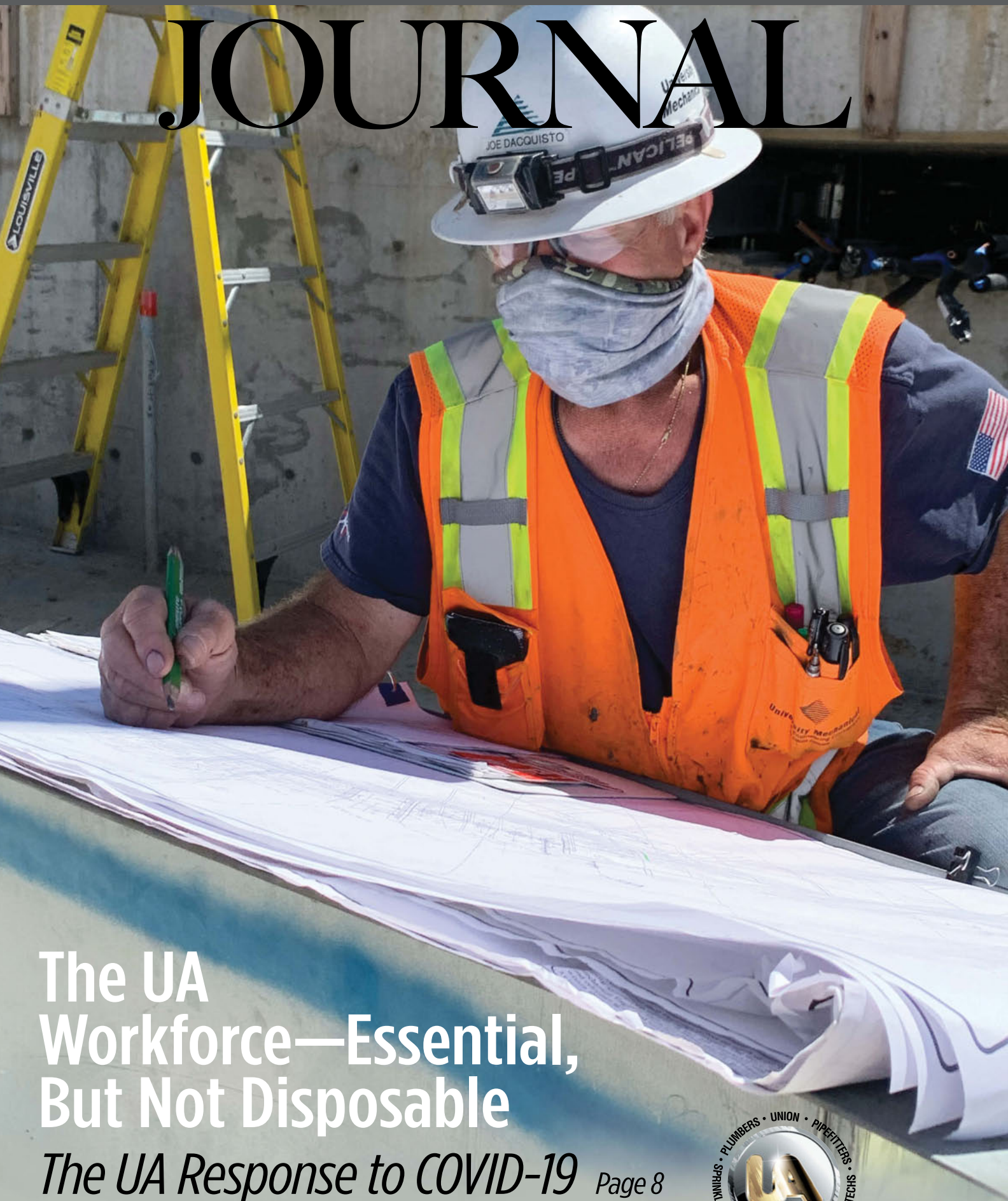


JOURNAL



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Workforce—Essential,
But Not Disposable

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Thank You!



We would like to thank the UA membership for participating in our request for stories related to the COVID-19 pandemic. We have been humbled by the projects that you have been constructing—as essential workers—to ensure the lives of so many. We are proud of the fact that in times of crisis, our countries turn to the most dedicated and skilled craftsmen and women to get the jobs done under critical time constraints. In addition, the UA was instrumental in supporting those who were working on the frontlines and were community partners in getting much-needed personal protective equipment such as face shields, masks, and hand sanitizer to our members on the job, medical personnel, and citizens in the U.S. and Canada. We are honored to be using your photography throughout, and this special issue is dedicated to you all.





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The UA Steps Up on COVID-19 And Shows Our Courage to the World



Mark McManus
General President

This article is written with the most varied emotions I have ever had in my time as your General President—or in fact, in my life. I greatly suspect these emotions are not just in my own head and heart. They are probably in yours as well.

During our proud history, the United Association has been through two World Wars, the pandemic of 1917-18, the Korean and Vietnam wars, and the upheavals during the civil rights and women's rights movements. We lived through the trauma of the 9/11 terrorist attack and the Iraq and Afghanistan wars that followed. We have endured further terror attacks abroad as well as domestic terrorism. But I've got to tell you that COVID-19 is more jarring in certain ways than anything we've experienced in recent history. We are all unsettled, worried about our families, and concerned about the future. We don't know what the future holds.

It all just happened so fast. Within a matter of weeks, the whole world was rocked to its core.

Adding to our uncertainty is the fact that this specific virus is spread much of the time from seemingly healthy and asymptomatic family members or the general public. We are right to be really alarmed. It's hard not to be spooked when we try to wrap our heads around it, knowing that we probably won't see physical symptoms until it's too late. This is jarring to all of us, and it also makes it doubly difficult to try to live a somewhat normal life.

So where does that leave the members of the UA? As a group, we are a unique society amongst ourselves. We have young, middle-aged, and older folks in our ranks.

We are men and women, apprentices, and journeymen. We represent every ethnic group in North America. We have in our ranks healthy members, and then we have those who struggle with their health. Our UA also includes retirees and their grandchildren as well. All this diversity makes up the UA mosaic from our two great nations. And this is what makes us so strong.

I believe the answer to how we have remained so strong is now—and always has been—our collective skill set, our demand for safe working conditions, and of course, our brilliant mechanics who I once said built everything from NASA to the nukes and everything in between.

I certainly believe there would not be progress on a drug to slow down this virus or a vaccine to hopefully eradicate it without the members of the UA. We are an essential part of the process that will ultimately find hope in this scary time. The hands and hearts—and the minds—of UA members will build and keep the scientific machinery running that will lead us to a cure.

As I write this, we are still in the early phase of battling this pandemic on the frontlines. Many of our members and signatory contractors are building and maintaining hospitals that are caring for the sick. Others are converting ice rinks, convention centers, and tennis facilities into functional field hospitals, providing the many beds that are needed. Our members have also played key roles in converting automotive assembly lines into factories that produce lifesaving ventilators. We are fortunate that our good signatory contractors are committed to doing their

Many of our members and signatory contractors are building and maintaining hospitals that are caring for the sick. Others are converting ice rinks, convention centers, and tennis facilities into functional field hospitals, providing the many beds that are needed.

part in keeping our members safe on these jobs.

