

JOURNAL



Technology in the Trades—3D Laser Scanning

Scanning the USS Intrepid Page 8





Pictured from left to right are Local 486 members Ryan Varnado, Greg Lane, Business Agent Andy Gannon, Edward "Scooter" Kone, Chris Preston, and Nick Echanis.

Heart of the UA Local 486 Helps Repair Patriot Point

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

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

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

The Union Sportsmen's Alliance (USA) called to action union volunteers to support our nation's heroes at Patriot Point. Situated on 290 acres of Maryland's Eastern Shore, Patriot Point is the Military Bowl Foundation's retreat for the nation's recovering service members, their families, and caregivers to refresh and rejuvenate through outdoor activities like boating, crabbing, fishing, watersports, skeet shooting, fitness, art therapy, and hunting.

At Patriot Point, our nation's warriors are able to reconnect with their families and their caregivers, decompress after a deployment, or just take some time to rejuvenate. Patriot Point fronts two pristine waterways and is just a short distance from the Chesapeake Bay. It has one goal: To create a destination for those who have valiantly served our nation so that they can recharge away from the stresses and challenges of their everyday lives. Service members face daunting challenges abroad while they work to maintain our nation's safety and security. These courageous men and women have earned our gratitude with their selfless work. Patriot Point is a way to give back to them.

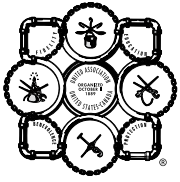
Members from Plumbers and Steamfitters Local 486, Baltimore, MD, volunteered to help make improvements to the Patriot Point facilities. They are currently helping to rebuild and repair three bathrooms in the Main House at Patriot Point, which was constructed in 1925. One of the bathrooms did not have a toilet or a sink, so Local 486 members installed new PVC piping to replace the old galvanized piping.

Because the walls of the old house are mostly made from logs, the Local 486 volunteers had to tie in the piping underneath the house in order to preserve the historical integrity.

For the other two bathrooms, the volunteers are working on installing showers and new vanities. Seven Local 486 members volunteered their time to make Patriot Point an enjoyable and safe environment for those who serve our country. Three of the seven volunteers are apprentices who came out from Seaford, DE, where Local 486 has one of its training centers.

Local 486 Business Manager Will Welsh was asked by USA if Local 486 could help with the Patriot Point project, so he put Business Agent Harry Schleicher in charge of gathering volunteers and spearheading the project. Brother Schleicher said, "We like to do as much for the military as we can. The caretaker at Patriot Point is a great guy and needed help rebuilding the place. I went down to Patriot Point for a meeting on February 11, 2020, to discuss what they needed help with, and they had a list of repairs that needed to be done. We told them we would work on the bathrooms, and that if they needed HVAC work done, we would help them with that as well. Everybody is doing a great job, and it's for a good cause."

Brother Schleicher said that he and the Local 486 volunteers have been going down to the shore every weekend since mid-February to work on the bathrooms. The Union Sportsmen's Alliance is calling this project a tribute to the power of labor.



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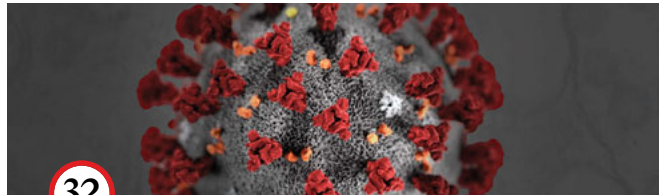
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Correction for the March issue: On page 30, Brother Joseph Tomaino was misidentified in a photograph. Our apologies.

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The Epidemic of Opioids



Mark McManus
General President

As we all know very well, our members work on some of the most grueling, extreme, and oftentimes physically demanding jobs. UA work, and all construction work, is not for the faint of heart.

I believe that today, more than ever, our members are taking care of their bodies, working in a safer environment, and certainly believe and buy in to our culture of safety.

This is good news. Of course we want our Brothers and Sisters to return home at night the same way they left that morning. Positive safety records also help our signatory contractors succeed in procuring work going forward. But unfortunately, it's not all good news in our community.

The fact of the matter is that construction workers are using—and dying from—opioids and other illicit drugs at a truly alarming rate. In North America, our citizens are increasingly addicted to medications that are being overprescribed, and such use is increasing at a dangerous pace. Statistics within the construction industry are even more frightening. Some studies have shown that drug and alcohol abuse among construction workers is one of the highest in the nation. It is alarming to say the least.

Dr. Letitia Davis with the Massachusetts Department of Public Health and an NABTU Opioid Task Force member, said, “There is recent evidence that the rates of fatal opioid overdose vary by industry and occupation of workers, and the rates are highest for workers in the con-

struction industry.” She adds that, “In Massachusetts and Ohio, for example, studies have shown that construction workers had rates of fatal opioid overdose that were close to seven times the rate for other workers. We also know that the occupations at high risk for work-related injuries are also at high risk for fatal opioid overdose.”

One of the factors driving this is that construction workers have higher rates of pain—from injuries and also from the type of work we do—and that leads to opioid use.

This is a dangerous and very serious crisis for all of us in this industry.

The National Building Trades, the UA, and our local unions are struggling to find solutions. Our own Health and Safety Director, Cheryl Ambrose, is on NABTU's Opioid Task Force, which reports to the Governing Board of Presidents. It is a challenge we must face, and we are committed to helping every member facing this struggle to find a path to recovery. Their lives depend on it.

This addiction has no barriers—not gender, race, age, geography, or financial status. I would say that, at some point in their lives, every one of our members has been affected by a drug-related overdose or even a death. Every one of us can identify a Brother or Sister member, neighbor, family member, or friend who has been affected by this disease. And far too many of our own members have been lost to this epidemic.

Prescription and illegal opioids kill 130 Americans *every day*. In 2016, drug overdose fatalities exceeded

There should be no stigma around substance abuse disorders. If you are caught in a bad place, reach out to your Business Manager, Business Agent, your Apprentice Coordinator, or another Brother or Sister. Ask for help, and it will be given.

deaths from auto accidents, yet the outrage we should be feeling seems somewhat muted. There are many reasons why—lack of awareness and understanding of this issue, a feeling of helplessness and hopelessness when it comes to helping those afflicted, and other complex and difficult perceptions about drug use.

We will continue to try to get our collective arms around this, including pressing government officials and healthcare and pharmaceutical executives to confront their own contributions to this problem. We will also engage with end-users, contractors, and our members—from apprentices, to journeymen and women, to retirees—to educate them about this issue. It is not just identifying those who may be using drugs—it is also about helping them find a path to wellness.

There should be no stigma around substance abuse disorders. If you are caught in a bad place, reach out to your Business Manager, Business Agent, your Apprentice Coordinator, or another Brother or Sister. Ask for help, and it will be given.

We are a brotherhood and sisterhood in even the most trying of times. That's the beauty of fraternity—we are here to help and assist. It is our creed. And I know we can all do better when it comes to understanding and supporting our Brothers and Sisters who are struggling with this issue.

Here at the UA General Office, we will double down on initiatives and programs to help stem the tide of this

awful scourge. We will also continue to provide our local unions with information on the best practices in confronting and treating this problem. We will use the full might of the UA to explore avenues in which we may be able to help. This is too important and critical an issue for us to leave it to others to solve.

Members struggling with opioid and alcohol addiction deserve our compassion. This is an insidious disease, but it doesn't have to be fatal. Together, we can take important steps toward eradicating this terrible illness.

Mark McManis



A Personal Thank You!

Having an opportunity to write to our membership on a monthly basis is a privilege I certainly do not take for granted. In most cases my *Journal* articles are based on the day-to-day trials and tribulations of the labor movement, with the focus on the UA and our membership. As I write this article, I ask for your consideration in allowing me—on behalf of the whole UA Kellett family—to write on a personal level, to share a personal thank you. We want to give our sincerest appreciation to our wider UA family for joining us in celebrating our father's life. Our mom, my brothers and sisters, and I are forever grateful to all of you and to the wonderful lifetime we had with our dad.

This past February 16, my father passed away of congestive heart failure. He was 85 years old and, on June 1st of this year, would have been a 67-year member of UA Plumbers and Pipefitters Local 562 in St. Louis, MO.

Like many of you, our dad grew up in a union household. His father worked for Quality Dairy in St. Louis, and he was one of the last milkmen to drive a horse-drawn milk wagon. Dad talked often of how Grandpa instilled the values and the benefits of working under the protection of a union shop. While Dad was still in high school, and for a short time after graduating, he worked for the Bakers' Union. He never discarded his Bakers' Union book, and we still have it as a treasured document of his pride in joining the labor movement at such a young age.

Dad, the youngest of four boys and a sister, grew up on the Northside of the City of St. Louis in a strong Catholic setting of many different ethnic parishes. Holy Rosary Parish had a large Irish heritage in which both our mom and dad were raised, and there were many in the parish who were active in the labor movement. In many instances, your reputation and relationship with others dictated what opportunities would come your way.

In the case of our dad and his parents, in what I believe was the result of a sound reputation, our dad was given

the opportunity to join Local 562, leaving the Bakers' Union, in order to join the apprenticeship as a beginning pipefitter. This move would require Dad to take an initial reduction in pay, but in the end, it would be a career change proven to pay dividends I know our Dad never expected. He would often say, "I owe everything I have to my union, and I need to give back. I want to give back for the next generation."

In continuing the story of Dad's lifetime in the UA, I know his experience is similar to so many of you, or maybe your own fathers. He, again like so many of you, was the full package. He had a desire for his local to be the best and for the organized union worker to be the best. He worked tirelessly both on and off the job to see that the worker was treated as such.

As I mentioned, his UA career started shortly after high school, and he jumped in with both feet, only to take a brief two-plus years away from the business to serve his country in the Korean War. Upon his return, he was back at the apprenticeship. Not long after he came back, Dad and Mom rekindled their relationship and were married on May 18, 1957. Their first child was born April 13 the following year.

Throughout pretty much all of Dad's career, he and Mom had a household full of kids, but he never wavered on his commitment to the union—to give something back. Like most in the construction trades, there were some lean times making it difficult to put food on the table, but all in all, Dad's career was a huge success. He



Patrick H. Kellett
General Secretary-Treasurer



was an accomplished welder before leaving his time in the apprenticeship, which proved well for his employment opportunities. He was also afforded a position to work at the welding school two nights a week cutting coupons to help make ends meet. Shortly after he completed his apprenticeship, work in Local 562's jurisdiction was plentiful in the coal-fired industry. This boom lasted some 11 to 12 years. Dad was a Foreman and a General Foreman for most of that work. All the while, he stayed in tune to the needs of the local outside the jobsite, whether it was political endeavors or community service. Dad was always involved. Later in his career, he and the 562 crew that Dad ran with were go-to guys to get the job done—something we're all very proud of.

While still working in the field, Dad and his close ally, Dick Sullivan, were asked by then-Business Manager Jim O'Mara to start a new political club in the St. Louis area to combat the strife organized labor was going through. This new political (Labor Club) started in 1991 and has proven to be a huge successful tool. From this beginning, this effort has grown into 13 area Labor Clubs throughout Eastern Missouri. Because of their local union's involvement in the political arena—through these clubs—Dad and Dick Sullivan's advice and counsel were often sought.

Toward the end of Dad's career as an active member of Local 562, he was summoned again by Brother O'Mara to serve as Business Agent until his retirement on January 1, 2000. As Business Agent, Dad quickly made so many friends from sister locals. He deeply appreciated the friendships made over the years. I want to personally thank each and every one of you. Although he no longer worked as an active UA member, our dad was anything but retired, continuing his quest to work on behalf of the Brothers and Sisters in the labor movement, especially members of the UA. Dad was still active and a participant on several boards until his very last days.

In my humble opinion, there is so much to learn from this generation of true union activists.

They gave so much and, in their words, received so much in return.

Patrick H. Kellett



Patrick H. Kellett
General Secretary-Treasurer

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Technology in the Trades—3D Laser Scanning

Scanning the USS



Matthew Marchese (Ap, LU 638)

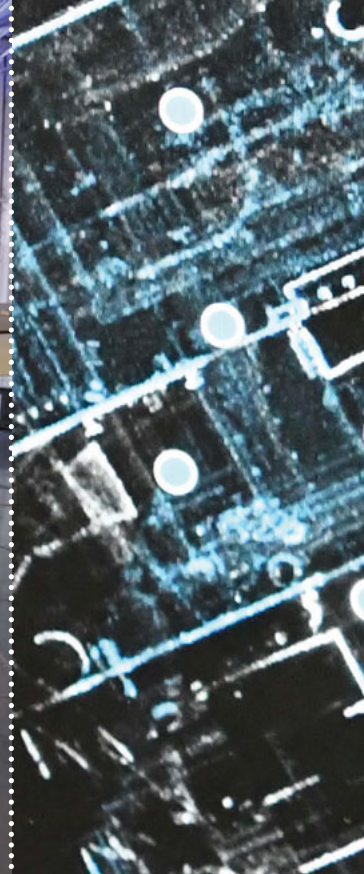
Intrepid

The promise of field-accurate site conditions, inside a three-dimensional (3D) building information modeling (BIM) project, is becoming a reality on construction sites and in early design discussions, thanks to better software import capabilities and newer, less-expensive, field-scanning technologies. Among those technologies is the Faro® laser scanner.

On January 14-16, 2020, a 3D laser scanning training course was held at the Plumbers Local 1, New York, NY, Training Center. Patrick Ramirez, a Virtual Design Construction (VDC) Coordinator for the Arizona Pipe Trades Apprenticeship and a member of Plumbers and Pipefitters Local 469, Phoenix, AZ, was the instructor for this course. This course has been offered at the Instructor Training Program (ITP) for four years. Six students were in attendance for this session.



Michael Apuzzo (BM, LU 1), Jorge Sotomayor (Ap, LU 1), Arthur Klock Jr. (Director of Education, LU 1), and Daniel Fortini (I, LU 1)



The Faro Laser Scanner Focus[®] is a high-speed 3D laser scanner for detailed measurement and documentation. The Focus[®] uses laser technology to produce exceedingly detailed 3D images of complex environments and geometries in only a few minutes. The resulting images are an assembly of millions of 3D measurement points. The Focus[®] works by sending an infrared laser beam into the center of its rotating mirror. The mirror deflects the laser beam on a vertical rotation around the environment being scanned. Scattered light from surrounding objects is then reflected back into the scanner. The scanner covers a 360 degree by 300 degree field of view. The single point measurements are repeated up to 976,000 times per second, which results in a point cloud—a 3D dataset of the scanner's environment.

For this course, the Faro scanner S Series and the latest version of the Faro Scene software were used, along with Autodesk[®] Navisworks and Autodesk[®] ReCap Pro software. The students were using the latest Faro scanner, the Focus[®] 350, which has long-range measurements up to 350 meters.

