.	65	140	2500.00	Hill, Lorrie
Culver, Houston G.	76	43	2500.00	Culver, Wilma	Smith, Gregory T.	66	140	2500.00	Caldwell, Patricia Nicole
Fugate, Reed H.	81	43	2500.00	Fugate, Dorothy	Rinaudo, A. J.	92	141	863.00	Rinaudo, Nancy
Foster, Preston	77	46	2500.00	Ajax Crematorium & Visitation Centre, Inc.	Rinaudo, A. J.	92	141	1637.00	Rinaudo, Nancy
Giancroce, Nick	65	46	2500.00	Giancroce, Catherine	Berube, Raymond	87	144	2500.00	Berube, Jo-Anne
Morgan, Milton	91	46	2500.00	Glendale Funeral Home and Cemetery	Hamelin, Jacques	64	144	2500.00	Daigneault Hamelin, Nicole
Powers, Michael	71	46	2500.00	Powers, Sandra	Hebert, Jean-Paul	78	144	2500.00	Traversy, Francoise
Sullivan, Jerome M.	83	46	2500.00	Bedford, Lori	Mongrain, Gilles	87	144	2500.00	The Estate of Gilles Mongrain
Toti, Giuseppe	79	46	2500.00	Toti, Roberto	St Hilaire, Robert	60	144	2500.00	St-Hilaire, Alex
Stotz, David P.	77	50	2500.00	Stotz, Matt	Pankau, William D.	86	149	2500.00	Pankau, Phyllis
Netzband, David A.	76	55	2500.00	Netzband, Judy	Armstrong, Scott W.	46	150	2500.00	Armstrong, Kerin
Pellerin, Michael J.	65	56	2500.00	Dartmouth Funeral Home	McWatty, James F.	76	150	2500.00	McWatty, Wanda
Shortell, William J.	86	56	2500.00	Mundle'S Funeral Home	Simmons, Willie J.	33	150	2500.00	Miller's Funeral Home
Foret, Albert	74	60	800.00	Foret, Mary	Weintraub, Johnny	32	150	2500.00	Weintraub, Amber
Foret, Albert	74	60	1700.00	Mothe Funeral Home, LLC	Boone, Virgil E.	62	152	2500.00	Hastings Funeral Home, Inc.
Hart, Gene J.	92	60	2500.00	Hart, Ann	Lane, Michael A.	73	155	2500.00	Lane, Dustin
Bradley, Cecil	86	67	2500.00	Bradley, June	Bowers, Chad D.	45	157	2500.00	Ballard and Sons Funeral Home
Leahy, Clem	86	67	2500.00	Leahy, Marcia	Burt, Floyd C.	93	157	1250.00	Burt, Edward
Hartt, Don B.	80	68	2500.00	Glover, Donna	Burt, Floyd C.	93	157	1250.00	Drake, Pamela
Mullinax, Curtis L.	80	68	2500.00	Mullinax, Timothy	Crouch, Wilbur E.	71	157	2500.00	Giovanini Funeral Home & Cremation Service
Collins, Caleb P.	45	72	2500.00	Collins, Lara	Kempf, J. L.	75	157	2500.00	Greiner Funeral Home