The millions of citizens of Canada and the United States are certainly the beneficiaries of your dedication, skills, and plain, old-fashioned hard work. You are out there making sure that the mechanical, HVAC, fire protection, plumbing, and medical gas systems continue to function as they should. This is literally the lifeblood of our society, now more than ever.

UA members know they are essential. They certainly don't need a government official or bureaucrat telling us that. We need them to do their jobs, but at the same time, they need to respect ours.

Maybe the silver lining in all of this is that you, the folks building and maintaining these facilities, along with our doctors, nurses, and hospital technicians, will be looked at with just a bit more respect. I strongly believe that all of you deserve that respect.

However, respect is nice and well deserved, but it doesn't drive our membership. It's not the motivator that makes these members go to work every day knowing that they might be exposed to the virus. What drives our membership is pride—in doing a good job and in doing something to help others get through this terrible time. Our members get out there and accomplish jobs and tasks that at first seem insurmountable. And they do it while always keeping an eye out for new challenges that will come on the next project.

Unemployment numbers, especially in the U.S., are simply staggering—33 million on the books as unemployed in a five-week period. We know that number does not really include all those who want to work. Economic damage, and perhaps even long-term damage, is affecting Canada as well, and our hearts go out to our northern Brothers and Sisters. Thankfully, in Canada the virus isn't hitting with the brute force that has struck certain states and regions down in the lower 48.

The UA unemployment manpower numbers are as follows. On March 1, we had 38,000 apprentices and journeymen and women looking for work. By April 1, the number had risen to 68,000 and remained steady at

68,000 on May 1. That is about a 20 percent unemployment figure throughout the United Association. I believe in my heart that number will decrease soon, and things will get brighter on this front.

I believe in my head that no matter how bad unemployment is across the board, the skills our members possess will always have economic value. You have skills for a career, not just a job, and it's one that lasts a lifetime. So many folks will come through the other side of this pandemic without that security. The business world will be changed, and some of it will be lost forever. But here in the UA, we believe we are in a brotherhood and sisterhood. Our UA is a special place that encompasses the best folks these two countries have to offer.

No Business Manager and no General President is ever satisfied until we have 100 percent employment and unlimited employment opportunities. That's the way we have always felt and always will. Rest assured your home locals and our General Office carry that burden all the time and strive every day to live up to our responsibilities. On a personal note, please look out for your family's health, as well as the health of your UA Brothers and Sisters, and of course your own, now more than ever.

Be a positive force in your family, your jobsite, and your union halls. It's easy to be negative in times with this much disarray. I know it's hard to be positive under these circumstances, but that's the challenge I'm issuing to myself and to this great membership. I am hoping and praying we can all meet that challenge.

Be safe, stay healthy, and God bless you all.

Mark McManis



COVID-19— A Challenge We Will Overcome



Patrick H. Kellett
General Secretary-Treasurer

The COVID-19 story is everywhere. We can't escape the frightening and sad news about high unemployment, isolation and, of course, the thousands who have died and who will die before this is over. It is truly tragic and devastating, but I hope all of our members can take heart and have hope, because this will end—and the United Association will survive and thrive in the future. Our main task now is to stay safe and take care of our families. And the UA is here to help.

I am proud to note that, despite what is an unprecedented crisis (at least in our lifetime), our members, office staff, and local unions have all risen to the challenge. A majority of our members have continued to work throughout the pandemic, although far too many are currently unemployed. Those still on the job have, with the support of their contractors, been following guidelines for staying safe. It can be difficult, especially for those who are working in areas where the pandemic is especially brutal, like New York City. Nevertheless, they are hard at it, with many of them building field hospitals and doing other essential work. I commend them all for their courage.

We hope all of our members will be back on the job very soon—and working safely.

General President McManus and I made the decision very early that our office staff should work from home. None of us want to put them in harm's way, and so we took this dramatic step well in advance of the most serious outbreaks. I want to commend our staff for their

diligence and continued hard work under what we know are difficult circumstances. It can be very tough to work at home, especially when your whole family is likely to be sheltering in place with you. It is also difficult to be away from coworkers. Many of our UA staff have worked side-by-side for their entire careers. They have shared good times and bad, and now they are apart. We appreciate the sacrifices they have made and are grateful for their continued commitment to the UA.

The response of our local unions to this crisis has been extraordinary. They were quite suddenly faced with sending their own staffs away to work at home at the same time they were dealing with sudden layoffs for their members. For local union officers, there was the added challenge of meeting the requirements associated with the day-to-day operation of a local union. Sadly, they also had to deal with the reality of losing members to the virus. So far, 50 UA members have died, among them retirees as well as active members. We know that number will likely rise in the coming weeks. Some UA families have lost mothers, fathers, brothers and sisters as well. It is heartbreaking, and on behalf of the entire UA, we offer our deepest sympathies to our extended UA family.

Yet, we know that this will eventually pass. Life will return to something that resembles normalcy, although we all realize that after a pandemic like this, things are likely to never be quite the same. We will all have adjustments to make. Masks and other protective gear are



Patrick H. Kellett
General Secretary-Treasurer

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likely to be part of our daily routine, both on the job and off. Many businesses, not just our industry, will have to look closely at how they bring people back to work. Some may choose to have certain at-risk employees continue to work at home. Others may stagger the number of employees in their offices or workplaces at any given time. They may have to make structural changes within their offices to allow at least some kind of social distancing or barrier between workers. Most likely all offices will have to institute a more rigorous cleaning regimen that allows the workplace to be disinfected frequently. It will all be a challenge, that's for sure.

We are dedicating this entire issue of the *UA Journal* to the pandemic and how it is affecting all of us. We are also presenting stories of just some of the work that UA members across the country are doing to help us get through this crisis. We also know that many locals and their members are reaching out to help one another in many ways—from checking on retirees to bringing food to frontline workers. It is a powerful demonstration of what is best about the human spirit—and our membership. It gives me hope for the future.

As we emerge from the current crisis, let us renew our commitment to our union and to one another. Together, we will move forward towards a better future. Our strength and solidarity will see us through.

Patrick H. Kellett

The UA Workforce—Essential, But Not Disposable

The UA Response to COVID-19

Coronavirus disease (COVID-19), which surfaced in a Chinese seafood and poultry market late last year, has spread worldwide in a matter of months. It has affected nearly three million people in 213 countries, areas, and territories [as of April 27], according to the World Health Organization (WHO). In January 2020, the WHO characterized the situation as a public health consideration of international concern. On March 11, the WHO declared COVID-19 as a pandemic. The rate of exposure and outbreak—particularly in large cities—has been disastrous and unprecedented.



Pictured are members of Plumbers and Gasfitters Local 5 and Steamfitters Local 602 with General President Mark McManus at the Doctors Community Hospital jobsite in Lanham, MD.



Plumbers and Pipefitters Local 230, San Diego, CA, member Joe Dacquisto is pictured at the San Diego Symphony Project on the San Diego Bayfront. See more on this project on page 21.



Matt Landon, a member of Plumbers and Pipefitters Local 357, Kalamazoo, MI, has been working around the clock printing ear savers and face shields with his 3D printer. He has shipped 640 face shields and 250 ear savers thus far.