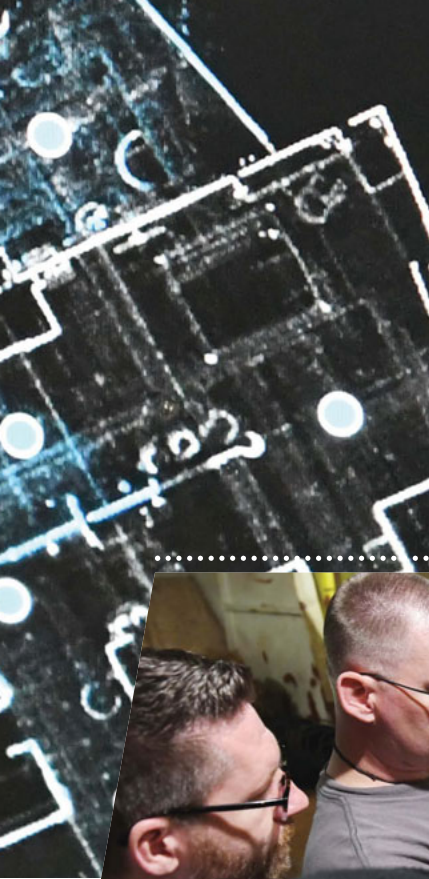
The purpose of this training course was for the students to learn how to create highly accurate 3D point clouds of existing structures and various mechanical systems for use with BIM applications, so they can use it in their own local training centers.

On the first day of the course, Brother Ramirez gave an introduction to Faro laser scanners and familiarized the students with the equipment and the related software. He demonstrated how to properly set up the laser scanner and then had the students practice setting it up. He then demonstrated how to conduct multiple 3D scans in order to accurately gather the necessary views of an existing structure.

In the afternoon, the *UA Journal* staff, the instructors, and the students headed over to the USS Intrepid, one of 24 Essex-class aircraft carriers built during World War II for the United States Navy, to practice using the Faro scanners. The USS Intrepid is berthed on the Hudson River and is the centerpiece of the Intrepid Sea, Air and Space Museum. The USS Intrepid employees opened parts of the ship that haven't been opened in many years to allow Faro and the UA to scan those areas and collect its data. Being in the limited spaces of the ship allowed the students to see the scanner's ability to collect the data of every nook and cranny.

Faro has a grant with the USS Intrepid to digitize the ship, and Keith Alcorn, who is a Senior Sales Engineer with Faro, serves as the Project Manager. He said, "They want to create a digital duplicate of the ship for historical preservation purposes, for maintenance and upkeep, for virtual fly-throughs, for presentation purposes, and for future renovations. They want

The purpose of this training course was for the students to learn how to create highly accurate 3D point clouds of existing structures and various mechanical systems for use with BIM applications, so they can use it in their own local training centers.



David Verna (J, LU 322) and Pat Ramirez (VDC Coordinator, LU 469)



Ken Schneider (ITF Training Specialist)

to open more of the ship up. Twenty percent of the ship is a museum, and 30 percent is renovated office spaces, storage, etc. and not open to the public, and then 50 percent is untouched.”

In explaining what the goal is for scanning the USS Intrepid, Keith Alcorn said, “The untouched parts are the most fascinating to me. They can’t open up the whole ship, because that would cost a fortune, but they constantly want to change their exhibits around and offer more to the public, so producing a laser scan gives them accurate dimensions and a good idea of what they have and what their assets are so they can plan accordingly.”

The USS Intrepid is governed by the U.S. Navy, and the museum portion of the ship is privately funded, so obtaining a grant to scan the ship was a difficult task for Faro. Keith Alcorn said Faro has been working on scanning the ship for eight months. Keith reached out to Ken Schneider, who is a Training Specialist for the International Training Fund (ITF), to recruit people from the Veterans in Piping (VIP) program to help scan the USS Intrepid.

Ken Schneider said, “Faro reached out to us about helping out with scanning the Intrepid, and to be able to use this as a training tool as well as an example of a real-world situation

where we are going into some tight areas and some restricted spaces is really a perfect scenario for this training.”

Keith Alcorn added, “Some of these guys have never even been on the USS Intrepid, and they live here. So, involving them in the local museums while learning an application technology is awesome.”

Brother Schneider was present during the laser scanning course to oversee the training and help promote the agreement that the UA has in place with Faro. He said, “My role as a liaison between Faro and the UA is to help promote the agreement that we have in place, and to make sure that we get this equipment in more of our UA members’ hands, so that they can be the ones on the jobsites doing the work.” He continued, “It’s super important that we make sure we’re using our members to do the design, because we know what’s constructible, and the biggest issue you hear about drawings is that they’re not always constructible.”

The second day of the training course was spent on the USS Intrepid. The students and the instructors continued scanning different areas of the ship to expose them to the “what ifs” in the process of learning how to scan. Brother Ramirez said, “The fundamental

Abbreviation Key:

- BM Business Manager
- I Instructor
- J Journeyman
- Ap Apprentice



Keith Alcorn (Senior Sales Engineer, Faro) and Jorge Sotomayor (Ap, LU 1)



“The motive that we have here at Faro is that our relationship is geared solely around education and trying to make sure we promote technology in the trades and see how far we can reach. So, we have supplied the UA with several pieces of equipment. We’ve trained a couple of the UA members to be certified Faro instructors so that they can deploy that information downstream.”

— Keith Alcorn, Faro

training on how to use the equipment in its general sense is not going to expose them to every type of environment they may scan in, and it’s not going to expose them to the critical, ‘What did I miss in that scan?’ until they actually experience that. So, what we’re doing on the Intrepid is exposing them to the ‘what ifs.’ What if they get into an area where they can’t scan in color because there’s not enough light?” He continued, “They need something in their minds to be able to call back on, and an environment like the Intrepid, where they’re exposed to high light, low light, and nice pristine conditions such as the hanger deck, creates an environment to look back on. They’re exposed to situations where they might need some of the data, but they don’t need everything modeled. Experiencing different environments creates familiarity, and they can draw on that when it comes time to make decisions later.”

Keith Alcorn is the point of contact between Faro and the UA. He said, “The motive that we have here at Faro is that our relationship is geared solely around education and trying to make sure we promote technology in the trades and see how far we can reach. So, we have supplied the UA with several pieces of equipment. We’ve trained a couple of the UA members to be certified Faro instructors so that they can deploy that information downstream.”

Brother Ramirez said, “The agreement between the UA and Faro establishes that they can be primary instructors at their home locals.

If they’re teaching part-time, and they’re also working for a contractor, now that contractor has a buy-in, because they have someone who’s certified in the equipment and the material. It’s a two-for-one for people who are still working in the field, but for full-time instructors, it gives the local a real value added.”

The morning of the third day of the 3D laser scanning course was spent back on the USS Intrepid so that the students could learn how to teach the members in their home locals how to utilize the Faro scanner. Brother Ramirez said that he has the students practice teaching him how to use the scanner so they can become familiar with how to instruct others. He said, “They’re going to have to be familiar with how to translate the jargon into layman’s terms. What does the jargon mean? What does the jargon entail? And then they have to remember how the screen looked on the device that they are programming to do what they’re instructing. It’s not just about doing the scanning so that we can give Faro some transmittable data; it’s teaching the student instructors what to take back and teach to their locals.”

In the afternoon on the third day, the students got tested on their basic understanding of the functions, the tool, and the software. In the software portion of the training course, the students used Faro Scene and Autodesk ReCap to practice the steps involved with importing a scan file and converting it to a usable point cloud. Brother Ramirez explained that going



Top row from left are Allan Wishnoff (I, LU 1), Daniel Fortini (I, LU 1), Keith Alcorn (Senior Sales Engineer, Faro), Arthur Klock Jr. (Director of Education, LU 1), and Ken Schneider (ITF Training Specialist, UA).
 Bottom row from left are Steve Cuadra (Director of Education, LU 638), Daniel Knights (I, LU 638), Pat Ramirez (VDC Coordinator, LU 469), Jorge Sotomayor (Ap, LU 1), Stephen Powers (I, LU 638), David Verna (J, LU 322), Matthew Marchese (Ap, LU 638), and Paul Garcia (J, LU 393).



through this training course permits the students to request a Faro scanner from the UA, which gives them the ability to practice with it in order to teach a course. Part of the certified agreement with Faro is that those who go through one of the UA's 3D laser scanning training courses will get a trained certified instructor rate for their locals.

Brother Schneider said, "One of the ways I think that locals could really benefit from this training is they could laser scan their training centers. They could recreate their training center and make a digital duplicate, which would allow them to virtually make all kinds of changes to their training centers before they physically make those changes."

The incorporation of laser scanning into construction projects is vital and can even be considered urgent in today's marketplace. Brother Ramirez said, "Laser scanning is used almost every day in construction applications for building information modeling." The annual growth rate for 3D laser scanning is around 15 percent. Valued at \$3 billion in 2016, it's a market that is expected to grow to \$10 billion by 2024.

Laser scanning is a primary solution for budget optimization. It's a desirable solution that makes planning and pre-construction easier and faster. Keith Alcorn said, "With Faro, you can double check percent complete on new projects. For older projects, renovations, and adaptive reuse, it can be used to collect the existing systems. Blueprints aren't always accurate, especially if they're

older, so it's a way to collect exactly what you have. It's also a way to collect the inaccuracies of a building so you can design around those. It's always good to collect, and it's a very inexpensive way to collect a large amount of data."

There are many benefits of the Faro Focus scanners, one of them being that users are able to preview scans of their projects while still in the field and confirm that all of their project requirements have been accounted for to make any necessary adjustments in real time.

Keith Alcorn said, "I see the application being in brand-new construction. If you're prefabricating your systems and you want to measure before you do that last prefabrication, now you can prefabricate more accurately."

Laser scanning is quickly becoming more prevalent on jobsites because of its many benefits. It improves quality and accuracy, saves money, provides immediate information to streamline productivity, can reduce manual labor, and improves coordination and collaboration on a jobsite.

Keith Alcorn said, "I love the enthusiasm for the technology. The UA members and instructors are thirsty for knowledge, and they're constantly seeking new and faster ways to get from point A to point B. Pat Ramirez, Mike Zivanovic, and Erik Lambrecht have all been innovators when it comes to streamlining the process, and they've done a great job taking the technology and training on how to use the Faro scanner to as many people as they can."



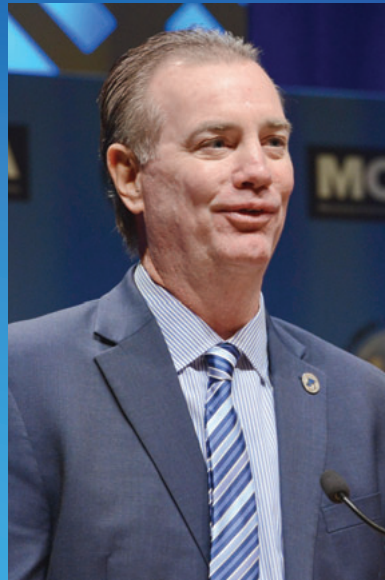
Local Union Officer Seminar and the
UAMCAA Labor Relations Conference

Succeeding Together





General President Mark McManus



General Secretary-Treasurer Pat Kellett



Assistant General President Mike Pleasant

Local Union Officer Seminar

The 2019 Local Union Officer Seminar and the United Association/MCAA Labor Relations Conference were held in Las Vegas, NV, October 29-30. The objective of this year's conference was to exchange ideas and experiences in order to thrive in the construction industry and continue to succeed together.

The United Association is the largest it's ever been and is currently representing 370,000 members in more than 300 local unions throughout the United States and Canada. Even though the UA is sitting at its largest membership, its leaders are pushing harder than ever to continue to grow the organization. General President Mark McManus said, "The key to our growth strategy is retention, retention, and retention." Important topics were discussed at the Local Union Officer Seminar, from organizing initiatives to political engagement to the growth and retention of the UA's workforce. This seminar was designed to be interactive and included many opportunities for feedback from the delegation.

Assistant General President Mike Pleasant introduced General President Mark McManus, stating, "Under his leadership, we've reached several milestones. Our market share and our membership have never been better in the history of the UA." In General President McManus' opening remarks, he said, "The UA—in its 130 years—has had fantastic leadership, and lately, that leadership continues to turn over, which is terrific. This week will be about increasing the exposure to leadership positions for our youth, and getting our Business Managers and Business Agents continuing education in order to get them into positions to lead their local unions."

This year, the UA asked each local to select one apprentice to bring to the conference to allow for the future of the organization to engage on the topics of discussion and to exchange ideas and experiences. There were 184 apprentices attending the conference who participated in the general sessions, breakout sessions, and a question-and-answer forum with the General President. The apprentices also spent one-on-one time with the UA General Officers at a reception before the conference began.

General President McManus addressed the apprentices in his opening remarks on Tuesday morning, stating, "You're here because you're the best and the brightest. You need to support your

Business Managers and your Business Agents. You need to support your Local Union Officers, and you certainly need to be engaged. You need to go home and engage the other apprentices. Apprentices speaking to other apprentices is more effective than generations speaking to other generations. If you can do that, your local is going to be that much better off."

It was announced that Tom Bigley was appointed as the Chairman for the World Plumbing Council in September. A UA member hasn't held that position in over 20 years. General President McManus said, "Some folks may think, 'What's that have to do with the United States and Canada?' As we continue to give the world potable water and sanitary systems, it puts the pressure back home on the politicians who continue to do nothing on infrastructure but use it as a campaign issue."

The new UA Conference and Training Center, located on the third floor of UA Headquarters in Annapolis, MD, has hosted several classes and meetings since its opening one year ago. General President McManus spoke about the specifics of the classes that have been held in the new training center. Since its opening, there have been roughly 900 members who have attended for continuing education. The General President said, "I'm really proud of that because we need to share good ideas. We've never had a

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Abbreviation Key:

- SVP Senior Vice President
- EVP Executive Vice President
- VP Vice President
- P President
- BM Business Manager
- PM Project Manager
- IR International Representative
- SR Special Representative





Apprentice Meet and Greet Reception



Matt Lydon (BM, Local 525)
welcomed the delegates
to Las Vegas, NV.





negotiation class, and we've never had trustee classes just for the UA. A lot of the people are coming right from the field, and the next thing they know, they're handling contracts. We want you to be prepared on how to address the membership, how to address the contractors, and how to be geared to the profession that you've taken on."

The General President spoke about a few topics the UA needs to address, one of them being healthcare, and the other, which has become a large issue for the UA and its contractors, absenteeism. "Even though the wind is at our back, and we're growing and doing wonderful things, the problem we have—and it's out of control—is absenteeism," General President McManus said. "We are fighting for jobs in city halls. You're fighting for jobs at council meetings, and you're fighting for procurement of work. We're meeting, and we're engaging with end-users. We're getting contractors to sign, and we're growing the United Association. Our safety record, compared to the nonunion, is through the roof in a good way. Yet, we can't show up to the jobsite. We have 20, 25, 28 percent absenteeism. The contractors need to be less tolerant, and we need to be less tolerant as an organization, because the folks who show up and work 40 hours a week are the backbone of the United Association." He continued, "This is something we can fix. A first-year apprentice might think that if he or she doesn't show up, it won't affect the jobsite because they're the low

guy on the totem pole. I'm here to tell you, it sure will affect the jobsite. We all have to do better."