# BURIAL EXPENSE BENEFITS PAID IN DECEMBER 2019

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Malone, Charles E.	70	157	2500.00	Malone, Debra
Staub, E. Joe	61	157	2500.00	Staub, Karen
Sutherlin, Ernest A.	78	157	2500.00	Sutherlin, Gayla
Taylor, Kenneth J.	75	157	1250.00	Rudy, Lynn
Taylor, Kenneth J.	75	157	1250.00	Taylor, Brad
Loy, James P.	88	160	2500.00	Loy, Julia
Loy, James P.	88	160	2500.00	Loy, Julia
Weilbaker, Dean L.	87	166	11.43	Weilbaker, Gloria
Weilbaker, Dean L.	87	166	2488.57	Weilbaker, Gloria
Heuring, Douglas B.	67	170	2500.00	Heuring, Nada
Kowalski, Leroy	70	172	2500.00	Kowalski, Sharon
Farrell, Dean A.	61	174	2500.00	Farrell, Jerris
Allen, James H.	62	188	833.33	Allen, Sean
Allen, James H.	62	188	833.33	Watson, Erin
Allen, James H.	62	188	833.34	Neidlinger, Sheri
Michalak, Frank J.	64	189	2500.00	Michalak, Jane
Sykes, George R.	87	189	2500.00	Dwayne Spence
Wollenberg, Paul F.	85	189	2500.00	Wollenberg, Shirley
Brown, Robert C.	91	190	2500.00	Wagner, Sue
Savage, James B.	89	198	2500.00	Savage, Ruth
Singletary, Lowell P.	92	198	2500.00	Singletary, Mary
Vaughn, Isaac J.	74	198	2500.00	Vaughn, Troy
Palmer, Benny E.	90	208	2500.00	Palmer, Willie Mae
Bergeron, L. J.	77	211	2500.00	Herring, Sherri
Brown, Earl R.	83	211	2500.00	Brown, Geraldine
Byrd, Jimmy E.	82	211	2500.00	Byrd, Doris Irine
Cockrell, Charles	72	211	2500.00	Cockrell, Casey
Delafosse, John A.	76	211	2500.00	Delafosse, Mary
Gaddy, Harold	84	211	2500.00	Gaddy, Barbara
Juarez, Blas	67	211	2500.00	Juarez, Mary
Peters, Wayne C.	74	211	2500.00	Sterling Funeral Home
Schaeper, Rickey D.	64	211	2500.00	Schaeper, Kim
Ferris, John R.	87	213	2500.00	Fundy Funeral Home
Munn, Raymond	80	213	2500.00	St. George Funeral Home
Rocca, Michele	75	213	2500.00	Rocca, Francheschina
Cummins, Charles R.	44	228	2500.00	Hale, Joseph
Losco, Charles A.	80	234	2500.00	Losco, Jr., Charles
Brixey, Edward	71	246	1199.56	Paden, Leanne
Brixey, Edward	71	246	1300.44	Lucio, Melissa
Crosby, James	75	246	871.00	Crosby, Barbara
Crosby, James	75	246	1629.00	Clovis Funeral Chapel
Crouch, Gary L.	79	246	2500.00	Crouch, Trent
Shelton, Cloy C.	86	247	2500.00	Shelton, Janie
Joseph, Henry J.	78	248	2500.00	Magoffin County Funeral Home
Fees, Jim M.	82	250	2500.00	Fees, Nancy
Hilterbrant, Richard A.	62	250	2500.00	American Funeral Financial
Joyner, Jackson L.	93	250	1250.00	Joyner, Gregory
Joyner, Jackson L.	93	250	1250.00	Sytsma, Karla
Larva, Joe E.	78	250	2500.00	Larva, Melanie
Malroy, Scott	89	250	2500.00	Ireland, Cindy
Mayo, Keith A.	66	250	2500.00	Mayo, Cecelia
McCloria, Talmadge	73	250	1250.00	McCloria, Craig
McCloria, Talmadge	73	250	1250.00	McCloria-Thompson, Lela
Vargas, Mario J.	61	250	2500.00	Marquez, David
Dierckens, John	86	254	410.00	Dierckens, Blair
Dierckens, John	86	254	2090.00	Sapacz, Tracy
Wiegand, John T.	63	267	2500.00	Bagozzi Twins Funeral Home
Bates, Donald L.	81	274	2500.00	Bates, Jean
Pericelli, Nick	77	274	2500.00	Vander Plaat Funeral Home
Provino, Paul	76	274	2500.00	Provino, Carol
Schnoebelen, Chris	37	281	2500.00	Schnoebelen, Kathleen
Weatherby, Charles E.	56	281	2500.00	Evans Funeral Home, Ltd.
Denton, John T.	78	290	792.50	Denton, Julie