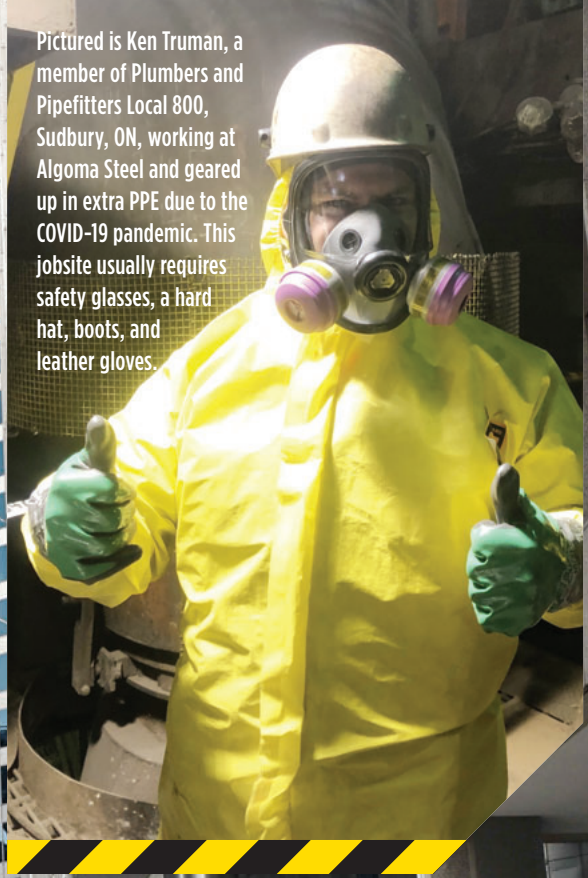


Local 32, Seattle, WA, members show their gratitude for everything the staff at Valley Medical Center is doing to keep their community healthy.



Local 464, Omaha, NE, members labeled and donated pint bottles of hand sanitizer to Local 464 retirees. See the full story on page 32.

Normally busy during the middle of the day, Chicago's streets are empty.



Pictured is Ken Truman, a member of Plumbers and Pipefitters Local 800, Sudbury, ON, working at Algoma Steel and geared up in extra PPE due to the COVID-19 pandemic. This jobsite usually requires safety glasses, a hard hat, boots, and leather gloves.



Local 469, Phoenix, AZ, created a food bank to help Local 469 members and their families who are in need. See the full story on page 29.

A Timeline for the Coronavirus (COVID-19) Pandemic



December 31 – Chinese health authorities treat dozens of cases of pneumonia.
The government in Wuhan, China, confirmed that health authorities were treating dozens of cases of pneumonia of unknown cause. Days later, researchers in China identified a new virus, which health officials in China said they were monitoring.

DECEMBER 2019

“The UA is a 130-year-old institution, and we have been through it all—wars, the Great Depression, 9/11, recessions, and natural disasters—and we will make it through this as well. We will be the folks who rebuild our two great nations. You know this. We’ve done it every single time.”

- Mark McManus, General President

As the leader of a workforce deemed “essential,” General President Mark McManus is making critical decisions daily. He has led with merit and in a proactive manner, making decisions for which there is no playbook. This is uncharted territory for everyone. General Secretary-Treasurer Pat Kellett; Assistant General President Mike Pleasant; Administrative Assistants to the General President Brad Karbowsky and Chris Haslinger; Cheryl Ambrose, Health, Safety, and Environmental Administrator; Director of Canadian Affairs Terry Snooks; UA departments; along with the UA Executive Board and a host of others, have worked hard to ensure that communication to the UA’s membership remains clear and up to date. Conversations regarding COVID-19 began in March with International Representatives, Business Managers, department heads, and local union members, but it was on the UA’s radar long before that. Travel that was not characterized as essential was discouraged, and various conferences and meetings were canceled. The General Office followed the lead of the Centers for Disease Control and Prevention (CDC) and encouraged everyone to abide by the “stay at home” orders that Governors requested. In a matter of weeks, state after state followed this order. The continuation of construction projects varied from state to state, but UA members were called upon to help battle the pandemic by constructing makeshift hospitals—everywhere. Additionally, Business Managers and local union leadership, along with UA signatory contractors, scrambled to find proper CDC-recommended PPE (personal protective equipment), which was and continues to be difficult to secure. This call-to-duty was swift, and our hat goes off to all of our members who answered these calls. We are proud to tell their stories. (See pages 20-35)

On March 19, 2020, the General President addressed the entire membership via a video on

the UA member website. In that video, he stated, “Communication is the largest gift we can offer right now. We are working closely with the AFL-CIO, the building trades, local politicians, our legal team, and the CDC. Our greatest concern is the health and welfare of our members and of the citizens we protect every day, but the health and welfare of our members are first and foremost.” General President McManus reviewed the CDC’s recommendations to ensure safety from COVID-19. He encouraged folks to get their information directly from CDC sources.

The General President said, “The UA is a 130-year-old institution, and we have been through it all—wars, the Great Depression, 9/11, recessions, and natural disasters—and we will make it through this as well. We will be the folks who rebuild our two great nations. You know this. We’ve done it every single time.” He asked the membership to check in with their retirees, adding, “Look after the older folks in your families. We are tough, in general, but we are not so tough with a virus like this. If you’re not feeling well, get yourself checked out. We are not Superman and Superwomen in this environment. Get your information from your jobsites and local unions.” He added, “Social media is not a good avenue for information about this virus.”

The General President went on to say that the UA is continuing to work on pertinent legislation. He said, “We are pushing [Chuck] Schumer (D-NY) and [Senate Majority Leader Mitch] McConnell on unemployment issues. The industries we are worried about are our industries. Sean McGarvey (NABTU President) and I are trying to engage President Trump regarding our pension funds. I encourage you to write to your local political leaders to push for unemployment fulfillment and extension. Mike Pleasant (Assistant General President) is looking at national agreements and how we can

January 11 - The first known death from COVID-19 is reported.

The first known death from an illness caused by the virus was reported by Chinese state media. The deceased was a regular customer at the market in Wuhan.

January 20 - Other countries, including the United States, confirmed cases.

The first cases outside mainland China occurred in Japan, South Korea, and Thailand. The first confirmed case in the U.S. was in Washington State, where a man developed symptoms after returning from a trip to Wuhan.

January 23 - Wuhan is closed off.

The Chinese authorities closed off Wuhan by canceling planes and trains leaving the city, and suspending buses, subways, and ferries within the city.

January 30 - The World Health Organization declared a global health emergency.

Due to thousands of new cases in China, a “public health emergency of international concern” was officially declared. The U.S. State Department warned travelers to avoid China.

January 31 - The Trump Administration restricted travel to China.

The Trump Administration suspended entry into the U.S. by any foreign nationals who had traveled to China in the past 14 days, excluding immediate family members of American citizens or permanent residents.

JANUARY 2020

make them more flexible during this pandemic. We will give guidance to the local union level. All departments are working remotely. In Ottawa, we are trying to run a parallel track with what we're doing in Annapolis. I'd like to give a final shout out to Cheryl Ambrose, our Health, Safety, and Environmental Administrator. She has been producing daily documents to educate Administrative Assistant to the General President Brad Karbowsky and me on this pandemic, and she has been instrumental in our two nations' responses to it."