The General President spoke passionately about the importance of growth and retention in this organization. He said, "The growth isn't just about growth in numbers. Growth is going to help your pension funds that Washington can't fix. It's going to help the health and welfare funds that we're trying to get our hands on. The bigger the body, the better it is for you. It's going to help you at the collective bargaining table as you're negotiating. If you're controlling 40 percent of a city, instead of 12 percent of a city, it puts you in a better position to get raises for your membership."

The partnership between the UA and MCAA is meant to benefit both memberships and their clients, and General President McManus touched on some of the UA and MCAA's plans for the future. He said, "We're going to start a labor management trust fund. We're each going to put in good money from the UA General Fund and the MCAA General Fund and put them together to work as a trust for the betterment of the industry." He continued, "We need to have that dialogue and figure out how we can get more contractors signatory. ... Quite frankly, we're not controlling the market, and we need all the signatory contractors we can get. It's good for them, it's good for us, and it's good for the industry. The more we can level the playing field, the better off we are."



Will Attig (Executive Director, Union Veterans Council) spoke about how to get more members involved in the labor movement. He also talked about what the Union Veterans Council is doing for their veterans and the importance of involving them in the labor movement.



Frank Martorana (O'Donoghue & O'Donoghue) spoke about how to fund a Political Action Program through the three funds the UA uses: Federal PAC, Issues Fund, and Non-Federal PAC.

Organizing Overview



Director of
Organizing and
Recruitment
Jim Tucker



Executive Vice
President
Jim Moss

Director of Organizing and Recruitment Jim Tucker and Executive Vice President Jim Moss gave a presentation on the successes of the organizing blitzes that have been taking place across the country since 2017. Brother Tucker thanked all of the Business Agents and Business Managers who participated in the blitzes in their areas. He said, “All of you being there showed the Organizing Department that we are one, and when we all realize that, we’re just going to be that much stronger.” He also thanked the delegation for listening to what organizing has been about the last three years. He said, “It’s not just bringing workers in. It’s hard work. We made it work, all of us, including the contractors.”

General President Mark McManus said, “For growth, it is incumbent upon everyone to help the Organizers—from the apprentice all the way through the Business Manager and above. The Business Agents have to help the Organizers, because growth is the only way to go.”

Brother Tucker gave an update on some of the 2019 blitzes, stating, “When we got to Michigan, I think we hit the all-time high. Every one of the Business Managers in Michigan participated. The Business Agents and the Training Coordinators were giving the organizing debrief by the end of the week. It was awesome, and at the same time, we had Managers dealing with the UAW (United Auto Workers) issues, while still helping on the blitzes in their areas.” Brother Tucker said he is looking forward to the 2020 blitzes to see how much better they can do. They’re going back to Florida; Charlotte, NC; St. Louis, MO; and doing blitzes in Seattle and the entire state of Washington at one time.

Brother Tucker gave a rundown of the 2019 blitz numbers, stating, “After doing these blitzes, we have contact cards for 45,000 workers across the U.S. That’s not counting the blitz we did in Vancouver. ... We have signed 400 contractors over the last two and a half years. That’s huge.”

The General President said the UA gained 21,000 members over two years and 10 months. Brother Tucker said, “It’s working bottom up, top down. All that organizing is paying off. Some of them are new apprentices, but with all the contractors that have been signed, one contractor alone accounted for 600 new UA members.”

Executive Vice President Jim Moss put the numbers into a different perspective. He said, “In a little over two and a half years, that’s 21,000 more members than we lost since 2017. The mean average size of a local union in the UA is 775 members. This means that we have chartered 27 new local unions in just two and a half years.” He continued, “Most of this growth—not all but most of it—has been done by recruiting, and in the last two and a half years, we have gotten very adept at recruiting new members and growing our market share.”

Organizing has come a long way since 2017. Brother Tucker said, “In 2017, I had a Lead Organizing Seminar with 35 Organizers, and I said to them, ‘Raise your hand if you have a true organizing campaign going on.’ One person raised his hand. In 2019, we had up to 43 Lead Organizers. I said, ‘Raise your hand if you have a campaign going on.’ Ninety percent of the Lead Organizers raised their hands and have multiple campaigns going on.”

Brother Moss concluded by stating, “When the new General President, Mark McManus, came on board, we all decided this was a 10-year plan. We knew this wasn’t going to be easy. We knew it wasn’t going to happen fast. But I will tell you this. We are ahead of schedule, thanks to you. You’ve opened your minds. We’ve gained membership, and we’ve gained market share. We have to train our membership so we can retain these new members. My thought is, at the end of 10 years, you will truly believe that organizing is just as important as training for the future of your local unions and for the future of the UA.”

Political Engagement Committee

General President McManus launched the Political Engagement Committee, because political action needs to be a priority for the UA at the state and local levels. The Political Engagement Committee is comprised of a diverse group of 22 UA members from across the country. Serving on this committee are UA Sisters and Brothers, apprentices, journey-workers, Business Agents, Business Managers, Organizers, and Political Representatives. The Political Engagement Committee's role is to help its local unions and state associations across the country improve their political operations.

President and Political Director for the Wisconsin Pipe Trades Association and Chairman of the UA Political Engagement Committee Terry Hayden said, "How do we build stronger political programs at the state and local levels? We need to build our political action funds. We also need to build our grassroots political operations, manpower, and money. ... On top of this, we need to get a whole lot better on the legislative side of things by making sure we get much better returns on our political investments."

The UA Political Engagement Committee put together a presentation to provide the delegation with a road map of how to put a good political action program together for their local unions. James McManus Jr., Business Manager of Local 24, Lodi, NJ; Michael Rosario, Business Manager of Local 777, State of CT; Larry Mazzola Jr., Business Manager of Local 38, San Francisco, CA; Brett Mirsky, Business Manager of Local 295, Daytona Beach, FL; and Kyle Henderson, Business Manager of Local 184, Paducah, KY, all serve as subcommittee leaders of the Political Engagement Committee.

Both Hayden said that the committee has already served as a focus group and has been tasked with developing best practices that can be shared with UA locals and state associations. Going forward, a big part of the committee's work is going to be developing best practices to help the locals with their political action and legislative affairs.

Brother Hayden said the committee's message is, "If you have a state or a local association that already has excellent political operations, make them even better and stronger. We can't rest on our laurels. We also need you to assist other locals that need help in this area. If you're in the middle of the road, pick up your game, become one of the leaders, and if you're not involved politically or only marginally involved, you simply need to get in the game."

"I believe that if we properly educate our members on the issues, and if we do this right, that we'll get their support, because they know that this is about them, and this is for them. It's about protecting their jobs

and protecting their families," Brother Hayden said. "As we all work to build our political operations, we're going to need to get a lot better at our messaging on the issues, and our committee will help collect and disseminate information on this as well. I also want you to know that the committee is going to help by providing meaningful input from a variety of perspectives regarding political issues and political candidates. On these issues, it's critical to hear from both large and small locals, urban areas, and rural areas. This will help us tap into the great diversity of our union, and this will become a key resource for our UA General Officers."

"If you're not engaged in political activity, whether you like it or not, somebody is eating your lunch," General President McManus said. "It's important to stay engaged. It's important to advocate for what works in your area, because that's where you get memorandums, PLAs, and the good city work." The General President thanked everyone who serves on the Political Engagement Committee for their hard work and commitment. He said, "We can serve our members well by focusing on politics at the local level. It's exciting to see that so many of our members and local union officers have accepted the challenge of stepping into the political arena—running for state and local offices. The UA is proud to support them in their efforts."

The delegation also heard reports from the Political Engagement Subcommittee members. Six subcommittees were created to help develop best practices in membership education, volunteer recruitment, endorsements, the Labor Action Network (LAN) and targeting, PAC strategy and compliance, and legislative accountability. These subcommittees will be coordinating their work in these areas with the General President and Administrative Assistant to the General President Brad Karbowsky. The locals will be given assistance from the UA's Senior Legislative and Political Affairs Representative Russ Breckenridge and Legislative and Political Affairs Representative Calla Brown.



President and Political Director for the Wisconsin Pipe Trades Association and Chairman of the UA Political Engagement Committee Terry Hayden



From left are UA Legislative and Political Affairs Representative Calla Brown and Senior Legislative and Political Affairs Representative Russ Breckenridge.



Gerry Waites (O'Donoghue & O'Donoghue) spoke about the importance of implementing a legislative campaign into local unions and suggested different ways to implement an effective campaign.



Political Engagement Committee leaders and its Subcommittee Members



Director of Energy and Infrastructure
Mike Mulvaney



Wendell Hibdon (IR, Energy and Infrastructure)

A report was given by the Department of Energy and Infrastructure on how power is generated and how it affects the population, and where the industry is headed as a whole. The report was given by Director of Energy and Infrastructure Mike Mulvaney, who reviewed each method of power generation and how it impacts the UA. Brother Mulvaney explained that coal, natural gas, and nuclear are going to be around for a long time, which is good news for UA members. He did note that the market share in refineries has been declining since the '70s. General President McManus said, "I was surprised by our lack of density on what we're doing in the refinery industry. We're doing 13 percent on shutdowns across the refineries. That blows me away. I thought we were doing a lot better, but we're going to address it. Mike Mulvaney, the Business Managers, Mike Pleasant, and Wendell Hibdon are collectively coming up with ideas—along with our contractors—to get that number spun around."

International Representative Wendell Hibdon gave a presentation on the UA Energy and Infrastructure Department's role in the Built on Excellence (BOE) campaign, covering the Standard for Productivity, which is now presented along with the Standard for Safety and Standard for Excellence under the Built on Excellence

platform. International Representative Kurt Steenhoek; National Health, Safety, and Environmental Administrator Cheryl Ambrose; and Brother Hibdon worked together to incorporate the current BOE campaign. The BOE campaign has been presented at 18 different locations as of October 2019, and more presentations have been scheduled for 2020.

While the afternoon session was taking place in the main event center, the apprentices were participating in a breakout question-and-answer session with General President Mark McManus, General Secretary-Treasurer Pat Kellett, and Assistant General President Mike Pleasant, with Administrative Assistant to the General President Chris Haslinger acting as the moderator. This was a unique session where the apprentices got the opportunity to address their concerns and questions with the General Officers. They asked some hard questions, and it was clear that their thoughts and input were viewed as very valuable to the UA.





*General President
Mark McManus and
President of the MCAA
Brian Helm*



UA and MCAA Labor Relations Conference

Succeeding Together

This year's conference was jointly hosted by the United Association and the Mechanical Contractors Association of America (MCAA) to highlight the benefits of a labor/management partnership. Over 1,400 UA and MCAA representatives gathered to openly discuss key issues affecting the future of both memberships, including assignment of trade jurisdiction, utilization of apprentices, the impact of benefit packages on contractors' competitiveness, the importance of growing the service industry, and the need for greater diversity in the field and office.



Three apprentices were chosen by their peers to share their experiences and thoughts on the UA/MCAA Labor Relations Conference.



Johnathan Brooks, Fifth-year Apprentice, Local 140, Salt Lake City, UT

"I learned a lot at this conference in general so far. It's been eye-opening. It's an amazing experience, and I wish more apprentices had the opportunity to do this. I'm very grateful for the UA Convention and the push to get apprentices to vote—for fourth- and fifth-year apprentices to be able to vote.

"I wanted to be involved from Day One. Our current President of Local 140, Jason Warner, was one of the very first journeymen that I ever met on a UA job. His enthusiasm just ignited a passion in me. He's one of the most labor supporting guys that I've ever met, and guess what? He white carded in. He was from the outside, and now he's one of the strongest advocates for unionized labor that I've ever met.

"If we're going to grow and organize people in, we need to accept them, and we need to love them. We've taken an oath. That's something that's very important to me. When I took that UA oath, I was deeply moved by it. I was moved by the fact that we promise to attend our union meetings regularly, that we promise to uphold and help our fellow man find employment, that we support one another, that we have pride in our work, that we support our governments, and if we want it to change, we do it through the legal means. All of these things have greatly impacted me, and I know a lot of our older generations take it seriously. I urge our younger generation to take the oaths and promises that we've made in our organization seriously.

"I came from a non-construction background, and I could barely swing a hammer, let alone cut a piece of pipe straight before I got in, but this local has given me skills. I feel pride in my work. I've been in the program almost a full five years now, and I was in the metal trades for over six months before I got in. I'm at the point in my career that I can drive by and tell my wife, my kids, my family, 'Yes, I built that with my blood, sweat, and tears.'"



Chris Berendt, Fourth-year Apprentice, Local 400, Appleton, WI

"I was discharged from the Army honorably in 2013. I jumped around jobs, worked in a couple of paper mills, did some construction, and I was just in a real hard time in my life. I was married with a new son, and I was just struggling to find that missing piece. The Army was a brotherhood. Everyone was very close and always took care of one another, so when I came into the union, I found that brotherhood again, and I found that closeness, and it saved my life.

"I've talked quite a bit to a lot of the other apprentices, and I've heard about some awesome things that came out of their locals, and then I've heard some things that are concerning to me—one of the things being that apprentices aren't being treated so great, and we're dues-paying members too. To get new members and young guys to come in, we have to treat them a little bit better. I wasn't an 18-year-old kid when I came in, and I definitely took my fair share of lickings as a pre-apprentice, so I've been there. It's getting better, but I still see guys getting it stuck to them, even when they're doing the right things.

"In Local 400, we started an Apprentice Council, and it's been really great. We ask the first- and second-year apprentices who come to us, 'Why do you want to be on this committee?' Their answers are, 'We just want to be involved. We want to have a voice, and we want to be recognized.' I think it's a great thing that some locals are doing this.

"An involved, supported apprentice becomes an informed and supportive journeyman, and we need to do the right things the right way, and we need to do them the UA way."



Nina Taylor, First-year Apprentice, Local 568, Gulfport, MS

"I'm a winner. I'm a winner when I load my journeyman's extremely heavy bag into the truck. I'm a winner when I tuck my 10-year-old daughter into bed at night. On December 22, 2018, I drove over 3,000 miles from California to Mississippi—no money, no guarantee, just fate—to meet with Business Manager Kevin Cruso and Training Coordinator Patrick Romero. They saw something in me that I didn't see in myself.

"I drive 100 miles one way to work, Monday through Friday. I've hydroplaned. I've had to pull over to take a nap, and I've had to pray that I make it to the gas station because I'm so far on empty. But I love it. I wouldn't trade it for anything in the world. I know I'm being molded to be a leader, and the best leaders have the best stories.