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Denton, John T.	78	290	1707.50	Denton, Jillian
Hanson, Jack R.	80	290	2500.00	Dotson, Elizabeth
Lanz, Alfred L.	75	290	2500.00	Lanz, Dona
McKay, Durward P.	77	290	2500.00	Verbois, Lorena
Wittenberg, Edwin C.	92	290	2500.00	Marr, Dian
Smith, Harold W.	75	300	2500.00	Smith, Karen
Adams, Donald L.	63	322	2500.00	Adams, Maria
Perez, Samuel	77	322	2500.00	Perez, Lynne
Tucker, Billy J.	87	333	485.22	Shaft, Teri
Tucker, Billy J.	87	333	485.22	Tucker, Samuel
Tucker, Billy J.	87	333	485.22	Tucker, Sue
Tucker, Billy J.	87	333	485.22	Tucker, Toby
Tucker, Billy J.	87	333	559.12	Bennett, Sharon
Bachman, Seymour	94	342	2500.00	Turner, Sandra
Blair, Marvin L.	85	342	2500.00	Blair, Joyce
Cuellar, Anthony	96	342	2500.00	Cuellar Jr., Anthony
Hinrichs, Louis D.	79	342	2500.00	Rosa, Christine
Ross, Tommy J.	76	342	2500.00	Yanez, Wendy
Scott, Wayne L.	85	342	2500.00	Scott, Lornell
Curtess, Steven L.	71	344	2500.00	Curtess, Nathan
Edwards, Leroy	69	344	2500.00	Edwards, Debra
Robbins, Wayne	85	344	2500.00	Hayes, Katharine
Wood, Robert L.	95	344	2500.00	Freeman, Beverly
Valencia, Jesus N.	62	345	2500.00	Nava Oregel, Elsa
Poplett, Thomas E.	87	353	2500.00	Poplett, Clarice
Foster, Gary L.	59	354	2500.00	Foster, Cynthia
Hiratsuka, Louis	79	367	2500.00	Hiratsuka, Donna
Sturk, Lloyd G.	88	370	2500.00	Swartz Funeral Home
Babcock, Arnold E.	75	373	2500.00	Babcock, Rosemary
Doxsey, Raymond	85	392	2500.00	Doxsey, Shirley
Steiber, Joseph W.	89	392	2500.00	Steiber, Sally
Yust, Robert F.	94	392	2500.00	Hart, Irene
Velez, Ronald	79	393	2500.00	Velez, Wendi Michelli
Holloway, Edgar B.	97	396	2500.00	Holloway, Virginia
Masters, James L.	80	396	2500.00	Hoffman, Pamela
Saluga, Lawrence S.	69	396	2500.00	Saluga, Andrea
Ruiz, Sergio	49	398	2500.00	Ruiz, George
Cole, Justin	39	412	2500.00	Lacey, Victoria
Hermann, Ronald W.	73	420	2500.00	Hermann, William
Pino, Paul	65	420	2500.00	Pino, Celeste
Matthews, John G.	83	421	2500.00	Robinson, Diane
Bowen, Jimmie A.	88	430	2500.00	Bowen, Linda
Littlefield, Paul	81	430	2500.00	Hayman, Linda
Britz, Rose A.	62	434	2500.00	Britz, Peter
Houska, Raymond J.	99	434	2500.00	Secor, Janice
Wright, James E.	60	440	2500.00	Wright, Tami
Olson, Norman V.	73	442	1225.96	Olson, Toni
Olson, Norman V.	73	442	1274.04	Olson, Toni
Bretherton, Ronald D.	89	447	2500.00	Clark, Susanne
Boss, Donald R.	83	449	1062.41	Boss, Margeret
Boss, Donald R.	83	449	1437.59	Laughlin Cremation & Funeral Tributes, Inc.
Groves, Robert E.	85	449	2500.00	Groves, Michael
McCurdy, Leroy D.	79	449	2500.00	McCurdy, Patricia
Wratny, John R.	63	449	2500.00	Flora, Raquel
Ruth, Edgar E.	80	460	2500.00	Ruth, Guinevere
Thompson, Lyle W.	67	467	1009.81	Thompson, Yong
Thompson, Lyle W.	67	467	1490.19	Thompson, Yong
Andrysiak, James R.	82	469	2500.00	Andrysiak, Marilyn
Gendvilas, Paul R.	58	469	2500.00	Gendvilas, Angela
Morgan, Lester R.	82	469	1035.00	Morgan, Carelyn
Morgan, Lester R.	82	469	1465.00	Morgan, Carelyn
Wilson, Albert R.	95	469	2500.00	Wilson, Josephine