On March 26, General President McManus gave his second update. He said, "Last night on Capitol Hill, the Senate voted unanimously on a COVID-19 \$2 trillion relief package called the Coronavirus Aid, Relief and Economic Security (CARES) Act, (H.R. 748). The largest issue that will affect the UA is the \$25 billion allocated to unemployment. The regulations vary from state to state. All weekly unemployment benefits will be increased by \$600 per week (maximum) through July 31. The parameters around getting laid off have become more liberal, and that's a good thing. What we see, which is more of a disappointment, is that there is no relief for the pension funds. The UA and the rest of the building trades will continue to push on this issue. The folks making these decisions are the same folks who consider us essential workers, but they don't want to take care of us." A document outlining the parameters of the CARES Act was sent to Business Managers, as well as a summary of all of the U.S. government COVID-19 relief legislation. It was noted that North America's Building Trades Unions (NABTU) lobbied aggressively to ensure each bill contained policies that would help the working families of the construction industry, as well as our partner contractors.

UA Headquarters scheduled two Skype calls—which included a question-and-answer period—with local unions to engage every

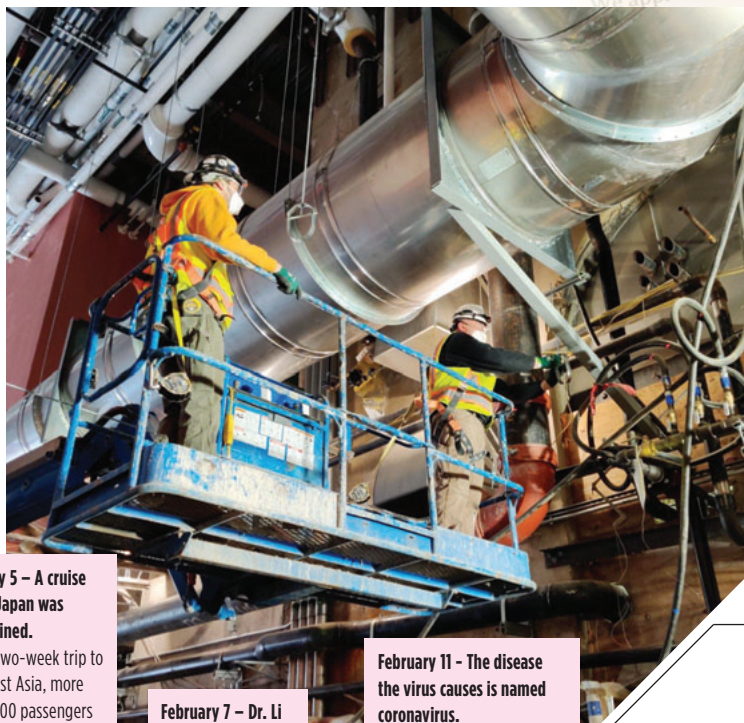
Business Manager and International Representative regarding COVID-19 issues. General President McManus outlined the UA response to COVID-19. He said, "On March 6, the leadership of the UA had its initial reaction to the COVID-19 pandemic challenge. On March 19, the UA provided guidelines to work safely for its plumbers and HVACR service technicians, which were prepared by UA Health, Safety, and Environmental Administrator Cheryl Ambrose, CHST, OHST; Director of Plumbing Services Tom Bigley; Director of HVACR Service Brian Kelly; Scott Hamilton, American Society of Sanitary Engineers, Local 75; Dennis Molnar, UA Instructor, Infectious Control Risk Assessment, Local 172; and Director of Health and Safety for the Mechanical Contractors Association of America (MCAA) Pete Chaney, MS, CSP. These guidelines were sent to the Business Managers."

Additionally, the UA and the MCAA released a joint statement regarding the work they would do together, going forward, in response to COVID-19. In that statement, General President McManus and MCAA President Brian

Please remain more than 6 feet at all times from this desk and from our staff. Please do not touch any surfaces.

This is for their safety and your safety!

We appreciate your cooperation.



Local 21, Peekskill, NY, responds to COVID-19. See page 33 for the full story.

February 2 – First coronavirus death was reported outside China.
A gentleman in the Philippines died after being infected. By this point, more than 360 people had died.

February 5 – A cruise ship in Japan was quarantined.
After a two-week trip to Southeast Asia, more than 3,600 passengers began a quarantine aboard a cruise ship in Yokohama, Japan. Officials started screening passengers, and 218 tested positive.

February 7 – Dr. Li Wenliang, a Chinese doctor who tried to raise an alarm about the virus, dies after contracting the coronavirus.

February 11 – The disease the virus causes is named coronavirus.
The World Health Organization proposed an official name for the disease the coronavirus causes: COVID-19, an acronym that stands for coronavirus disease 2019.

February 14 – France announces the first coronavirus death in Europe.

New York's Times Square is pictured barren.



February 19 – Hundreds leave the quarantined Diamond Princess cruise ship.
At least 621 people aboard the ship were infected.

February 21 – The virus appears in Iran.

February 23 – Italy sees a major surge in cases, and officials lock down towns.

February 24 – The Trump Administration asks Congress for \$1.25 billion for coronavirus response.
The White House asked Congress to allocate \$1.25 billion in new emergency funds to bolster its preparedness. The CDC warned of an almost certain outbreak. At the time, there were 35 confirmed cases and no deaths in the U.S.

February 24 – Iran reports it had 61 cases and 12 deaths.

February 26 – Latin America reports its first case after a gentleman returned from a business trip to Italy.

“... Rest assured that the UA and the MCAA will be doing our part at the national level by jointly tracking developments related to COVID-19 and providing support wherever possible.”

- Brian Helm, MCAA President



Plumbers and Pipefitters Local 32, Seattle, WA, plumbing service team, Paul Lewan and George Chastain, jumped on a call to get domestic hot water back to a downtown Seattle high-rise.

Helping to Reopen the Economy

Maryland Governor Larry Hogan appointed General President Mark McManus to sit on the “Maryland Strong Recovery Team.”

California Governor Gavin Newsom has invited International Representative Derrick Kualapai to join “The Task Force on Business and Jobs Recovery.”

Colorado Governor Jared Polis has selected Pipefitters Local 208, Denver, CO, Business Manager Gary Arnold to join the “Governor’s Council on Economic Stabilization and Growth (CESG).”

New Jersey Governor Phil Murphy asked Plumbers and Pipefitters Local 9, Central New Jersey, Business Manager Mike Maloney to join the “New Jersey Restart & Recovery Advisory Council.”

February 28 – Infections in Europe spike.

Italy, where 800 people had been infected, remained an area of concern. Cases in 14 other countries could be traced back to Italy. Germany had nearly 60 cases by February 27, and France reported 57. Both England and Switzerland reported additional cases, while Belarus, Estonia, and Lithuania all reported their first infections.

Sub-Saharan Africa reports its first case with a gentleman who had traveled to Italy.

February 29 – U.S. reports a coronavirus death and announces travel restrictions.

The Trump Administration issued its highest-level warning for areas in Italy and South Korea most affected by the virus. The government also banned all travel to Iran and barred entry to any foreign citizen who had visited Iran in the previous 14 days.

March 3 – U.S. officials approve widespread coronavirus testing.

March 11 – President Trump blocks most visitors from continental Europe.