"I'd like to thank my Air Master's family. They've never let me be weak or treated me like the girl of the group. They're definitely union, which means that they're one, they're uniting, and they all come together. There was never a time that I felt like the new lady at work. They pushed me to be better and to learn new things daily. I'm stronger physically and mentally, and it feels good to be able to hold a grinder with one hand now and to be able to clean pipe without my arm feeling like spaghetti.

"Being here has opened my eyes way beyond fitting, welding, and plumbing. I've been fed the knowledge, the tools, and the strength to make a difference in my local."



Jason Dorsey is the President of The Center for Generational Kinetics (CGK) and is the world's leading Gen Z and Millennials speaker, expert, and researcher. Jason gave a unique high-energy presentation on the different generations, bringing insight and an entirely new approach. He separated general myth from the truth about each generation and gave practical solutions to the members of the UA on how understanding each generation can benefit the membership. Understanding generations could help the UA bring members in and keep them in. A key insight from Jason Dorsey: "Generations are not a box, but powerful clues that drive measurable results."



UA General President Mark McManus and MCAA President Brian Helm spoke jointly about the top three challenges that Business Managers and contractors face. They compared notes and found that their top three challenges were the same.

The first challenge both the UA and MCAA face is the availability of manpower. MCAA President Brian Helm said, "It's a huge issue for us as contractors. A lot of places we work we can't bid as competitively as we want, and we can't bid the number of jobs that we would like, because we can't get the manpower. ... We just can't find enough good, quality people. The Business Managers sometimes don't want as big of a local as they could have, because they're worried about the next recession."

General President McManus used the phrase, "Our loss of market share," to describe the loss of manpower availability in the UA. "I know we lose more market share in good times," he said. "The contractors are pulling back their bidding, because if they're short on the first job, they think, 'How are we going to handle the second job?' Or, they bid in a way where they're not going to have the full manpower requirement, and the schedule slows down. That's the hidden loss." He continued, "I think it's an industry-wide problem, and it's not just a union-sector problem. It's an open-shop-sector problem too. I think 60 percent of the large projects—open-shop projects—are way over time and way over budget. So far, we've been bringing in some big projects, but we have

This year's UA/MCAA Labor Relations conference featured panel discussions focused on three topics, including growing apprenticeships, expansion of service sectors, and attracting tomorrow's diverse workforce.

Growing the Unionized Service Market

Director of Trade Jurisdiction Anthony Gallagher served as the moderator for the "Growing the Unionized Service Market" panel. The panelists included Tom Bigley, Director of Plumbing Services, UA; Chris Carter, Vice President, Service, Murphy Company; John Geiling, President, JPG Plumbing and Mechanical Services, Inc.; and Steve Ulmer, Senior Vice President, APi Group, Inc.

The purpose of this panel was to discuss how the service market can help the industry grow and grow with the market share. Brother Gallagher spoke about four different things the industry needs in order to grow in the service area. He said, "The first thing that we need to do is get a buy-in from the Business Managers and the contractors. The second thing is you have to train. The third thing is you have to buy into organizing. And the fourth thing is you have to understand the politics in your area."

Each panelist spoke about their experiences in the service market and gave advice and ideas to the delegation on how to become better at growing in the service market.

John Geiling, President of JPG Plumbing and Mechanical Services, Inc., spoke about how his company, which began in 2006, was in dire straits by 2012. He said, "We had a strategic planning session at which we decided to focus away from general contracting to the plumbing service business. We were able to turn the business around, pay off all that capital, and right now, we're a \$22 million company doing about 130,000 manhours in plumbing service." He continued, "What we found is, we were able to grow because there is a service-deficiency market. There are not enough people to do that type of work, and where most companies don't traditionally focus on it, we've been able to do plumbing service and some other business models. People are desperate for it."

John Geiling spoke about some of the challenges they have faced since being in the service market. "We don't have enough manpower," he said. "There are probably seven plumbing service technicians in between our two offices right now. We find that when we lead with some of the other services—the back service and the plumbing—then we get the rest of the building, because most people just want a one-stop shop. It's a matter of finding the right people and training the right people."

Steve Ulmer, Senior Vice President of APi Group, Inc., began his career in 1972 at his family's business, Davis-Ulmer Sprinkler Company. The 2005 acquisition by APi Group allowed Steve to further expand the company. Inspection and service work have become the backbone of his vision for growth across all companies. Steve Ulmer's advice was to increase focus on the service area of a business and to have a good plan in place. He said, "You have to figure out how you're going to handle the calls, how responsive you can be, and you need a sense of urgency. You can't let something wait a week and expect the customer is going to be thrilled. You get a plan,

then you commit to that plan. Commitment might be the hardest part, because you're going to be tempted to cheat. It happened to us. We reinvented our plan a couple of times a year for years."

"Service work is pretty much re-occurring revenue. As you build it, it's going to continue, and it's going to grow your revenue year after year. So, we put a stop to contract work and decided we needed to commit to the service side, and we dedicated people to service," Brother Ulmer said. "It takes commitment from management. The management of the company has to believe in it. If they don't, it's going to fail. You need good leadership to run that side of the business."

Chris Carter is Vice President of Service for Murphy Company, where he leads strategic direction for service. He was asked where he sees the future for the UA and the contractors in the service area. He said, "To me, it's really a lot about partnership. When I think about our partners in our local markets, we really have a great group who have done all the things that have been talked about. They put together good training programs, and they do a good job of recruiting. Recruiting is a two-way street. You can find all the people in the world, but if you can't find a contractor and put them to work, then you've got a problem. So, you can't get them in until you get a job for them. We're fortunate that we have some really strong recruiting in our markets that has allowed us to grow. Without that, we're stagnant."

Tom Bigley, who was recently elected as the Chairman for the World Plumbing Council, continues to serve the United Association as the Director of Plumbing Services. Brother Bigley has been pushing to get contractors started in the residential service field. "Going back into the residential industry is tough," he said, "but we have some ideas that we would like to implement. One of them is that we do help our members build a business. It's a two-day seminar on how to set up a business. We bring in the professionals, the banks, the lawyers, and the MCA Directors come in. We have the best speakers come in—our MCA contractors—and they talk about how they set up their businesses and some of the do's and don'ts. We've gotten at least 50 of our members to go into business." Brother Bigley continued, "Slowly we're getting there, but if you're a Business Manager, and you're not doing commercial service, shame on you. That's the easiest low-hanging fruit on the tree. I know residential is tough, but with the help of our contractors, and with the newly organized contractors, we're going to make a difference."

Brother Gallagher closed by stressing the importance of training in order to be successful in the service market and encouraged those who don't have the curriculum available to them or need help setting up training programs to ask them for help.



Director of Trade Jurisdiction
Anthony Gallagher



“Growing the Unionized Service Market” panel: From left are Anthony Gallagher (Director of Trade Jurisdiction), Steve Ulmer (SVP, API Group, Inc.), Chris Carter (VP, Service, Murphy Company), Tom Bigley (Director of Plumbing Services), and John Gelling (P, JPG Plumbing and Mechanical Services, Inc.).



to look into the small projects as well. The other part of it is, if we grow in numbers but we don't retain them, it's a recipe for disaster. So, as we grow, and as we grow non-traditionally, we need the contractors to put those skilled people in positions of leadership. The local unions need to embrace it, because if we're not embracing, we're not going to retain the folks that we need.”

MCAA President Helm spoke about how organizing plays a role in availability of manpower. He said, “A lot of the work that union contractors may not be bidding on is done by non-union contractors right now, and it's not work that we're chasing for the most part, but non-union is.” He continued, “With the people we organize, we want them to stay, and maybe

transitional agreements are part of the solution.”

The second challenge that the UA and the MCAA face is that fringe benefits are too high. Brian Helm said, “The problem is that a third to almost a half of the total package is in fringe benefits, and those fringe benefits keep going up, and healthcare is rising over five percent per year. A lot of the pensions are still underfunded, and they're not at 100 percent, so we keep throwing more money into that. Then, there's all the miscellaneous fringes that we put in all the packages. I think our Business Managers know that sometimes fringe benefits price us out of the market. The non-union, a lot of the time, is paying more on the check, but less as a package, because the fringes are so high. I'm proud of the fact that we can provide good benefits, to not



“Expanding Apprenticeships for Our Collective Future” panel: From left are Kathy McCauley (P, McCauley Mechanical Construction, Inc.), Ché Timmons (BM, Local 342), Derrick Kualapai (IR, California and Hawaii), Mike Cables (EVP, Kinetics), Jim Noon (VP, District 6, BM, Local 324), and William Ramos (PM, CFI Mechanical, Inc.).

just employees, but the families of our employees. But costs are getting so high that we’re not as competitive as what we should be.”

On the issue of fringe benefits, General President McManus said, “Why we fight for our lives is for the fringe benefits. We protect pensions—that’s what we’re founded on. That’s why we’re all standing in this position, because the folks who we represent fought for those things, and that’s a hard thing to back up on.” He spoke about the national prescription plan and the national pension fund, stating, “I want to create jobs. I don’t want to get rid of jobs, but I don’t want our membership and I don’t want the contractors being exploited to reduce liability. We can get a better benefit, and we can reduce the dollar figure.” In response, MCAA President

Helm said, “If the UA and MCAA can figure out a way to pull our resources together for a national prescription plan and a national pension plan, I think that makes a lot of sense.”

The third challenge, and the heaviest of the three, is jurisdictional issues. “Figuring out how to get back to a clear delineation of the trades is a big deal. It’s a big deal for the contractors, and it’s a big deal for labor,” Brian Helm said. “I think it’s tough, because we don’t collectively control the solution necessarily. I think working with other trades or against other trades is part of the reason why we can’t do this in a bubble, and why we can’t do it unilaterally.”

“Jurisdiction is 98 percent of who possesses the work to begin with,” General President
(continued on page 31)



Expanding Apprenticeships for Our Collective Future

Derrick Kualapai is the UA International Representative for California and Hawaii and a 24-year member of Local 342, Oakland, CA. Brother Kualapai served as the moderator for the “Expanding Apprenticeships for Our Collective Future” panel. The panelists included: Jim Noon, Vice President, District 6, and Business Manager of Local 324, Victoria, BC; Kathy McCauley, President of McCauley Mechanical Construction, Inc.; William Ramos, Project Manager of CFI Mechanical, Inc.; Mike Cables, Executive Vice President of Kinetics; and Ché Timmons, Business Manager of Local 342, Oakland, CA.

The objective of this panel was to discuss how to expand apprenticeship collectively as industry partners. Jim Noon was the first to speak, and he talked about the importance of introducing the trades into high schools. “We go into high schools and train. We give presentations to young individuals regarding the employment opportunities that exist in the UA,” Brother Noon said. “Career fairs are also important. One thing about the career fairs that’s important for us is to be attractive. There’s a bunch of different occupations and employers competing for their attention, and we need to make sure that we are best suited in those career fairs.”

Brother Noon said a big issue they found is educating the career counselors in the high schools. He said, “The career counselors are pushing these students towards university and not towards the trades. It’s our job to go into the schools and talk to the career counselors and show them that there is a pathway to the trades. We need to be focused on developing and being able to get these young people into our trade.”

Brother Noon continued, “We need a succession plan to fill vacant positions, now and in the future. There’s going to be approximately 500,000 trade positions available in our province between now and 2028. The youth apprentices are the future. ... We need to start increasing our apprenticeship numbers to ensure that we’re able to fill projects for future demands.”

Kathy McCauley, President of McCauley Mechanical Construction, also touched on the importance of recruiting young men and women into the trades at the high school level. “There seems to be a disconnect between parents and the high school counselors,” she said. “The high school guidance counselor has a primary job of making sure those students get through high school and get to graduation. They’re not necessarily a career counselor, but as parents, you might think that your students are engaged with their guidance counselor and talking about what the options are for the next part of their lives. What we’re hearing is that these guidance counselors are too burdened to be having those conversations. The dialogue needs to change.”

Kathy McCauley said Local 597, Chicago, IL, is having success recruiting apprentices in community colleges, in vocational education programs, and by going to the temporary work agencies that fill the blue-collar jobs. All of this led to a program that currently has 940 apprentices and about 10 applicants to every apprentice position that needs to be filled.

William Ramos, Project Manager with CRI Mechanical, was asked to give his perspective on how this industry can expand its traditional apprenticeship model. He said, “The biggest thing is, we need to be getting younger, bringing individuals and leaders in, just like the close-to-200 apprentices who are here. Ap-

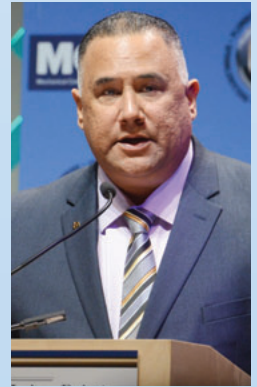
prentices are the backbone of our industry.” He also mentioned that being patient with apprentices and teaching them the proper way to do things on the job are important. He said, “The precedence of 20 years ago has changed, so we need to show them the proper way we do things. Educate them on the codes and mentor them. The fifth- and fourth-year apprentices should help mentor the first years.”

Mike Cables, Executive Vice President of Kinetics, and past President of the MCAA, was asked to speak about what some of the challenges and proposed solutions are to the current UA/MCAA apprenticeship model. “There are two challenges,” he said. “One is apprentice recruitment, which includes the ability to recruit a diverse pool of candidates and successful applicants. The second challenge is apprentice retention. From my perspective, that is mainly tied to our ability to maintain them with full-time employment. If we can’t keep them working, it’s tough for them to stay in the program.”

Brother Cables gave some proposed solutions to the two challenges. “For recruiting a balanced candidate pool, the outreach programs need to be expanded and tailored to individual geographies, and we need to train and/or retrain the JATC interviewers to ensure that any biases are removed in that whole process,” Brother Cables said. “With respect to the goal of apprentices maintaining full-time employment, frankly, I think the contractor owns the responsibility to live up to the ratios that we’ve laid out. I think a 25 to 30 percent apprentice ratio is reasonable. Often, the contractor relinquishes the responsibility to subordinates, and I think because of the fact that it may not be driven from the top, the apprentices end up going by the wayside unnecessarily.”

Ché Timmons, Business Manager of Local 342, Oakland, CA, spoke about what Local 342 has done to increase its apprenticeship numbers. He said they do a lot of the traditional things like application processes, partnering with their local high schools, job fairs, etc., and that brings a lot of applicants in. “We average somewhere between 700 to 1,000 applicants every year. We can bring them all in, but if we don’t have the market share to support them, then it doesn’t do us any good,” Brother Timmons said. “One thing that we were very fortunate with in California is that we have SB 54, which is the California Refinery Safety Legislation. In a nutshell, it states that 60 percent of an employer’s workforce has to come from a state-approved apprenticeship program. That legislation has brought an enormous amount of work to California on the industrial side. Our market share went from 25 percent in industrial to 100 percent overnight.”