## BURIAL EXPENSE BENEFITS PAID IN DECEMBER 2019



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Heinl, James H.	68	475	2500.00	Heinl, Barbara	Hannigan, Edmond L.	66	638	2500.00	Hannigan, Sheila
Snyder, Raymond	77	475	2500.00	Snyder, Barbara	Jespergard, Arnold	85	638	2500.00	Feeney, Denise
Walling, Brian P.	62	475	2500.00	Walling, Susan	Lanigan, Edwin P.	67	638	2500.00	Lanigan, Stephanie
Willien, Charles M.	64	486	2500.00	Reynolds, Patricia J.	O'Brien, Michael J.	72	638	591.31	O'Brien, Bonnie
Haase, Manfred E.	86	488	2500.00	Bliss, Audrey	O'Brien, Michael J.	72	638	1908.69	O'Brien, Megan
Henry, Vergil G.	83	488	2500.00	The Estate of Vergil G. Henry	Oberhausen, Pleasant W.	87	638	2500.00	Oberhausen, Teresa
King, David G.	53	488	2500.00	Sunset Memorial Funeral Home	Roberts, Cecil E.	83	638	2500.00	Roberts, Cynthia
Kros, Richard	62	488	2500.00	Krosova, Marie	Ryan, John J.	82	638	2500.00	Ryan, Kathleen
McKinney, Brian F.	72	488	2500.00	McKinney, Linda	Walerstein, Bert	91	638	2500.00	Strom, Robin
Nield, James H.	71	488	2500.00	Lebel, Elizabeth	Packebush, John C.	70	648	2500.00	Packebush, Marian
O'Neill, Hugh R.	82	488	2500.00	O'Neill, Dorothy	Huot, Edward	90	663	2500.00	Huot Jr., Edward
Rhoades, Russel A.	67	488	2500.00	Rhoades, Linda	Anschuetz, Gerald W.	81	669	2500.00	Anschuetz, Diann
Ryken, A. D.	85	488	2500.00	Ryken, Jane	Bell, Teddy A.	80	669	360.00	Bell, Marianne
Waters, Dean E.	50	488	2500.00	Waters, Deanna	Bell, Teddy A.	80	669	360.00	Burns, Anita
Jassman, Melvin	80	496	2500.00	Jassman, Arla	Bell, Teddy A.	80	669	1780.00	Krol, Kathy
Applegate, James S.	91	502	2500.00	Applegate, Devon	Fernholz, Harlan	60	669	2500.00	Fernholz, Charlotte
Berger, Theodore E.	83	520	299.00	Berger, Madeline	Husta, George M.	51	669	2500.00	Husta, Rachel
Berger, Theodore E.	83	520	2201.00	Alavon Direct Cremation Service	Kitchen, Nicholas F.	70	669	2500.00	Kitchen IV, Nicholas
Edmondson, Jack E.	81	520	2500.00	Edmondson, Rosalie	Knox, Alton J.	70	669	2500.00	Tanner, Barbara
Mulhern, Joseph G.	83	524	2500.00	Mulhern, Maureen	Tyra, Gerald D.	75	669	552.08	Tyra, Jean
McKnight, Robert G.	73	525	2500.00	Ventura, Mary	Tyra, Gerald D.	75	669	1947.92	Tyra, Jean
Anderson, Ed W.	86	527	2500.00	Parent, Colleen	Ettore, John J.	66	690	2500.00	Ettore III, John
Cannon, Harry	85	527	2500.00	The Estate of Henry Cannon	Laughlin, Gerald J.	90	690	2500.00	Wahl, Linda
Gardner, Paul W.	63	527	2500.00	Gardner, Vanessa	Pottier, Richard R.	87	690	2500.00	Pottier, Ruth M.
McCallum, Brian	44	527	2500.00	McCallum, Trina	Townsley, Samuel D.	95	690	2500.00	Townsley, James
Samson, Michael	72	527	2500.00	Pelley, Margaret	Caskey, John E.	74	696	2500.00	Caskey, Rosanne
Forbes, Scott A.	61	533	2500.00	Forbes, Elizabeth	Welch, Jack L.	86	716	990.00	Welch, Jack
Caliri, Francis M.	60	537	2500.00	Caliri, Brenda	Welch, Jack L.	86	716	1510.00	Campbell, Donna
Szejnar, E. S.	95	537	2500.00	Finnie, Candace	Wranosky, Robert J.	82	716	2500.00	Wranosky, Marcia
Anderson, Russell R.	65	539	2500.00	Anderson, Jeremy	Grandison, Nevil	78	719	2500.00	Grandison, Norma