MARCH 2020



Helm stated, “The challenges presented today by COVID-19 are clearly among the most formidable. They are serious and ever-evolving, and they will test us in ways in which we have never been tested before. ... We urge every MCAA local contractor association and UA local union to stay in regular communication regarding COVID-19-related developments and to evaluate, on an ongoing basis, measures to meet the needs of our clients while keeping our jobsites, our employees, our families, and our communities healthy and safe. As we are already experiencing on jobsites, business as usual is, in

important respects, no longer an option, which makes it that much more important for us to develop solutions and chart a course forward in concert with one another. ... Rest assured that the UA and the MCAA will be doing our part at the national level by jointly tracking developments related to COVID-19 and providing support wherever possible. Our focus will include legislation impacting our respective members, employee benefit plans, small businesses, and the mechanical industry as a whole.”

Moreover, there were discussions offering guidelines on upcoming local union elections, expiring collective bargaining agreements (CBAs), and the allocation of dues money. On March 23, the Department of Labor published the Families First Coronavirus Response Act. There was a discussion on how this law affects UA families. On April 25, the UA established the COVID-19 Portal—

the official COVID-19 resource center for the UA—and posted it on UANET.org. The following day, UA Headquarters added a state-by-state shelter-in-place document to the Portal, which is updated as needed.

General President McManus, General Secretary-Treasurer Pat Kellett, and Assistant General President Mike Pleasant have been collaborating daily. There was an Executive Board meeting on April 6. The General President reported that the UA assets are in great shape, and they continue to look for avenues to assist the membership during these difficult times. He extended the time allotted for membership dues, stating, “Going forward, we will evaluate what employment looks like and how wide our unemployment is in our two countries. We will go to the Board and see where we can get some relief for the members. Don’t forget that we are a multi-generational organization. We have retirees, and we have a younger generation that will make up our future. I’m asking you to look after them, as well. The world is spinning right now, and they might need some guidance. The ITF (International Training Fund) has webinars on Blackboard. Use the resources of the UA. Continue the education for our young folks. We have the resources to protect our organization.”

On April 8, the General President provided another video to the membership of the UA. He stated that he had asked Business Managers for unemployment records for their local unions. General President McManus noted that in March, those figures had doubled for journeymen and apprentices. “We assume that number has grown exponentially,” he said. “In cities and states such as New York, Seattle, Boston, Chicago, Detroit, New Orleans, New Jersey, Oregon, Michigan, California, and so many others, as well as the provinces of Quebec, Ontario, and Manitoba, those areas have been shut down. We want to



Local 5 and Local 602 work together to install temporary hospitals. See the full story on page 23.

March 13 – President Trump declares a national emergency.

March 14 – U.S. has 2,800 cases, and Canada has 198.

March 15 – The CDC recommends no gatherings of 50 or more people in the U.S. for eight weeks.

The recommendation includes weddings, festivals, sporting events, concerts, and conferences. The following day, it was advised to avoid groups of more than 10. New York City announced its public schools, with 1.1 million students, would close.

March 16 – Latin America begins to feel the effects of the virus.

March 17 – France imposes a nationwide lockdown.

At this time, France had more than 6,500 infections with more than 140 deaths, according to the World Health Organization.

The E.U. bars most travelers from outside for 30 days.

European leaders voted to close off at least 26 countries to nearly all visitors from the rest of the world for at least 30 days.

March 19 – For the first time, China reports zero local infections.

March 21 – Hawaii orders a mandatory 14-day quarantine for arriving visitors and residents.

take an economic look and identify areas that—due to the virus—might continue to have a lack of opportunity. Brothers Kellett and Pleasant and I had a meeting with the General Executive Board to discuss what types of relief we could offer our membership. We approved to waive reinitiation fees. Any active member who is not earning more than 40 hours in a month will get this fee relief. If you paid for the year, you would be credited. This will begin with the month of March. We approved \$10 million into a budget for emergency relief, and that should get us through August. We can meet again in August if we need to. We approved other options that local unions now have in regard to their members' dues. We have secured the UA Emergency Relief Fund to assist members and members' families as well. UA Headquarters is working closely with Business Managers regarding any member loss of life due to the virus. We will help our UA families and widows, and any local unions that would like to help in that regard, I encourage you to do so. Please work safely and look after yourself. If you're not feeling right, or if someone at your home isn't feeling right—stay home. The COVID-19 portal lays all of this out. It's a great resource, and we continue to update it every day."

For the UA, plumbing and HVACR industries, in particular, will face extraordinary safety concerns due to waterborne and airborne pathogens (see articles by Director of Plumbing Services Tom Bigley and Director of HVACR Service Brian Kelly). The UA is working closely with local governments and agencies to ensure the safety of workers as buildings have been left idle. Every end-user and building owner will need assistance and recommendations on how to reoccupy vacant buildings. This



Mike Christ, a member of Plumbers and Pipefitters Local 179, Regina, SK, is pictured continuing fire sprinkler inspections wearing the proper PPE.

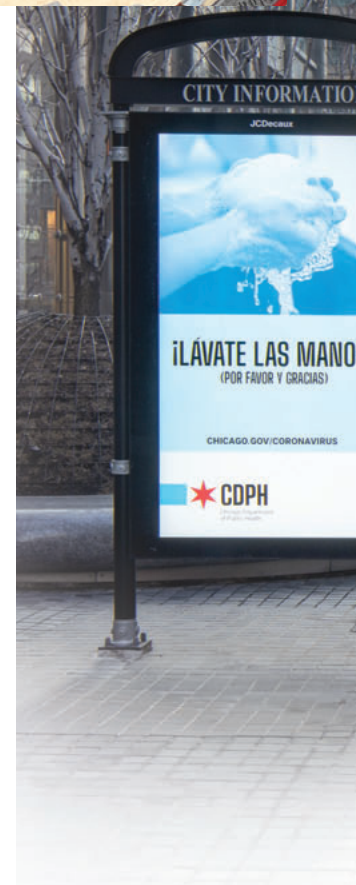
is where the UA's expertise and ASSE 12000 (Infection Control Risk Assessment) certification will come into play.

As construction projects slowly reopen across our two nations, there will be a new normal, and it could look like the following. It could be common for journeymen and apprentices to have their temperatures taken before every shift. There is no doubt that there will be an even-greater emphasis on cleanliness, and portable wash stations will have an even-greater presence. Work schedules could be more flexible to allow for smaller footprints at any given time. Some projects could even get the go-ahead for around-the-clock construction. Disinfecting tools, machinery, and work areas will become commonplace. There will be a continued reliance on technology to interface with project teams in order to promote social distancing. Many are anticipating that projects will take longer to complete, and end-users and contractors are preparing for this fact. The coronavirus forced companies into telework, and many companies may now realize that it can work, deciding to utilize this option to save costs. Many have suggested that there will be a greater emphasis on work in the healthcare industry and manufacturing in the U.S., as the supply chain for goods has been under a microscope. Prefabrication will have a renewed resurgence due to its controlled atmosphere.

One thing that the pandemic has brought to light is that having union representation will continue to be an important factor in the protection and health of UA members and their families. Behind every member stands a team of professionals navigating the recommenda-



Mike Asaro, journeymen steamfitter, A.O. Reed, Local 230, San Diego, CA



March 23 – Prime Minister Boris Johnson locks Britain down.

The lockdown closed all nonessential shops, barred meetings of more than two people, and required all people to stay in their homes except for trips for food and medicine.

March 24 – India, a country of 1.3 billion, announces a 21-day lockdown.

March 26 – The U.S. leads the world in confirmed coronavirus cases. The U.S. officially became the hardest hit by the pandemic.