This legislation created the need to address the new workforce that was already doing the work, but now needed to be union trained. So, Local 342 brought in groups of candidates to assess and explained to them what it is to be union, so they could make an educated decision. The results of this effort doubled their apprenticeship. Brother Timmons said, “Historically, we’re about 350 apprentices, but right now we’re sitting at around 650 to 700 apprentices because of all this.”



Derrick Kualapai (IR, California and Hawaii)

Enhancing Diversity in the Mechanical Industry

The “Enhancing Diversity in the Mechanical Industry” panel noted that one of the main benefits of hiring from a diverse talent pool is that it immediately expands the range of that pool, and it increases the chances of finding the best candidates. UA Special Representative, Organizing and Recruitment, Jason Pope, was the moderator for this panel. The panelists included Laura Ceja, UA National Recruitment and Outreach Coordinator; Rodney Cobos, Business Manager, UA District Council 16, Southern California; Kori Gormley-Huppert, President, Gormley Plumbing and Mechanical; and Jill Timushka, UA National Manager, Youth, Diversity, and Indigenous Relations, Canada.

Women have played a huge role in enhancing diversity in the mechanical industry, and Laura Ceja and Kori Gormley-Huppert spoke about why the 2019 Tradeswomen Build Nations Conference was such a success. Kori Gormley-Huppert said, “This is truly an example of labor and management working together. To truly understand this special conference, one must experience it. These women are proud to be UA members, and they’re proud to work for our MCAA member contractors. The MCAA would like to challenge our member contractors to send more tradeswomen to this conference and let it be known in their companies that these women are supported at all levels from the field to the office.” Laura Ceja said, “This year, we had 400 UA members in attendance. This included 50 of our tradeswomen allies, the men. These 50 men each brought with them five or six other members, which is what made it so successful, along with our collaboration with the MCAA to host a Saturday night networking event.”

Jill Timushka spoke about how UA Canada is working with underrepresented groups, stating, “At UA Canada, there are many ways we work with underrepresented groups. One avenue in the recruitment and retention of indigenous members is our new partnership with the Aboriginal Apprenticeship Board of Ontario, which has also recently branched out to more provinces in Canada. We are working together to bring their work-ready indigenous clients together with our signatory contractors for apprenticeships in our trades, complete with UA memberships, benefits, and pension plans.”

Rodney Cobos spoke about how District 16 has helped with minority outreach in the inner-city areas of Southern California, stating, “We’re taking a comprehensive approach to helping minority students obtain careers in the mechanical industry. By encouraging our affiliated local unions to promote diversity through their apprenticeship programs, we also advocate for higher provisions in project labor and community workforce agreements as a way of getting inner-city minorities into the apprenticeship programs. We also work with community groups to identify and recruit minorities as well. For example, we support organizations such as Women in Nontraditional Employment Roles (WINTER), which is a women’s group that seeks to train, educate, and prepare women, youth, and minorities for transformational careers in the mechanical industry.”

Regarding how to introduce UA careers to youth in the U.S., Sister Ceja said, “You want to start with the gatekeepers, who are the par-

ents, the teachers, and the school counselors. They’re learning more about our apprenticeship training programs as an option for their students. Historically, these influencers, who are the biggest influencers of youth today, have encouraged their students to go to college. What they’re now learning is that we are college. Apprenticeships offer 45 college credits. They could earn while they learn, and with U.S. college debt at an all-time high, they don’t have to suffer the consequences of college debt. We even get apprentices into our program who are looking to pay off their college debt through an apprenticeship, so apprenticeship training programs are a great alternative for today’s youth.”

Rodney Cobos was asked how District Council 16 works with their elected officials to draft specific-language PLAs to make minority hiring more inclusive. He said, “The District Council uses PLAs and community workforce agreements’ language as valuable tools to address diversity within the mechanical industry. Using agreement-specific-language on these projects provides a good model for how we can recruit and retain more minorities and women in the UA. The District Council takes the initiative to the local level and continues to advocate for this workforce, even after the project is complete. We all need to continue to educate our local elected officials. The opportunities we create together—through these agreements—are sustainable careers, not just jobs.”

Women in the Mechanical Industry (WiMI) is a mentoring program created by the MCAA to provide women with the means to further enrich their careers through various networking and educational opportunities. “Not only is there a labor shortage in the field, but in our industry as a whole. Our goal with WiMI is to create a pathway for retention as well as open the doorway to the future for young women to explore and consider a career within our industry,” Kori Gormley-Huppert said. “Our current focus is to bring WiMI to the local level. We would love for our local MCA associations to offer it to their female employees. We believe it will benefit the membership as well as enhance diversity within the mechanical industry.”

Jill Timushka spoke about UA Canada’s youth initiative known as Evolve. She said, “At the moment, we have 15 Evolve Committees set up coast to coast. Each committee starts with a leader, and I’m happy to say that four of those leaders are women. These committees will attend trade fairs and eventually do recruitment events in high schools. They are bringing a fresh young perspective to UA Canada and are helping to lead the way for the future of the UA.”

Brother Pope said, “When we listen and celebrate what is common and different, we become wiser, more inclusive, and a better organization.”



Jason Pope (SR, Organizing and Recruitment)



“Enhancing Diversity in the Mechanical Industry” panel: From left are Kori Gormley-Huppert (P, Gormley Plumbing and Mechanical), Jill Timushka (National Manager, Youth, Diversity, and Indigenous Relations, UA Canada), Jason Pope (SR, Organizing and Recruitment), Laura Ceja (National Recruitment and Outreach Coordinator), and Rodney Cobos (BM, UA District Council 16, Southern California).



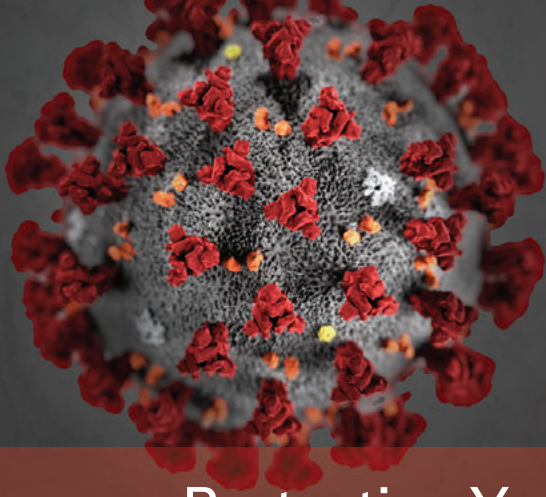
McManus said. “There are unscrupulous trades, and there are trades that go away by no fault of their own, so they’re coming after the UA’s jobs. We have excellent jurisdictional heads, but they can only do so much, and it’s

frustrating. But what we ask the contractors is to assign the right to work right away. I know you’re getting pulled a lot of ways, and what I say to the Agents is, ‘Your skin in the game is to do the markup meetings.’ As an industry, we

don’t need to have that dispute on that jobsite in front of those end-users. We have to document, have pre-job meetings, and have a hashing out long before we send boots on the ground on that jobsite.”

General President Mark McManus and MCAA President Brian Helm answered questions from the delegation on the three challenges, along with questions on market share, healthcare, and non-traditional programs. To close the two-day conference, General President McManus addressed the delegation, stating, “We’re trying to make it more real on so many issues. We know what the issues are, because we face them every day. Some of them are tough, and we are going to continue to have that dialogue on the national level.”





Protecting Yourself Against COVID-19

As you are very aware, the U.S. and global communities are experiencing an outbreak of the coronavirus (COVID-19), originating in the Wuhan province of China. The situation continues to evolve rapidly, with a vast amount of information being reported; therefore, I want to let everyone know that the UA is continuously and closely monitoring multiple information channels via labor and government sources as well as local and national news reports.

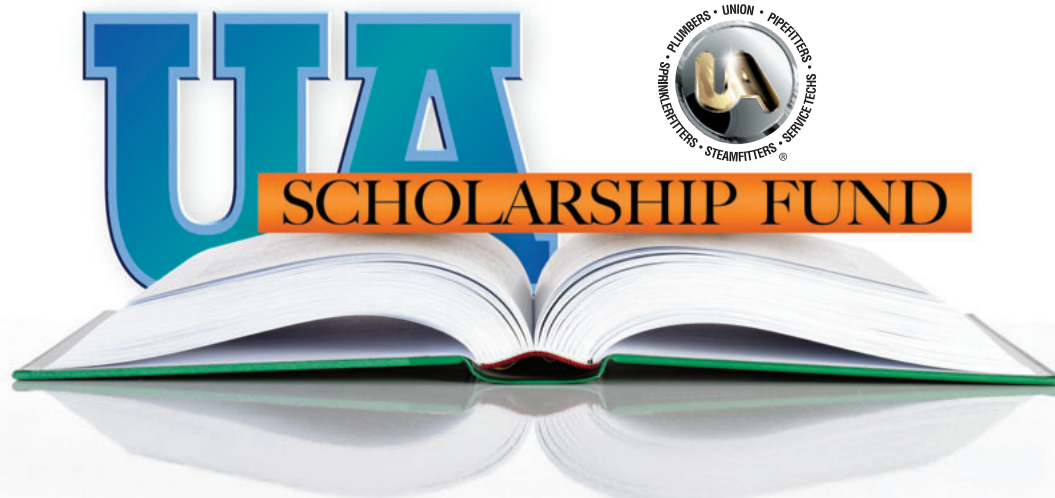
In light of recent developments, the UA is directing you to the Centers for Disease Control and Prevention (CDC) for more comprehensive guidance on COVID-19 (www.coronavirus.gov). The CDC is closely monitoring the outbreak and updating its website as necessary. The CDC has prepared downloadable fact sheets and videos about COVID-19 that are useful tools for sharing this important information.

The CDC recommends preventive actions to help slow and prevent the spread of COVID-19.

- Social distancing, including maintaining six feet between you and others.
- Avoid gatherings of more than 10 people.
- Frequently wash your hands with warm water and soap for at least 20 seconds, or use an alcohol-based hand sanitizer, if soap and water are unavailable.
- Clean AND disinfect frequently touched objects and surfaces, including tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, and sinks. Follow CDC guidelines.
- Cover your mouth and nose with a flexed elbow or tissue when sneezing or coughing.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Avoid close contact with anyone who has a fever or cough.
- Stay at home if you are sick.
- Seek early medical help if you have a fever, cough, and have difficulty breathing, and share your travel history with healthcare providers.

Following the preventive actions outlined by the CDC will help safeguard your health and the health of your family. Staying informed and following the guidance provided is the best way to help prevent illness.

The UA urges all members to diligently adhere to the guidelines communicated to slow the spread of the virus. We continue to monitor the situation and communicate updates to our locals and members as the situation changes rapidly.



Application Deadline is June 7, 2020

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

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

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

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

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

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

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

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



**TOP 10
TEAMS
WILL
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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, Email minkbasstour@gmail.com or call 816-778-5166

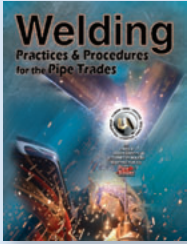
PROCEEDS BENEFIT THE UA SCHOLARSHIP FUND

INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

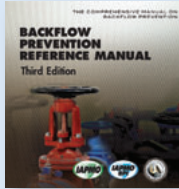
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations. Please be sure to include your Local Union and UA Card number.

Welding Practices and Procedures for the Pipe Trades



UA journeyworkers and apprentice welders must dedicate significant time and effort to learning the proper processes, techniques, and procedures to become competent in the field. The **Welding Practices and Procedures for the Pipe Trades** manual is a compilation of information from basic welding terminology and safety to advanced material, such as metallurgy and welding nonferrous metals and alloy steels, as well as inspection and repair techniques. The manual covers seven major topics, including an introduction to welding, shielded metal arc welding, gas tungsten arc welding, gas metal arc welding, other welding and joining processes, weld evaluation and testing, and welding technology.

Backflow Prevention Reference Manual



The third edition of the **Backflow Prevention Reference Manual**, a collaboration between the United Association and IAPMO, is designed to teach the basics of backflow prevention and cross-connection control. The user will be able to identify and test the wide variety of backflow preventers, and recognize the devices that cannot be tested. The tester will be able to identify backflow preventers that have failed and properly report those failures. Practice quizzes follow each chapter.

Make check or money order payable to:

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

Or charge to Visa American Express MasterCard

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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	\$60.00	
1310	Related Science	\$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)	
		US \$ TOTAL	

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

COLUMBIA, MARYLAND

Local 669 Member Inducted Into the Ohio Military Hall of Fame

Brother John Radvansky, a member of Sprinkler Fitters Local 669, Columbia, MD, was inducted into the Ohio Military Hall of Fame for actions taken in Vietnam on February 1, 1970. He was a 19-year-old Army Sergeant at the time and received the Bronze Star with the “V” Device for performing an act of heroism or valor in combat. The induction ceremony took place on May 3, 2019, at the Ohio Statehouse Atrium.

Congratulations, Brother Radvansky, and thank you for your service!



Brother Radvansky is pictured holding his award.

LOUISVILLE, KENTUCKY

Local 502 Member's Daughter Inducted into the Hall of Fame

Brother Larry Wood, a member of Plumbers, Pipefitters, and HVAC Technicians Local 502, Louisville, KY, is very proud of his daughter, Lacy Wood, who was recently inducted into the University of Louisville Athletic Hall of Fame.

Lacy was a standout catcher at Louisville, where she became the Cardinals' first softball All-American. She helped Louisville to three NCAA regional appearances, including the first in program history in 2004, and first regional finals in 2006. She also helped earn the Cardinals the 2005 Conference USA regular season and 2006 Big East regular season championships. Lacy holds the school record for the most grand slams with four, and still ranks among Louisville's top 10 in several offensive career lists, including batting average, hits, slugging percentage, doubles, home runs, and RBIs. Lacy is currently serving as the Associate Head Softball Coach at Harvard University.

Congratulations on a huge accomplishment, Lacy! We wish you the best in your future endeavors.



Pictured are Larry Wood, Lacy Wood, and Charlene Wood.

SAN MATEO, CALIFORNIA

Local 467 Honors a Legacy

Plumbers and Pipefitters Local 467, San Mateo, CA, retired 33-year member Rick Kelly was joined by his father-in-law, Bob Ellingson, a retired 57-year member of Local 467, and his son, Andrew Kelly, a five-year Local 467 member, at a gold watch retirement ceremony. Brother Rick Kelly and Brother Ellingson worked their entire careers at J.W. McClenahan Co., a 79-year UA signatory contractor. Brother Andrew Kelly is on track to possibly work his entire career at J.W. McClenahan Co. as well.

We thank you for your many years of service and dedication to the UA, Brothers!