Williams, James D.	86	542	2500.00	Williams, Rose Delores	Bruce, Charles E.	89	725	2500.00	Allianz
Long, Peter O.	55	550	2500.00	Charles F. Oteri and Son Funeral Home	Mohl, William P.	76	725	2500.00	Mohl, Robert
Crisan, John R.	87	562	1190.18	Crisan, John	Carter, Weston	76	740	2500.00	Carter, Florence
Crisan, John R.	87	562	1309.82	Fredd, Cindy	Bole, Thomas C.	81	761	2500.00	Bole, Margaret
Holtzman, Lloyd	90	562	833.33	Fisher, Clyde	Reid, Stephen T.	79	761	804.75	Seyb, Ronald
Holtzman, Lloyd	90	562	833.33	Holtzman, Ronnie	Reid, Stephen T.	79	761	1695.25	Seyb, Craig
Holtzman, Lloyd	90	562	833.34	Lawson, Nadine	Levo, Anthony F.	87	773	2500.00	Levo, Pauline
Maniaci, Faro J.	85	562	2500.00	Maniaci, Kathleen	Farrar, Paul A.	83	776	2500.00	Farrar, Barbara
McGavock, Bert W.	77	562	2500.00	Bert W., McGavock, II	Wilker, Lester J.	90	776	2500.00	Back, Shirley
Gordon, Laurence E.	78	597	2500.00	Gordon, Daryl	Dacunto, John A.	50	777	619.50	Dacunto, Geno
Kebert, Roger L.	94	597	2500.00	Kebert-Strawhun, Mary Lou	Dacunto, John A.	50	777	619.50	Dacunto, Sabrina
Matusiak, Daniel K.	87	597	2500.00	Rannells Funeral Home	Dacunto, John A.	50	777	1261.00	Dacunto, Geno
Maude, Michael	65	597	2500.00	Maude, Patricia	Kosa, Albert E.	70	777	2500.00	Puglio, Christine
McClernon, Daniel P.	61	597	2500.00	McClernon, Cynthia	Kovach, Steven W.	57	777	2500.00	Benvenuto, Joann
O'Donnell, Peter J.	85	597	2500.00	O'Donnell, Karen	Nelson, Cecil C.	59	777	2500.00	Nelson, Nickesha
Shamblee, Larry R.	80	597	2500.00	Shamblee, Lucille	Oppelt, James E.	58	777	2500.00	Oppelt, Maryann
Wilhelm, Robert J.	79	597	2500.00	Wilhelm, Jane	Suffredini, Louis	99	777	2500.00	Defranzo, Arleen
O'Leary, Henry W.	76	598	2500.00	O'Leary, Florence	Wilson, George S.	63	777	2500.00	Pementil, Little Eagle
Kuka, Wilfred J.	82	601	2500.00	Kuka, Loretta	Zito, Frank R.	75	777	2500.00	Zito, Catherine
Mateicka, Donald	78	601	2500.00	Mateicka, Kathleen	Cooper, Gary L.	80	798	2500.00	Crow, Aryn
Holmes, Oliver G.	78	602	2500.00	Holmes, Steven	Ferrell, Jesse E.	83	798	2500.00	Ferrell, Mark
Petajnik, Frank A.	41	602	2500.00	Petajnik, Frank	McAngus, Randy	64	798	2500.00	Powell Funeral Home
White, Gary E.	85	614	2500.00	White, Dorothy	Merrell, Vernon R.	83	798	2500.00	Merrell, Patsy
Paavola, Leo W.	89	628	2500.00	Paavola, Annabelle	Patrick, Carlos G.	75	798	2500.00	Patrick, Nancy
Johnson, Daniel F.	68	630	2500.00	Johnson, Flora Sue	Sims, Charles H.	79	798	2500.00	Sims, Michael
Krueger, Ray F.	81	630	2500.00	Krueger, Rebecca	Wright, Darrel L.	84	798	833.33	Wright, James
Steele, C. H.	99	630	2500.00	Stuckey, Darlene	Wright, Darrel L.	84	798	833.33	Wright, Robert
Bates, Ross G.	84	636	2500.00	Bates, Connie	Wright, Darrel L.	84	798	833.34	White, Pam
Flanagan, Conzie	45	636	2500.00	Flanagan, Wanda	Bozeman, Herman R.	86	803	2500.00	Bozeman, Katie
Lester, Edward M.	62	636	2500.00	Lester, Karen	Scott, Bill R.	92	803	2500.00	Scott, Georgia
Rosinski, Gregory	82	636	2500.00	Rosinski, Delphine	Ridley, James M.	80	853	2500.00	Ridley, Linda
Bieniasz, Marek	63	638	2500.00	Bieniasz, Grazyna	Scott, James	90	853	2500.00	Scott, Janice Arlene
					Total Amount: \$812,500.00				