March 27 – President Trump signs coronavirus stimulus bill into law. The President signed a \$2 trillion measure to respond to the coronavirus pandemic.

March 28 – The CDC issues a travel advisory for the New York region. The CDC urges residents of New York, New Jersey, and Connecticut to "refrain from nonessential domestic travel for 14 days effective immediately."

March 30 – More states issue stay-at-home directives. Virginia, Maryland, and Washington, D.C., issued orders requiring their residents to stay home. Similar orders went into effect for Kansas and North Carolina. The new orders meant that at least 265 million Americans were being urged to stay home.

Local 130 Keeps Homes Functioning During the Pandemic

Governor of Illinois J.B. Pritzker deemed plumbers as essential workers, allowing Plumbers Local 130, Chicago, IL, to operate despite the shelter-in-place order. This kept Illinois residents' homes functioning during the COVID-19 pandemic, but in-home worker safety was a top priority for both customers and workers.

A clogged pipe cannot be put on hold because of COVID-19, and when a Chicago resident, Winnie Murphy, needed plumbing work done in her Tinley Park home, it couldn't wait for the pandemic to pass. Plumbers Local 130 member John Jennison with Norman Mechanical did the job for her with safety and cleanliness as a top priority. Winnie Murphy said, "I was really nervous about someone coming in my house, but they assured me they were good and thorough with their disinfecting. It worked out great and went smooth. He was in and out and clean, and it took away a lot of my anxiety."

Brother Jennison said, "When we walk into someone's house, we make sure we have our safety glasses on, our masks, protective wear, gloves, and booties. We have a disinfectant spray, and we come in and spray everything down prior to working and then spray everything down when we are done."

These precautions are Local 130 guidelines for every worker entering a home. "The motto for the plumbers is to protect the health of the nation," said Brother Jennison, who added that the pandemic should not mean higher rates for home visits. "Our prices have not changed at all. We are not going to capitalize on other people's misfortune."

Experts suggest that if homeowners need work done, they should wipe everything down prior to an in-home visit, keep the recommended six-foot distance, and consider wearing a mask to keep both themselves and the workers as safe as possible.

Pictured from left are Local 25 Business Manager Matt Liene and Executive Director of the Eastern Iowa/Western Illinois MCA Rick Lundvall holding a check for \$5,000 presented to The Genesis Foundation. See the full story on page 28.



April 2 – Global cases top one million.

April 5 – U.S. has 337,000 cases, and Canada has 16,000.

April 6 – Prime Minister Boris Johnson is moved to intensive care.
Ten days after being diagnosed with coronavirus, Prime Minister Johnson is moved to intensive care.

April 8 – Companies plan and start vaccine trials.
At least two dozen companies have announced vaccine programs aimed at ending the pandemic.

April 10 – Global deaths surpass 101,000. Coronavirus cases surge in Russia

April 12 – Prime Minister Johnson is released from the hospital.

APRIL 2020



Local 98, Detroit, MI, members are pictured at the Ford Motor Company's Rawsonville Plant. See the full story on page 25.



Patti Wolf, Plumbers Local 98, Detroit, MI

tions, guidelines, and mandates from federal and local governments. Many of these have changed on a weekly basis, and just keeping up with the most-recent additions has been a full-time job. The UA and its partners at NABTU and the MCAA have advocated for work and COVID-19 safe jobsites for their members. Going forward, as changes are made in the industry to accommodate COVID-19 health guards, every member can rest assured that they have the backing of every Business Manager, International Representative, Department Head, Training Department professional, and General Officer in the endeavor of getting back to work—safely.

According to *Construction Dive*, union influence will also grow. Mark Erlich, a fellow at the Harvard University Law School's Labor and Worklife Program, said, "... Since the pandemic began, trade unions have taken on renewed influence in many areas of the country by advocating for members' best interest in keeping sites operational and safe. ... During the crisis, unions have provided a voice for workers who are struggling to decide whether they should stay home or go to work. Unions also help la-

borers find new work after a layoff. Clearly, being a union member has been enormously beneficial in the past few weeks."

On April 8, in his video to the membership, General President McManus concluded by saying, "The common words last week were 'social distancing,' and this week, they are 'essential worker.' We know we are essential. We have always been aware of what we build and the importance of what we make, but now, we have the White House and Governors saying that we are essential. It is a prideful thing, but at the same time, it is a scary notion. What does that mean to our members' personal lives? Well, being essential shouldn't be detrimental to our health. We are not disposable workers. We are never disposable. I'm asking you to look after your Brothers and Sisters. Safety comes first. In my book, we are essential, but certainly not disposable."



On Monday, April 27, 2020, Plumbers Local 98, Detroit, MI, and John E. Green Company provided Lefty's Cheesesteaks to frontline workers and other staff at the Henry Ford Macomb Hospital. Read the complete story on page 26.

April 13 – Some European nations begin easing restrictions.

Austria began loosening its nationwide lockdown. Spain prepared to allow construction workers and some factory workers to return to work, and Italy planned to let some shops reopen.

April 14 – President Trump plans to stop U.S. funding of the World Health Organization (WHO).

April 16 – Brazil's President fires the health minister.

April 19 – Chile issues "immunity cards" to people who have recovered from the virus.

April 20 – President Trump announced an order suspending immigration.

April 21 – Officials discover earlier known U.S. coronavirus deaths in California.

Officials in Santa Clara County, CA, announced two residents there died of the coronavirus on February 6 and February 17.

April 23 – U.S. has 869,000 cases, and Canada has 43,000.

In Memoriam

Plumbers Local 1, New York, NY

*Edward Callenderg
Michael Costanzo
Richard Damico
Satash Deonarine
John Herrmann
Herman Kaiser
Ardadiy Khanyutin
Thomas LaRosa
Fred Osonitsch
Angel Pineda
Arthur Shelby
John Yannotti*

Plumbers and Pipefitters
Local 9, Central New Jersey

*Robert Weber
James F. Hepner*

Plumbers Local 12, Boston, MA

*Richard "Dickie" Craig
John Melanson
James E. Monahan
Alessio Venture*

Plumbers and Pipefitters
Local 21, Peekskill, NY

*Vincent DeLongis
Wayne Ferrier
Paul Rutko
John Tedesco*

Plumbers and Pipefitters
Local 22, Buffalo, NY

*Garry Drach
Robert Fuqua*

Plumbers Local 24, Lodi, NJ

Anthony Menta

Plumbers and Pipefitters
Local 60, New Orleans, LA

*William J. Ertel, Jr.
Joseph Johnson, Sr.
Paul Metzler, III*

Plumbers and Pipefitters
Local 104, Springfield, MA

*Richard Spath
Michael Trombley*

Plumbers and Pipefitters
Local 119, Mobile, AL

James D. Jackson

Plumbers Local 130, Chicago, IL

*William R. Hildebrand
William Martin*

Plumbers and Pipefitters
Local 157, Terre Haute, IN

Ross "Bill" Elliott

Pipefitters Local 208, Denver, CO

*Thomas Duğan
Floyd Fernandez*

Plumbers Local 267, Syracuse, NY

Steven P. St. Laurent

Plumbers and Pipefitters
Local 322, Southern New Jersey

Bruce J. Rudilosso

Plumbers and Pipefitters
Local 333, Lansing, MI

Steve Lipko

Plumbers and Pipefitters
Local 524, Scranton, PA

Frank Natale

Enterprise Association of
Steamfitters Local 638,
New York City & Long Island, NY

*Harold Blackwell
John Cahill
Peter Cummings
Richard Harnish
Keith Harris
Daniel Linfante
James McFarland
Parmanand Moses
John Murray
John Smiddy
Luis Villacres*

Sprinkler Fitters
Local 669, Columbia, MD

*William A. Gordon
Terrence L. Ward*

Sprinkler Fitters
Local 696, Newark, NJ

Gilbert C. Earnest

**As of May 15, 2020*

The Empire State building is lit red each night as New York, our nation, and the world mourn the loss of the victims of COVID-19.