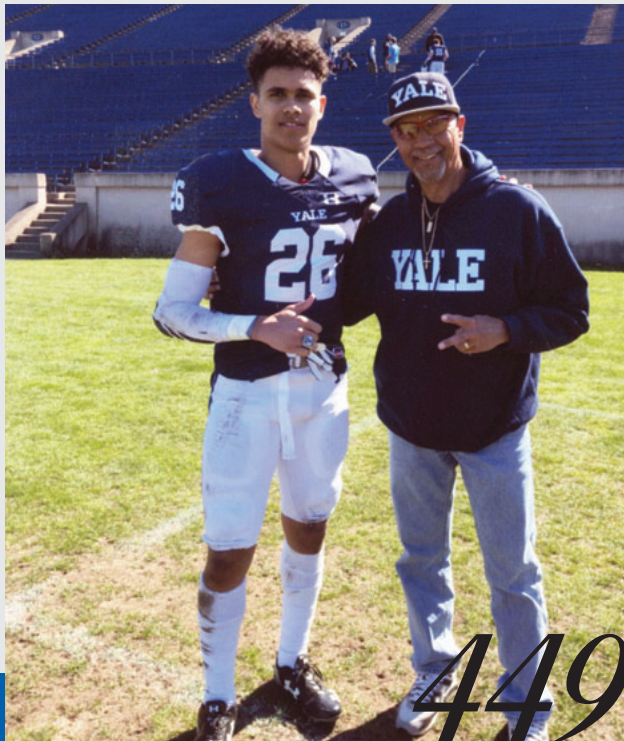
Brother Rick Kelly is pictured between his son, Brother Andrew Kelly; his father-in-law, Brother Bob Ellingson; Business Manager Mark Burri; and Business Agents Scott Beale and Eric Tassio.

PITTSBURGH, PENNSYLVANIA

Local 449 Retiree is a Proud Grandfather

Steamfitters Local 449, Pittsburgh, PA, retired member John L. Thomas is the proud grandfather of Rodney L. Thomas II, who is currently a junior at Yale University and starting as a free safety for the Bulldogs this year. Rodney was a three-sport star in high school while maintaining a 4.35 GPA. Upon graduation, he accepted a full scholarship for football to the prestigious Ivy League university, where he is studying economics. Rodney dreams of playing in the NFL one day, and Brother John Thomas and Local 449 are rooting for him and are very proud of his hard work and determination.

Congratulations on all of your achievements, Rodney! Keep up the hard work. We wish you luck in your future endeavors!



Brother John Thomas is pictured with his grandson, Rodney.

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@renaissancecincinnati.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.

HARRISBURG, PENNSYLVANIA

Local 520 Member has Great Success in Costa Rica and Guatemala

Modern Industrial Combustion Solution, LLC (MICS, LLC) was formed in the summer of 2019 by Plumbers and Pipefitters Local 520, Harrisburg, PA, member Jerry Wills Jr., with the purpose of contracting to several manufacturers and their clients, and commissioning industrial boilers, burners, and associated boiler room equipment. In late November, MICS, LLC was referred to Johnston Boiler to assist Johnston Boiler's client, Vaportec, located in Costa Rica. Vaportec was in need of someone to commission an 800 H/P boiler and DA skid, along with the Siemens DA panel, in Guatemala City, Guatemala.

Upon arrival on-site in Guatemala, they found several issues that would delay the startup process, but over the next several days, all the bugs were worked out, and steam was produced by the customer's deadline. This was due to hard work and the commitment to a relationship that was formed by MICS, LLC and Vaportec. This relationship will take MICS, LLC to Central America several times in the near future.

Congratulations, Brother Wills and everyone at MICS, LLC!



Local 520 member Jerry Wills, back left, is pictured with representatives from Vaportec.

CHICAGO, ILLINOIS

Local 130 Holds Plumbers 911 Conference

Director of Plumbing Services Tom Bigley, Plumbers Local 130 Chicago, IL, Business Manager Jim Coyne, and other UA Business Managers met in Chicago last summer regarding the UA's Plumbers 911 program. They reviewed the program and discussed operating costs, marketing strategies, and call centers. Everyone left rejuvenated with new ideas to implement.

This program has proven to be a success over the years in enabling UA signatory plumbing companies to expand market share and pursue new work. Plumbers 911 operates across the nation.

Congratulations to all on a successful meeting!



Local 130 Business Manager Jim Coyne with Director of Plumbing Services Tom Bigley



CAMBRIDGE, OHIO

Local 495 Member is One Proud Dad

Brother Pete Gulczynski, a retired 35-year member of Plumbers and Pipefitters Local 495, Cambridge, OH, is proud of his son, Lucas, and his Toronto Red Knights Baseball team, which won the Ohio Division IV State Baseball Championship. The tournament took place on June 9, 2019, at Canal Park in Akron, OH. It's been 21 years since Toronto High School has won a State Baseball Championship.

Lucas has been fortunate enough to start in two Ohio State playoff games. During his freshman year season, his team lost in the semifinal game, but during his junior year, the team won it all. Lucas carried a .400 batting average during the 2019 regular season. He also just finished playing summer league for the Astro Falcons at Bob Cene Park in Youngstown, OH. He won the batting title for his summer league with a .500 batting average.

Lucas is looking forward to his senior year at Toronto High School and going to college to play Division I Baseball at the college of his choice.

Congratulations, Lucas! We wish you luck in your coming season and in your future endeavors!



Pictured from left to right are Tracy Gulczynski, Lucas, and Brother Pete Gulczynski.

CEDAR RAPIDS, IOWA

Local 125 Member's Wife Surprises Him with a T-Shirt Quilt

Recently retired member of Plumbers and Pipefitters Local 125, Cedar Rapids, IA, Terry Salisbury was surprised by his wife, Kathleen, with a quilt of t-shirts from his local union and various union companies and nuclear power shutdowns that he had worked at during his career as a pipefitter. Brother Salisbury has been in the trades since July 30, 1979, and has been a member of the UA since April of 1980.

What a nice surprise, and congratulations on your recent retirement, Brother Salisbury!



Pictured is Brother Terry Salisbury holding the t-shirt quilt his wife, Kathleen, surprised him with.

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

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

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

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

ALBANY, NEW YORK

Local 7 Members Volunteer to Restore a Destroyer Escort

Two pipefitter welder members of Plumbers and Pipefitters Local 7, Albany, NY, Dave Wasson and Daniel Statile, volunteered their time to help restore the USS Slater DE766, the last destroyer escort still afloat in the U.S., moored on the Hudson River in Albany. The USS Slater DE766 is a cannon class destroyer escort that served in the United States Navy during World War II. The USS Slater has undergone an extensive restoration that has returned the ship to her former glory with the help of Brothers Wasson and Statile. The ship has a museum and offers guided tours from April through December.

Brother Statile's late father was also a member of Local 7 and served on the USS Fowler DE222 in World War II. Brother Statile is a third-generation member of Local 7 with 58 years of service, and Brother Wasson is a 41-year member.

We thank you both for your many years of service and dedication to the UA. The USS Slater is lucky to have the help of our Brothers. We are proud!



Pictured are Brother Wasson and Brother Statile in front of the USS Slater DE766.



MOVING? Take Us With You

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

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

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

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

FULL NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP _____

LOCAL NO. _____ CARD NO. _____

ATTACH LABEL HERE
FROM BACK COVER

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

Michigan Pipe Trades Association

The Michigan Pipe Trades Association will hold its convention on Wednesday, June 10, through Friday, June 12, 2020, and it will be hosted by Upper Peninsula Plumbers and Pipefitters Local 111, Marquette, MI, at the Holiday Inn-Marquette, Marquette, MI 49855.

Tentative agenda: Wednesday, June 10, 8:00 a.m. golf outing, or an alternative activity will be available; Thursday, June 11, 9:00 a.m., delegate meeting (golf will be available after the meeting), followed by dinner and hospitality at 7:00 p.m.; Friday, June 12, 9:00 a.m., delegate meeting. The convention ends after the meeting.

For further information, please contact the Michigan Pipe Trades Association office at 810-720-5243

Harold Harrington
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. 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 cutoff 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

BURIAL EXPENSE BENEFITS PAID IN JANUARY 2020

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Brown, Archibald	89	1	2500.00	Brown, Frederick	Carroll, Mark J.	87	55	2500.00	Carroll, Michael
Farnan, Thomas	55	1	2500.00	Farnan, Marie	Shedroff, David N.	82	55	2500.00	Shedroff, Lonnie
Fatt, Arnold	83	1	2500.00	Fatt, Ruth	Trivison, Dominic	89	55	2500.00	Trivison, Diane
Fennell, Cameron	24	1	2500.00	Randall, Lorraine	Mackenzie, Barry	63	56	2500.00	Mackenzie, Anne
Panebianco, Robert	54	1	2500.00	Panebianco, Robert	Moore, Robert	86	56	2500.00	G. W. Giffin Funeral Home, Ltd.
McCarthy, Michael J	80	4	2500.00	McCarthy, Mary	Cambre, Harris O.	78	60	2500.00	Oubre, Dawn
Maholtz, Michael E.	76	5	2500.00	Long, Cheryl	Juno, Raymond P.	85	60	2500.00	Juno, Manuella Theresa
Teeter, Larry E.	56	5	2500.00	Teeter, Erika	Orgeron, Jerry J.	89	60	2500.00	Orgeron, Ted
Viands, Bobby L.	84	5	2500.00	Rausch Funeral Home	Ripoll, Anthony V.	85	60	462.64	Ripoll, Michael
Tulius, Richard	87	6	2500.00	Tulius, Margorie	Ripoll, Anthony V.	85	60	462.64	Sprunk Sr., Philip
Gicobbi, Anthony J.	94	7	2500.00	Gicobbi, Anna	Ripoll, Anthony V.	85	60	462.64	Sprunk Jr., Huey
Julien, James D.	75	8	2500.00	Lombardo, Stacy	Ripoll, Anthony V.	85	60	1112.08	Sprunk, Cynthia
Anacker, Robert	61	9	2500.00	Anacker, Bonnie	Stoll, Andrew J.	82	60	2500.00	Stoll, Woodlyn
Kiernan, William J.	78	9	2500.00	Kiernan, Michael	Baiardo, Carmelo	80	67	2500.00	Larosa, Connie
Morrison, Raymond	82	9	2500.00	Morrison, Joan	Carrozella, Pasquale	78	67	2500.00	Carrozella, Anthony
Ryan, Thomas J.	76	9	2500.00	Matthews, Kimberly	Dickenson, Ron	74	67	2500.00	Dickenson, Coreen
Serrano, Elvin F.	63	9	2500.00	Serrano, Carlos	Koenekamp, Larry D.	81	68	2500.00	Koenekamp, Marlene
Hughes, Kenneth C.	63	10	2500.00	Pollard, Carla	Pollard, Vincent P.	67	68	2500.00	Kubiak, Sarah
Parrish, Roy I.	77	10	2500.00	Parrish, Carol	Moncivais, Jose J.	42	68	2500.00	Moncivais, Clarissa
Perdue, Thomas R.	80	10	2500.00	Perdue, Rachel	Schoenfeldt, Maynar	79	71	2500.00	Bouchard, Claire
Heim, Donald	82	12	2500.00	Heim, Carolyn	Carter, Charles R.	69	72	833.33	Carter, Greg
Peckham, Walter C.	87	12	2500.00	Peckham, Ann	Carter, Charles R.	69	72	833.33	Carter, Richard
Schallmo, Paul T.	65	13	2500.00	Schallmo, Debroah	Carter, Charles R.	69	72	833.34	Hendrix, Alex
Wightman, Robert R.	66	13	2500.00	Wightman, Brian	Heard, Donald R.	73	72	2500.00	Heard, Janet
Athey, John C.	64	15	2500.00	Athey, Kathy	Miller, Jerry R.	78	72	2500.00	Price, Cora Lee
Clemens, James G.	82	15	2500.00	James G. Clemens Trust	Trapp, William G.	75	72	2500.00	Trapp, Dorothy
Glockner, David J.	76	15	2500.00	Glockner, Patricia	Walker, Justin S.	27	72	304.45	Cannon Cleveland Funeral Directors
Olstad, Loren L.	78	15	2500.00	Olstad, Danny	Walker, Justin S.	27	72	2195.55	Walker, Rhonda
Pearson, David R.	92	15	2500.00	Pearson, Dorothy	Grumley, Leo J.	80	73	2500.00	Grumley, Dale
DiFranco, Alfred	84	21	2500.00	Rosen, Laura	Justman, Roland R.	98	75	2500.00	Justman, Dennis
DiPippo, John J.	94	21	2500.00	John J. DiPippo Trust	Berisford, Donald W.	60	83	2500.00	Berisford, Lisa
Lewis, Robert J.	88	21	2500.00	Kouvo, Holly	Janecko, Casimer J.	65	83	2500.00	Janecko, Eloise
Williams, James J.	74	21	2500.00	Williams, Elizabeth	Griffin, William R.	75	91	686.00	Griffin, Katie
Gaul, John S.	94	22	2500.00	Gaul, Susan	Griffin, William R.	75	91	1814.00	Griffin, Sam
Martinez, John T.	90	22	2500.00	Anderson, Janice	Stimmel, Robert G.	72	94	2500.00	Stimmel, Connie
Schubbe, Michael	81	22	2500.00	Schubbe, Mary Ellen	Curd, Harvey E.	83	98	2500.00	Moore, Cheryl
Walters, Fred J.	82	23	2500.00	Krahenbuhl, Nancy	Hofmann, Joseph M.	75	98	2500.00	Hofmann, Marlene
Rush, Richard J.	76	24	130.00	Rush, Theresa	Wyer, Thomas D.	77	98	2500.00	Wyer, Kathy Lynn
Rush, Richard J.	76	24	2370.00	Rush, Peter	Cochran, Charles C.	91	99	2500.00	Cochran, Harriet
McGuinty, Patrick T	63	25	2500.00	Van Hoe Funeral Home Ltd.	Staulcup, Timothy L.	45	99	2500.00	Ruestman-Harris Funeral Home
Nelson, Bruce P.	62	25	2500.00	Watson-Thomas Funeral Home	Streep, Owen B.	76	99	2500.00	Carmody Flynn Funeral Home
Bostwick, James A.	84	26	2500.00	Bostwick, Shirley	Stuckey, T. L.	74	100	2500.00	Richardson, Vickie
Clarke, James S.	93	26	2500.00	Smith, Lori	Grissom, John W.	89	102	2500.00	Rose Mortuary
Lewis, David C.	98	26	2500.00	The Estate Of David C. Lewis	Gibson, David L.	78	110	2500.00	Gibson, Lacy
Peterson, Clayton E.	92	26	2500.00	Peterson, Carol	Marchitelli, Stephen P.	79	112	2500.00	Marchitelli, Arlene
Borman, David C.	88	27	2500.00	Borman, Christopher	Griffin, William H.	77	119	2500.00	Griffin, Joann
Rabatin, Peter P.	87	27	2500.00	Rabatin, Patricia	McCue, Daniel E.	88	120	2500.00	Fields, Cheryl
Ryan, Harold E.	93	27	2500.00	The Estate Of Harold E. Ryan	Mueller, Richard A.	85	120	2500.00	The Estate of Richard A. Mueller
White, Donald P.	57	27	2500.00	White, Nicole	Corrales, Hector	66	123	600.00	Corrales, Sandra
Brooks, Robert L.	87	32	2500.00	Brooks, Polly	Corrales, Hector	66	123	1900.00	Corrales, Denise
Gregory, Jason N.	46	32	2500.00	Gregory, Jamie	Mashburn, William T.	88	123	2500.00	Mashburn, Janet
Black, Roger D.	80	33	2500.00	Black, Laura	Hickey, Leroy G.	89	125	2500.00	Hickey, Verda
Kelley, Timothy F.	56	34	2500.00	Kelley, James	Dixon, Leroy	87	130	2500.00	Brown, Chirrish
Krech, Eugene	83	34	2500.00	Krech, Patricia	Hernon, James	77	130	2500.00	Hernon, Mary
Waller, Kim D.	69	34	2500.00	Waller, Nancy	Mosher, James M.	92	130	2500.00	Mosher, Andrew T.
Lawless, Rodney A.	54	38	2500.00	Lawless Sr., Richard	Nickele, Robert	84	130	2500.00	Bichhoff, Kelly
Silvey, Robert G.	76	38	2500.00	Silvey, Robert	Noonan, John P.	85	130	625.00	Noonan, Daniel J.
Tobin, William T.	83	38	2500.00	Tobin, Michael	Noonan, John P.	85	130	625.00	Noonan, Patrick J.
Reiss, Kenneth J.	71	41	2500.00	Reiss, Nancy	Noonan, John P.	85	130	625.00	Noonan, William J.
Burks, Robert G.	71	42	2500.00	Burks, Chris	Noonan, John P.	85	130	625.00	Wheeler, Jeanne M.
Bledsoe, Robert E.	70	43	2500.00	Bledsoe, Fredrick	Thomas, Howard	71	130	2500.00	Thomas, Doris
Ferguson, Cecil L.	76	43	2500.00	Ferguson, Gerenia	Deer, Phillip A.	73	136	2500.00	Day & Carter
Underwood, Thaddeus	93	43	2500.00	Sparkman, Sarah Elizabeth	Kellams, Donald R.	72	136	2500.00	Kellams, Christine
Walker, Ira D.	91	43	2500.00	Walker, Helen	Myers, Robert A.	81	136	2500.00	Myers, Helen
Verbick, Billy D.	63	45	2500.00	Verbick, Terry	Hammond, John A.	75	137	2500.00	Hammond, Susan
Anderson, Al	95	46	2500.00	Anderson, Susan	Howerton, Michael C.	64	137	2500.00	Howerton, Leslie
Bailey, Brian W.	78	46	2500.00	Brownlee, Judy	Stout, Fenton E.	58	137	2500.00	Stout, Denise
Campbell, Malcolm	92	46	2500.00	Carmichael, Mae	Evans, Randall C.	68	140	2500.00	McNeese, Mary Ellen
Kennedy, George	74	46	753.73	Kennedy, Marlene	Sanders, Thomas L.	84	141	2500.00	Starks, Deborah
Kennedy, George	74	46	1746.27	Fawcett Funeral Home, Ltd.	Tetreault, Jean G.	73	144	2500.00	Vincent, Francine
Lenz, Werner	93	46	2500.00	Doyle, Gabrielle	Heinrich, Joseph C.	81	145	2500.00	Heinrich, Christopher
Mainolfi, Orlando	76	46	2500.00	Mainolfi, Stella	Cassil, John R.	94	149	2500.00	Cassil, Diana
Thomson, Thomas B.	63	46	2500.00	Thomson, Pauline	Goff, James D.	61	149	2500.00	Goff II, James
Wilson, Joe	86	46	2500.00	Wilson, Joan	Peters, George R.	84	152	2500.00	Workman, Donna
Lorensen, Robert E.	89	50	2500.00	Lorensen, Rob	Fox, Bobby L.	94	155	2500.00	Lamb, Carolyn
Botelho, James R.	69	51	2500.00	Botelho, Catherine	Weathersby, George F.	85	155	2500.00	Green, Patricia