# THE GREAT OUTDOORS



Brother Yvan Doyon, retired welding director from Plumbers and Pipefitters Local 800, Sudbury, ON, harvested this beautiful 8-pointer while bow hunting in northern Ontario. Brother Doyon is a 40-year member of Local 800.



Brother Bill Hall (left), a retired 45-year member of Plumbers and Steamfitters Local 367, Anchorage, AK, and his son, Daniel Hall, an Anchorage firefighter, were in the Minto Flats, west of Fairbanks, for opening day of duck season on September 1, 2019. This father and son team, along with Anchorage Fire Department paramedic Wyatt Hanson bagged 79 ducks on the four-day hunt.



Steamfitters Local 250, Los Angeles, CA, member Brother Butch Redmond took this young mule deer on his 2019 early archery hunt in Arizona. The typical 4x4 mule deer scored 168 5/8 Pope & Young.



Plumbers and Pipefitters Local 404, Northwest TX, 35-year member Brother Jerome DiGiovanni (left) and his father show off the 52" and 36" fish they caught about 30 minutes north of Homer, AK, in the Cook Inlet. Brother DiGiovanni reports he also caught a 70-lb. fish during the outing.



Ashley Thompson, an office professional with the Training Department of Plumbers and Steamfitters Local 400, Appleton, WI, is pictured with the monster 9-pointer she took during the 2019 Wisconsin gun deer season. The buck's net score was 142 inches. Ashley is the niece and daughter of Local 400 members Jeff Blazer (left) and Greg Blazer (right).



Plumbers and Gasfitters Local 5, Washington, D.C., 22-year member Brother Zach McGee reports he caught these two large-mouth bass at a local pond in Baltimore County, MD.

Brother Terry Pace, a retired 20-year member of Plumbers and Steamfitters Local 760, Sheffield, AL, and his daughter, Lori Pace Peden, show off some of the salmon they caught during a 13-day fishing trip to Kenai, AK, in July 2019. The father/daughter team reports they fished 11 of the 13 days. The limit was three fish per person when they arrived, but was raised to six fish later during the trip. A great time was had by these two anglers, but they worked extremely hard while they were there.



Plumbers Local 130, Chicago, IL, 29-year member Brother James Marasco harvested this nice 8-point buck on opening day of the Kentucky Deer Season.



Brother Christopher Tipton, a member of Steamfitters Local 602, Washington, D.C., caught this nice black drum while fishing in Holden Beach, NC.



Brother Matt Lydon, a 35-year member and current Business Manager of Local 525 in Reno, NV, took this mule deer in central Nevada. Its rack was a 4x4 with a 24-inch spread.



Brother Christopher Boyce (right), a 29-year member of Plumbers and Pipefitters Local 9, Central New Jersey, is shown kneeling next to Shawn Matson, a friend and fellow union brother out of Electricians Local 269. Brother Boyce reports that he and Shawn met on a job several years ago and quickly became friends. Shawn is an avid hunter, and Brother Boyce offered to let him hunt on his six-acre property a few years ago. This 10-point, 190 lb. buck was taken by Shawn on November 4, 2018.



Plumbers and Pipefitters Local 325, Fredericton, NB, 48-year member Brother Clarence Cormier (right) and his son, Gilles, took this moose in New Brunswick in September 2019. This 15-point, 700-lb. giant, with a 50-inch spread, was Brother Cormier's first moose and the first time he had been drawn for a tag. Brother Cormier reports he will definitely be applying for a moose tag in 2020!



Plumbers and Steamfitters Local 85, Saginaw, MI, retired 38-year member and former Business Manager Robert Anderson took this nice 9-point whitetail buck on November 11, 2019, on family land in Greene County, IN.



Pipefitters Local 597, Chicago, IL, members Brother Justin Ruesch (nine years) and Brother Craig Martin (11 years) had a great opening weekend when they took these two beauties on November 24, 2019, in Crawford County, WI.



Pipefitters Local 211, Houston, TX, member Brother Skip Barrington pursued waterfowl from western Nebraska to Lake Ontario on an episode of the Union Sportsmen's Alliance (USA) *Brotherhood Outdoors* television series that aired the week of November 25, 2019, on the Sportsman Channel.

# SHOW PRIDE IN THE UA



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

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

**301**



**102**

**UA United States/Canada Flag Pin**  
Cloisonne lapel pin with military clutch. \$4.00



**101**

**Rhinestone Lapel Pin**  
UA logo in center, packaged in lucite box. \$3.00



**103**

**UA Lapel Pin**  
Highly polished gold finish pin with military clutch. \$2.00



**304K**



**121**



**221**

**120MK  
120WK**



**120MS  
120WS**



**282**

**NEW**

**281**



**280 Long Sleeve Orange T-shirt**

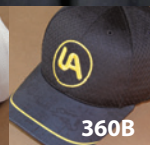
**241**



**360S**



**360W**



**360B**

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



Printed in the U.S.A.

# World Plumbing Day

March 11, 2020



**Plumbing Improves the World**