May 5 – U.S. has 1.2 million cases and 69,000 deaths. Canada has 62,000 cases and 4,000 deaths.

May 7 – According to Johns Hopkins, 264,111 people have died of COVID-19, with 3,772,367 confirmed cases. Total U.S. cases are at 1,228,609 with 73,341 deaths.

May 9 – Three members of the White House Coronavirus Task Force are in quarantine.

May 10 – Nearly 80,000 COVID-19 deaths reported in the U.S., 1,320,362 cases have been confirmed, and at least 70,180 have died in the U.S., according to Johns Hopkins University. These numbers include cases from all 50 states, the District of Columbia, and other U.S. territories, as well as repatriated cases.

MAY 2020

UA Local Unions Respond to COVID-19

United Association members were deemed essential workers during the COVID-19 pandemic and played vital roles in constructing projects to protect the citizens of the U.S. and Canada. UA members and their signatory contractors participated in our request for stories related to the COVID-19 pandemic and were proud to share with us how they responded. From building temporary medical facilities to donating personal protective equipment to supporting other essential workers, UA members went above and beyond. Their stories begin below.

Local 230, San Diego, CA

Local 230 members helped to expand the hospitals of the Palomar Medical Center, which are needed to combat the COVID-19 pandemic. Signatory contractor A.O. Reed & Co. Brothers and Sisters helped to protect the San Diego communities by building the much-needed infrastructure of tomorrow.

The lead on the Palomar job, Local 230 journeyman plumber Brian Renteria, said, “We are dedicated to helping our community get through these trying times, and we are doing it the best way we know how by building the necessary medical facilities to expand our hospitals. Thanks to the efforts of McCarthy, the general contractor, and my contractor, A.O. Reed, we have implemented the necessary safety precautions to keep Local 230 members safe on the job.”

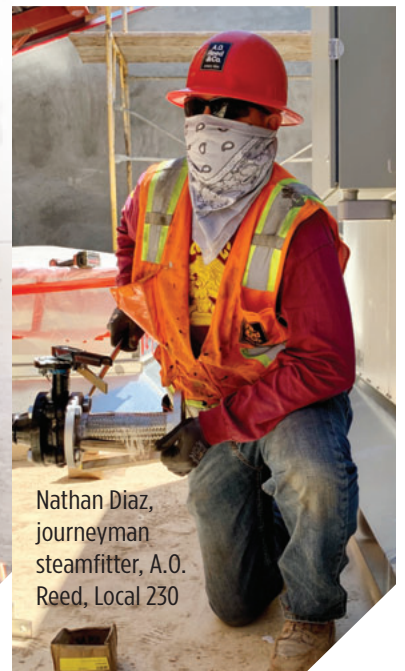


Justin Barnes,
apprentice,
A.O. Reed,
Local 230

Local 230 members with A.O. Reed & Co., Steve Foster, Nathan Diaz, Mike Asaro, and Justin Barnes, are working as essential workers building the infrastructure needed for tomorrow’s learning at the University of San Diego’s new Learning Commons.



Steve Foster, journeyman steamfitter,
A.O. Reed, Local 230



Nathan Diaz,
journeyman
steamfitter, A.O.
Reed, Local 230



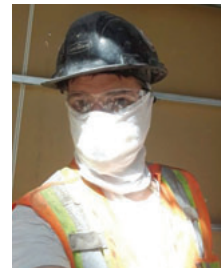
Cassie Estrada, fourth-year apprentice plumber, University Mechanical, Local 230

Members with University Mechanical are pictured practicing their social distancing at the San Diego Symphony Project on the San Diego Bayfront. The general contractor, Rudolph Sletten, took measures to ensure the safety of the members by adding more handwashing stations and ensuring crews were not working too closely together. Pictured are Candy Hood, Ron Attig, Brandon Buehler, Seth Sica, Cassie Estrada, and Joe Dacquisto.

Local 488, Edmonton, AB



Candy Hood, journeyman plumber, University Mechanical, Local 230



Local 488 member David Ferland is pictured after eight hours on the job wearing an N95 cotton-layer mask. He said, "Protect yourself, protect your community!"

On Wednesday, April 29, 2020, Fort McMurray, a municipality in northeast Alberta, flooded due to an ice buildup in the Athabasca River. The flooding forced roughly 13,000 people from their homes in downtown Fort McMurray amidst the COVID-19 pandemic.

Local 488 members filled a trailer with water bottles donated by UNITE HERE Local 47 and the Building Trades of Alberta, along with other donations to deliver to the Fort McMurray flood victims.

UNITE HERE Local 47 donated 1,050 water bottles, and the Building Trades of Alberta donated 700 water bottles

Local 246, Fresno, CA



UA Brothers Rene Alvarado and Catarino Jimenez are pictured on a service call to repair a domestic hot water leak at the Reedley Palm Village Retirement Home.



Members are shown on a job for the County of Fresno. Pictured from left are apprentice refrigeration fitter Ihab Kharda, apprentice refrigeration fitter Carlos Rendon, and journeyman refrigeration fitter Ray Valladares.



Local 246 journeyman plumber Martin Vindiola is pictured in the underground layout of the parking garage structure of the new Table Mountain Casino Hotel project. He is geared up with the proper PPE during the COVID-19 pandemic.

Local 32, Seattle, WA



Local 32 members are paying it forward by delivering pizza from “The Spot” in Renton, WA, to the frontline staff at Valley Medical Center. This was Local 32 members’ way of showing their appreciation during this time of crisis, and they wanted to show their gratitude for everything the staff at Valley Medical Center is doing to keep their community healthy.

Local 32 members were hard at work making portable handwashing stations with their signatory contractors. Teams made up of plumbers, HVAC service technicians, installers, and manufacturers from a small Mukilteo, WA, company, UMC, came together to design, develop, and manufacture portable handwashing stations to meet an immediate need during the COVID-19 pandemic. The portable handwashing stations will be used at construction sites, grocery stores, emergency hospitals, schools, homeless shelters, etc. By selling portable hygiene stations to companies, they are ensuring that workers on the frontlines will not have to go far to stay clean.

The wash stations were carefully designed in compliance with the CDC requirements. The standard two- and four-sink stations include features that ensure the most effective CDC handwashing recommendations are met, such as a minimum six-foot distance between the sinks for safe social distancing. Each station is a one-stop shop, not only to guard against coronavirus, but to promote safety in the months ahead. Each station is 100 percent hands-free, featuring a hands-free sink, soap dispenser, and towel dispenser.