BURIAL EXPENSE BENEFITS PAID IN JANUARY 2020



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Willis, Charlie R.	62	155	2500.00	Willis, Augustine	Holm, Dennis C.	81	290	1421.68	Holm, Raylah
Schmidt, Charles P.	78	157	61.00	Schmidt, Dianna	Hunt, David W.	84	290	2500.00	Hunt, Helen
Schmidt, Charles P.	78	157	2439.00	Pearce Funeral Services, Inc.	Janke, Karl E.	62	290	2500.00	Janke, Devora
Wilson, Dirk A.	62	157	2500.00	Winchester, Dana	McDonnell, Bernard C.	90	290	2500.00	Evergreen Memorial Gardens
Darke, John A.	56	159	983.65	Darke, Gail	Anderson, James F.	83	295	2500.00	Anderson, Helen Susan
Darke, John A.	56	159	1516.35	Hillside Properties, Inc.	Walsh, Patrick W.	77	296	2500.00	Groves, Erika
Crawshaw, L. R.	87	160	2500.00	Crawshaw, Jennie	Unser, Lloyd A.	76	300	2500.00	Unser, Maryn
Kramer, Douglas R.	84	162	2500.00	Fring And Bayliff Funeral Home	Billings, Frank D.	84	322	2500.00	Billings, Frank
Snider, James L.	78	162	2500.00	Snider, Virginia	Blakeley, Harvey	73	325	2500.00	Blakely, Ann
Brewster, Lewis A.	86	166	2500.00	Kemerly, Amanda	Fitzpatrick, Stewart	67	325	2500.00	Northumberland Funeral Home, Inc.
McDonald, Tyler	40	170	2500.00	McDonald, Peter	Mackenzie, Frederick	81	325	2500.00	Stevenson, Sharon
Dolgos, Frank A.	75	172	2500.00	Dolgos, Lucille	Gunthorpe, Lynn	77	333	2500.00	Gunthorpe, Janet
Klinedinst, Kenneth L.	81	172	2500.00	Klinedinst, Sharon	Sigers, Billy J.	93	333	2500.00	Sigers, Beatrice
McCormick, James P.	78	174	2500.00	McCormick, Linda	Chaix, Tristan J.	36	342	1072.00	Cipolla, Felicia
Sartin, Shaun M.	42	178	2500.00	Sartin, Melissa	Chaix, Tristan J.	36	342	1428.00	Smith, Demitra
Sims, Charles E.	70	178	2500.00	Winger, Angela	Revell, James C.	77	342	2500.00	Revell, Lynn
Harder, Cornelius	76	179	2500.00	Harder, Dorothy	Richardson, Tom R.	49	342	2500.00	Pryzgoda, Jay
Calvin, Wilbur L.	82	184	2500.00	Calvin, Carole	Cummings, Thomas	76	344	2500.00	Cummings, Shirley
Bailey, James D.	90	188	2500.00	Bailey, James Alvin	Dooley, Richard	67	344	913.56	Palmer Marler Funeral Home
Shiell, Alex G.	72	188	2500.00	Strickland and Sons	Dooley, Richard	67	344	1586.44	Dooley, Karen
Henry, Richard A.	75	189	2500.00	Dwayne R. Spence Funeral Home	Reed, Charles W.	71	344	2500.00	Reed, Charles
Eaton, Jerry J.	80	190	2500.00	Eaton, Susan	Shimp, Tommy J.	89	344	2500.00	Shimp, Patricia
Cagle, Johnny C.	91	192	2500.00	Cagle, Dorthy	Wainscott, Ralph G.	83	344	2500.00	Wainscott, Lyela
Franklin, David L.	69	192	2500.00	Franklin, Linda	Stamper, Gail K.	75	350	2500.00	Stamper, Terri
Comeaux, Gerald P.	82	198	2500.00	Comeaux, Marianne	Wadsworth, Michael W.	38	354	2500.00	Charles D. Diamond FH, Inc.
Percle, Stanley J.	85	198	2500.00	Percle, Thelma	Ozanne, Jeff W.	65	364	2500.00	Ozanne, Deann
Sadler, Roger W.	80	198	2500.00	Sadler, Olive	Andersen, Ronald J.	82	367	130.00	Andersen, Nancy
Apicella, Ralph M.	87	200	2500.00	Apicella, Jane	Andersen, Ronald J.	82	367	2370.00	Dedrick, Anita
Markiewicz, Kazmer	94	200	830.09	Markiewicz, Dorothy	Hallmark, Dustin L.	37	372	2500.00	Hallmark, April
Markiewicz, Kazmer	94	200	1669.91	Berry, Lori	Welcher, Marion D.	83	372	2500.00	Falls, Pamela
Mann, Fred W.	69	208	2500.00	Christopher, Joe	Hendrie, James M.	93	375	567.00	Bevens, Vickie
Anthony, Gordon F.	77	211	2500.00	Anthony, Peggy	Hendrie, James M.	93	375	567.00	Schargenberg, Joni
Bedingfield, Robert	85	211	2500.00	Jeanes, Debra	Hendrie, James M.	93	375	1366.00	Sweeney Mortuary of Heppner
Caletka, Phil L.	66	211	2500.00	Caletka, Brenda	Back, Harold F.	80	392	2500.00	Back, Anna L.
Carr, Robert L.	92	211	2500.00	Carr, Betty June	Jesse, Leo B.	92	392	2500.00	Jesse, David A.
Edmiston, Joe D.	79	211	57.00	Owens, Crystal	Devine, Michael P.	73	393	2500.00	Devine, William
Edmiston, Joe D.	79	211	2443.00	Edmiston, Jeraldine	Lucero, Richard	75	393	2500.00	Lucero, Jennifer
Evans, Edward E.	85	211	2500.00	Evans, Francine	Spano, Salvatore	87	393	2500.00	The Salvador Spano, Jr. LT
Goolsby, Robert J.	73	211	2500.00	McCreary, Martha	Wood, Roger L.	73	393	2500.00	Wood, Karla
Gundersen, Ray	83	211	2500.00	Gundersen, Norma	Hudak, Edward J.	84	396	2500.00	Lisum, Teresa
Haynes, Carl	82	211	2500.00	Nowak, Thelma	Urquidi, Frank	76	398	2500.00	Urquidi, Norma
Hinson, Jimmy C.	71	211	2500.00	Hinson, Carolyn	Brant, Vernon	49	401	2500.00	MJ Smith & Son Funeral Home, Inc.
Salter, James W.	80	211	2500.00	Salter, Mary	Sterling, Richard J.	51	401	2500.00	Sterling, Vicky
Stanley, George R.	73	211	2500.00	Stanley, Carolyn	Opperman, Donald P.	86	403	2500.00	Opperman, Dee
Stanley, Jimmy G.	75	211	2500.00	Riley Smith Funeral Home	Gomez, Armando	73	412	2500.00	Gomez, Teofila
Wade, Larry Z.	71	211	2500.00	Wade, Barbara	Perkins, Gerald B.	79	412	2500.00	Perkins, Patricia
Bolduc, Jean A.	80	213	2500.00	Bolduc, Suzanne	Saldivar, John F.	83	412	2500.00	Saldivar, Blasa
Carnes, Earl L.	69	230	2500.00	Carnes, Charleen	Archibald, Harry E.	87	420	2500.00	Archibald, Stephen
Holmquist, Jerome D.	77	230	2500.00	Holmquist, Nancy	Badinger, Gary J.	74	420	2500.00	Badinger, Alana
Kromer, Robert A.	77	230	2500.00	Kromer, Evelyn	Downs, Norman L.	90	420	2500.00	Rock, Pamela
Sumpter, Jimmy D.	82	230	2500.00	Sumpter, Martha	Glass, Eugene	82	420	2500.00	Glass, Ethel
Anderson, Joe E.	80	234	2500.00	Thomas, Carole	Lutz, William E.	88	420	2500.00	Schneider Funeral Home
Baumgartner, Timothy D.	51	234	2500.00	Baumgartner, Michele	Slifer, Lloyd E.	87	420	2500.00	Slifer Ryan, Sally
Bridges, Robert W.	83	234	2500.00	Bridges, Mary	Doan, Tommie A.	83	421	217.92	Doan, Jean
Elliott, John T.	87	234	2500.00	Elliott, Shirley	Doan, Tommie A.	83	421	2282.08	Morgan Funeral Home, LLC
DeSantos, Jess A.	101	246	1171.27	Lisle Funeral Home	Easterling, Lairy B.	95	421	2500.00	Easterling, Nellie
DeSantos, Jess A.	101	246	1328.73	Esparza, Mario	Byram, Michael D.	65	440	2500.00	Sawyer Pickett Funeral & Cremation Services
Baptiste, Lawrence	88	250	2500.00	Baptiste, Regina	Devine, Patrick J.	89	440	2500.00	Devine, Maria
Budsell, Malcolm W.	80	250	442.79	Davis, Teri	Neal, John L.	73	440	2500.00	Neal, Sarah
Budsell, Malcolm W.	80	250	2057.21	Budsell, Carol	Sims, Cornell M.	86	440	2500.00	Sims Family Trust
Glover, Douglas S.	78	250	2500.00	Glover, Edward	Spalding, Ralph L.	61	440	2500.00	Spalding, Mitchell
Janecko, Ronald J.	67	250	2500.00	Janecko, Tamera	Harrison, Jimmy J.	68	441	2500.00	Veenstra, Shelly
Rogers, Harlan L.	85	250	2500.00	Rogers, Patricia	Shook, Walter	80	441	2500.00	Downing & Lahey
Desjardins, Gerard	89	254	97.93	Wojciks	White, John S.	90	441	1250.00	White, Jerry
Desjardins, Gerard	89	254	2402.07	Mitchell, Annette	White, John S.	90	441	1250.00	White, John
Havelock, Robert W.	71	254	2500.00	Havelock, Rose	Freed, Richard C.	87	442	2500.00	Freed, Eric
Muxlow, Douglas R.	69	254	2500.00	Muxlow, Patricia	Flissinger, Barry S.	70	447	2500.00	Flissinger, Diane
Pace, George E.	91	267	2500.00	Weldon Funeral Home	Polster, Jacob	91	447	2500.00	Polster, Edith
Hofmeister, Raymond E.	88	274	2500.00	Hofmeister, Raymond	Williams, Edward R.	100	447	2500.00	Williams Jr., Edward
Paschenko, Robert	89	274	2500.00	Read, Bonnie	Brennan, Kevin	68	449	2500.00	Brennan, Denise
Riley, Thomas M.	72	281	2500.00	Riley, Susan	Spurlock, David F.	79	452	2500.00	Spurlock, Shirley
Evans, Jerry L.	75	286	2500.00	Evans, Ruth Ann	Elofson, Charles W.	78	455	2500.00	Elofson, Patricia
Goetz, Carl M.	76	290	1250.00	Lewellen, Carrie	Johnson, William C.	74	455	2500.00	Johnson-Joyce, Melissa
Goetz, Carl M.	76	290	1250.00	Ripp, Mari Ellen	Patten, Michael J.	59	455	2500.00	Patten, Deb
Hepner, Cecil G.	77	290	2500.00	Harrowood, Melissa	Wagner, Ralph	85	455	2500.00	Wagner, Dan
Holm, Dennis C.	81	290	1078.32	Brookside Funeral Home & Crematory					

BURIAL EXPENSE BENEFITS PAID IN JANUARY 2020

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Smalley, Bruce L.	71	459	2500.00	Price, Karla	Funk, Frank J.	85	602	2500.00	Funk, Vera
Foley, Joseph L.	97	460	219.00	Foley, Cindy	Shackelford, Samuel R.	75	602	2500.00	Wakefield, Lora
Foley, Joseph L.	97	460	1140.50	Foley, James	Wheatley, Francis X.	74	602	2500.00	Wheatley, Rosalie
Foley, Joseph L.	97	460	1140.50	Rielly, Judith	Phifer, Edgar C.	78	614	2500.00	Cole, Keri
Foster, Scott B.	66	464	2500.00	Lincoln Family Funeral Care	Clark, W. B.	83	619	2500.00	Clark, Virginia
Sutfin, Archie L.	85	464	2500.00	Archie L. Sutfin Revocable Trust	Johnson, Cary W.	43	625	2500.00	Johnson, Kelley
Gallego, Mike V.	84	469	2500.00	Gallego, Olga	Sauder, Walter E.	83	628	2500.00	The Estate of Walter E. Sauder
Hall, Briteny T.	31	469	960.00	Fisher, Alexander	Whitcher, Wayne K.	76	630	2500.00	Whitcher, Shane
Hall, Briteny T.	31	469	1540.00	Skurok, Thomas	Brasher, Carl L.	80	633	2500.00	Brasher, Julia
Lewry, Robert L.	98	469	2500.00	Guss, Patricia	Browning, Roy O.	80	636	2500.00	Archer, Lacianna
Geiger, George	90	475	2500.00	Geiger, Richard	Degenaro, Robert	78	636	2500.00	Macdonald, Margaet
Gordon, Basil A.	74	475	2500.00	Gordon, Anthony	Dezenski, Gerald S.	83	636	2500.00	Dezenski, Gerald
Hersman, Ronzel D.	71	475	2500.00	Hersman, Susan	Fosgard, Earl V.	93	636	2500.00	Purrenhage, Lisa
Lounsbury, William J.	76	475	2500.00	Lounsbury, James	Gheen, Nathan W.	44	636	2500.00	Fruit, Kristi
McLaughlin, Robert T.	62	475	2500.00	McLaughlin, Brian	Jbara, Jerrold S.	80	636	2500.00	Jbara, Lois
Schafer, Edward	100	484	874.00	Spruill, Linda	Prince, Paul W.	74	636	2500.00	Prince, Lisa
Schafer, Edward	100	484	1626.00	Schafer Family Trust	Murphy, Gerald J.	93	638	2500.00	Murphy-Vitriol, Laurie
Beatty, Richard A.	79	486	2500.00	Beatty, Linda	Rice, Thomas J.	86	638	2500.00	Rice, Maureen
Creek, Olan W.	84	486	2500.00	Creek, Ruby R.	Farnsworth, Floyd D.	90	648	2500.00	Farnsworth, Marjorie
Menefee, John R.	71	486	2500.00	Zill, Amy D.	Tyler, Greg L.	68	648	2500.00	Rasmussen- Wilson Funeral Home
Stein, Michael L.	49	486	2500.00	Stallings Funeral Home	Thompson, Don E.	77	653	2500.00	Saylor, Lacie
Netter, Norman J.	70	488	2500.00	Netter, Maureen	Davidson, Norman	89	663	2500.00	Davidson, Catherine
Swonek, Irving	75	488	2500.00	Swonek, Erna	Casado, Luciano	53	669	2500.00	Casado, Sylvia
Wampler, Vernon D.	80	489	2500.00	Wampler, Carolyn	Coss, David W.	73	669	2500.00	Coss, Helen
Hopkins, James F.	79	495	177.20	Hopkins, James	Derohanian, Dan	61	669	2500.00	Derohanian, Kevin
Hopkins, James F.	79	495	2322.80	Black Epperson Funeral Home	Fortenberry, Kenneth D.	62	669	714.20	Bushaw, Jeffrey
Spillman, Mark A.	62	495	2500.00	Bryan & Hardwich	Fortenberry, Kenneth D.	62	669	1785.80	Fortenberry, Lori
Hamilton, Charles W.	89	502	2500.00	Hamilton, Kathleen	Houck, William R.	69	669	2250.00	Houck, Brian
Bryan, Billy C.	87	519	1144.23	Wood, Patricia	Mixan, Dennis J.	62	669	2500.00	Mixan, Joan
Bryan, Billy C.	87	519	1355.77	Turner, Catherine	Mulhearn, Robert J.	81	669	2500.00	Mulhearn, Patrick
Lopez, Abel	56	519	2500.00	Lopez, Camila	Neff, George H.	85	669	2500.00	Neff, Sandra
Smith, Joseph L.	85	519	2500.00	Smith, Ann Marie	Paxton, Bennie F.	86	669	2500.00	Paxton, Mary
Whymeyer, William C.	68	524	2500.00	Whymeyer, Carol	Raper, Steven C.	64	669	2500.00	Raper, Brandon
Bratt, David	42	527	2500.00	Families First	Stuart, Burr W.	73	669	2500.00	McNalley, Amy
Hodgins, James D.	74	527	2500.00	Hodgins, Judith	Trynowski, Joseph T.	48	669	2500.00	Mitchell, Pamela
Lally, Andrew J.	39	527	2500.00	Lally, James	Turner, Joe A.	74	669	2500.00	Turner, Margaret
Martin, Gerald A.	73	527	2500.00	Martin, Marilyn	Kear, Larry D.	72	671	2500.00	Merkle Funeral Services
Goddard, Perry E.	86	533	2500.00	Goddard, Chris	Fahy, Francis J.	66	682	2500.00	Fahy, Francis
Quinn, Francis A.	76	533	2500.00	Quinn, Stephen	Andrews, James R.	90	690	2500.00	Andrews, Florine
Belsito, Albert	96	537	2500.00	Mercadante Funeral Home & Chapel	Frieson, Columbus	81	690	2500.00	Frieson-Hudson, Carmella
Moulton, Steven R.	58	537	2500.00	Moulton, Daniel	Gerber, Charles A.	84	690	2500.00	Buruschkin, Catherine
Newbury, Leroy A.	88	537	2500.00	Newbury, Mary	Turner, Scott B.	67	690	2500.00	Feld Turner, Barbara
Piccolo, Michael A.	54	537	2500.00	Piccolo, Sr, Albert	Gallagher, Francis C.	78	709	2500.00	Gallagher, Scott
Stavropoulos, Nicholas	92	537	2500.00	Stavropoulos, Florence	Rambo, John D.	91	709	2500.00	Rambo, Aurea
Boyer, James C.	75	539	2500.00	Boyer, David	Landry, Charles F.	88	716	2500.00	Dyke, Sharon
Fish, Calvin L.	86	539	2500.00	Fish, Scott	Simmons, Glendon E.	88	716	2500.00	Nerney, Helen
Stern, William A.	91	542	2500.00	Stern, William	Dufort, Real	79	719	2500.00	Dufort, Helene
Zaporetzky, Joseph V.	46	550	2500.00	Zaporetzky, Anne	Perry, Charles L.	80	719	2500.00	The Estate of Charles L. Perry
Begley, Roy B.	70	562	2500.00	Begley, Patricia	Henderson, Herbert	76	725	2500.00	Henderson, Sharon
Biermann, Danny G.	70	562	2500.00	Biermann, Beverly	Barry, David	76	740	2500.00	Russell's Funeral Home
Henry, Arthur E.	97	562	2500.00	Henry, Joyce	Hiscock, Matthew D.	35	740	2500.00	Hagey, Kimberley
Roll, John D.	50	562	2500.00	Roll, Michala	Smith, Winston	79	740	2500.00	Slades Memorial Services Limited
Wiljcek, George E.	75	562	2500.00	Fieser Funeral Home	Pyle, Wyman E.	92	760	2500.00	Howard, Tamra
Torjusen, James D.	77	568	2500.00	Benton, Tracy	Demon, William H.	81	761	2500.00	Medina, Maria Teresa
Jones, W. R.	89	572	2500.00	Jones, Dorothy	McDonald, Jack H.	91	761	2500.00	Gould, Jacqueline
McDonald, Rodger E.	70	572	2500.00	McDonald Funeral Home	Turnbull, Bruce A.	77	773	2500.00	Turnbull, Deborah
Wallace, Roy M.	55	572	2500.00	Woodbine Funeral Home	Taylor, Roy L.	73	776	2500.00	Waybright Funeral Home
Howard, Estill	85	577	2500.00	Harrison Pyles Funeral Home	Moros, Stanley J.	83	777	2500.00	Moros, Adele
Behrens, Don R.	75	597	2500.00	Behrens, Marguerite	Weagle, Gordon A.	80	777	2500.00	Weagle, Beverly
Corse, Thomas J.	72	597	2500.00	Central Chapel, Inc.	Comardelle, Timothy J.	61	798	2500.00	Comardell, Victoria
Coulman, Bruce A.	72	597	2500.00	Coulman, Mary	Horn, Carl E.	94	798	1250.00	Donaldson, Jody
Ellett, Evan G.	95	597	2500.00	Ellett, Darrell	Horn, Carl E.	94	798	1250.00	Iles, James
Gilbert, Arden L.	86	597	2500.00	Gilbert, Ricky	Judlin, Jack	76	798	762.85	Judlin, Kathy
Hinz, Richard J.	72	597	2500.00	Hinz, Deborah	Judlin, Jack	76	798	1737.15	Moore Funeral Homes
Kennedy, Arthur R.	82	597	2500.00	Kennedy, Geraldine	Moran, Michael G.	72	798	2500.00	Munz-Pinstill Funeral Home
Knudson, Michael J.	73	597	2500.00	Knudson, Arlene	Smith, Michael L.	47	798	2500.00	Carroway Funeral Home
Krueger, Thomas D.	71	597	2500.00	Jans, Barbara	Fujiwara, Yoji	94	811	2500.00	Lai, Wenda
Messere, Verino	94	597	2500.00	Messere, Judith	Randall, Charles D.	76	821	2500.00	Randall, Barbara
Rangel, Gilberto	23	597	2500.00	Sandoval, Rachel	Sweat, Lynn R.	72	821	2500.00	Sweat, Patricia
Schrubbe, Donald C.	75	597	2500.00	Countryside Funeral Homes & Crematory	Buttenham, Murray	77	853	2500.00	Buttenham, Dorothy
Mendoza, George M.	43	598	2500.00	Hillcrest	Jollie, Bryan	60	853	2500.00	Delaney, Debra
Nethercutt, Michael J.	63	598	2500.00	Nethercutt, Cynthia	Ryan, Henry	69	853	2500.00	Ryan, Elizabeth
Vanderburg, Jack L.	57	598	2500.00	Vanderburg, Donna					
Brack, Allen	77	601	2500.00	Brack, Barbara					
Danforth, Daniel D.	72	601	2500.00	Danforth, Annette					
Curles, James P.	81	602	2500.00	Curles, Earnestine					
									Total Amount: \$1,032,250.00

THE GREAT OUTDOORS



Congratulations to Plumbers and Pipefitters Local 155, Little Rock, AK, member Billy Ray Freeman and his two-year-old mountain cur (20/20 hummer breeding), Freeman's Merle. Freeman's Merle was named 2020 National Kennel Club World Champion and World Bench Champion in Albany, KY. At the Claude Thomas Memorial World Championship Squirrel Hunt, he was named tree champion.



Father and son duo Brother Rudy Barrett and Brother Trevor Barrett show off a four-point, 420-lb. dressed bull taken with a compound bow at 38 yards in Gallants, NF. Brother Rudy Barrett and Brother Trevor Barrett are both members of Plumbers and Pipefitters Local 740, St. Johns, NF.



At left, Plumbers and Steamfitters Local 46, Toronto, ON, retired 43-year member Brother Brian Funk shows off one of the four mahi-mahi weighing approximately 35-lbs. each that he caught while fishing this past January 2020 in Costa Rica. Pictured at right is the black marlin weighing approximately 250-lbs. that Brother Funk also caught and then released during the fishing trip.



On November 3, 2019, 89-year-old Brother Glynn Carroll, a 61-year member of Pipeliners Local 798, Tulsa, OK, tagged these two whitetail bucks 15 minutes apart. The bucks were taken from Brother Carroll's deer lease in central Texas.



These three members of Plumbers Local 200, Nassau-Suffolk, NY—retired 36-year member Brother Bruce Kling, retired 22-year member James Ludwig, and active 13-year member Brother Christopher Ragusa—caught these two wahoos while fishing out of Hatteras, NC. Both fish were recorded with the North Carolina Saltwater Fishing Tournament for size (over 40-lbs. each).

Brother Woody Dennis, a retired 48-year member of Plumbers and Steamfitters Local 91, Birmingham, AL, caught this nice 12.5-lb. large-mouth bass on a private lake in central Alabama.



SHOW PRIDE IN THE UA



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

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

301



102

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



101

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



103

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



304K



121



221

120MK
120WK



120MS
120WS

282

NEW

281



280 Long Sleeve Orange T-shirt

241



360S

360W

360B

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



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

304K New Buck Knife: The knife is 3¾" with a 2¾" stainless steel blade. It has a black thermoplastic handle with finger grooves, a belt clip, and laser engraving on the blade. \$28.00

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

221 UA Ash Gray Crewneck Sweatshirt:
12oz. 100% cotton sweatshirt with full front imprint in navy.

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

120MK & 120WK Men's and Women's Gold Signet Ring: 10k gold finish with two panels for engraving. (Specify L.U. number and ring size when ordering). (Call for pricing)

120MS & 120WS Men's and Women's Silver Signet Ring: Sterling Silver Ring with two panels for engraving. (Specify L.U. number and ring size when ordering).
M-\$225.00, W\$210.00

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

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

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

360W UA White Pro Mesh Baseball Hat: Adjustable white six panel pro style mesh hat with UA embroidered on the front in navy, subliminal imprint on curved visor and United Association on back velcro closure.
360B UA black mesh hat with gold UA. 18.00

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

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

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

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

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

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

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



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



130MB

130WB



ORDER FORM

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Northern VA and Hampton Roads Regions add 6% Sales Tax

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Three Park Place
Annapolis, MD 21401-3153

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Shipping (UPS Ground) and Handling Costs:

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

Please Allow 3-5 weeks for delivery.

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

Canadian members, please note:

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

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410-269-2000 ext 5008



April 28
Workers' Memorial Day

**Every Worker Deserves to
Make it Home Safe—Every Day.**