These handwashing stations can be transported anywhere and include crane lifting features. Vice President of UMC Steve Brooks said, “They can be lifted onto the 20th floor, 30th floor, or whatever it may be to make handwashing accessible to the whole workforce.”

Workers at UMC said they will be able to construct 10 portable handwashing stations every day. Each station costs less than \$7,000, a relatively small price tag during a costly time for the health of so many.

Local 5 and Local 602 Work Together to Install Temporary Hospitals



W.E. Bowers portable mechanical room inside a sea can



Matt Scheer, W.L. Gary Company, Local 5

In mid-March, Maryland Governor Larry Hogan implemented a hospital surge plan for the state of Maryland. He asked the Federal Emergency Management Agency (FEMA) to deliver 250 beds and 50 bed packages to support the COVID-19 pandemic. Through FEMA, Governor Hogan had upwards of 100 temporary COVID-19 overflow hospital tents set up throughout the state of Maryland.

Plumbers and Gasfitters Local 5, Washington, D.C., and Steamfitters Local 602, Washington, D.C., were an integral part of this initiative. Members and signatory contractors of Local 5 and Local 602 started working together in late March to get 50 temporary hospital tents up and running in 29 locations in Maryland and Washington, D.C.

Temporary hospital tents were installed at the prison systems in Maryland and were installed at the Fort Washington Medical Center, Doctors Community Hospital, Holy Cross Germantown Hospital, and MedStar St. Mary's Hospital, to name just a few. The Walter E. Washington Convention Center in downtown Washington, D.C., converted 473,000 square feet of exhibit space into an approximately 1,200-bed alternate care facility. The previously closed Laurel Hospital is being reopened as the new Laurel Medical Center and will provide an additional 135 beds, including 35 intensive care beds to treat coronavirus patients. These hospital tents and alternate care facilities will serve to alleviate the strain on hospitals in the D.C. metro area in anticipation of the surge in positive COVID-19 cases.

Local 5 and Local 602 signatory contractors W.E. Bowers and CRW Mechanical, Inc., were both heavily involved in these projects. W.E. Bowers fabricated the medical gas headwalls and built portable mechanical rooms, which are inside a sea can. CRW Mechanical, Inc., did the work onsite, installing the headwall units for each tent, along with bathrooms that include bed pan washers, mudrooms with mop sinks, and hot water heaters. CRW Mechanical Field Supervisor Lenny Murphy said, "Bowers has done a tremendous job of designing and building the sea cans for these projects."

Other Local 5 and Local 602 signatory contractors involved in these projects were Southland Industries, which was the contractor at the Washington Convention Center; W.L. Gary Company, Inc., which did the water service and sewer tie-ins for the temporary hospital tents; and Saia Plumbing and Heating, which renovated the third, fourth, and fifth floors of the old Laurel Hospital.

Each project had a slightly different scope of work depending on the needs of that location. At Doctors Community Hospital in Lanham, MD, there are three temporary hospital tents, each equipped with 10 beds and six head-wall units.

These projects were not without their challenges. Medical gas parts—just like face masks and hand sanitizer—are scarce and hard to come by, so Local 5 and Local 602 were only able to sporadically obtain the materials they needed in order to complete the jobs. Field Supervisor Murphy said, "When we finally did get the parts, we went to the high-priority area to install them. We were hitting moving targets everywhere. For example, Holy Cross Hospital in Germantown called us and said that they had a spike in patients, and they started overloading the hospital, so we rushed a bunch of our members up there to prioritize, and now they have 20 extra beds, with two working hospitals to help with the overflow."

Local 5 and Local 602 members were working around the clock to provide medical gas and plumbing to each tent in the fight against COVID-19. Brother Murphy said, "We were going a hundred miles an hour since day one. All day, I was trying to keep our members in front of these jobs, making sure they had everything they needed. Our members were nothing short of amazing. The work they put in is storybook, and I couldn't be prouder."

Local 5 Business Manager Jim Killeen stated that despite the pandemic, Local 5 has 97 percent employment. "We really haven't seen an impact on our work," said Brother Killeen. "If there has been any impact, the majority of the work in building these makeshift hospitals is going to union mechanical contractors, which is great." Brother Killeen also mentioned that the majority of their members who are working are receiving overtime pay because of the amount of work that needs to get done in a short amount of time.

Local 602 Business Manager Danny Loveless stated that Local 602's manhours have not dropped off, in part because of the temporary hospital projects, but also because they have had an exceedingly minimal number of reported COVID-19 cases in their local. He said, "The face masks are really beneficial, because we've had a small number of reported cases. We have 3,500 people out in the field working elbow to elbow, and we only have four reported cases. As strange as it is, we are able to function pretty well, and we're blessed with that. Everybody is working together, and just like with any tragedy or crisis, it's amazing to see how everybody pulls together."

Brother Murphy said, "From the people designing and building components at Bowers, to the truck drivers delivering, to the people piping and wiring these tents out, it's been a true testament to union teamwork."

Michigan Local Unions Respond to COVID-19

TCF Center

The COVID-19 pandemic took the Metro Detroit area by storm. Their hospitals became overwhelmed, and their nurses, doctors, respiratory therapists, paramedics, etc. are exhausted, and some have had to quarantine from their families to keep them safe. These workers are considered the frontline workers, but behind the scenes are the tradesmen and women who are out there working to repair and finish construction projects. Plumbers Local 98, Detroit, MI, members have been working overtime on numerous hospital projects all over Michigan. Detroit union plumbers are trained and hold licenses to run all medical gas piping in Michigan, which is generally not a well-known fact.

One of the largest hospital project undertakings for Local 98 members was the Detroit TCF Center. The Center was turned into a 1,000-bed field hospital to treat patients and help alleviate stress on their local healthcare industry. The transformation of the TCF Center from the state's largest convention center into a field hospital was done through the forces of the U.S. Army Corps of Engineers and skilled trades crews. Local 98 members were tasked with piping oxygen to 600 patient beds in one week. Plumbers and Pipefitters Local 190, Ann Arbor, MI; Plumbers and Pipefitters Local 370, Flint, MI; and Plumbers and Pipefitters Local 671, Monroe, MI, also had members working on the TCF Center project.

Local 98 members started working on the TCF Center on March 31, 2020, working 12- to 14-hour days to get the project finished by midnight on April 6. Local 98 member Dan Willingham said, "It was quite an undertaking—thousands of feet of pipe and making a system from scratch, turning what would have been the home of the North American International Auto Show into a medical facility."

The state is leasing the Center, formerly known as the Cobo Convention Center, through September 30, 2020, for nearly \$8.2 million. Of the 1,000 beds at the Center, 600 are meant to house more seriously ill coronavirus patients. The other 400 beds in the lower level are set aside for patients who are less ill and considered recovering from the virus.

Ryan Lyle, a Local 98 member and Instructor at the Local 98 Training Center, took on the role of keeping his team organized and keeping the project moving on schedule. Mandy Morrison, a Local 98 member on the TCF Center project, said, "Ryan was an asset on the TCF temporary hospital job. He kept us going with information."

Brother Lyle said, "It was a team effort. It certainly was not a one-man job. Everybody who was working on the hospital knew what they went to build, and that helped keep a positive aspect to it. There were a couple of moments when the crew did not know if we were going to make the deadline, but the positive outlook both Dan Willingham and Mandy Morrison shared helped us finish before the deadline."

The contractor relied upon Local 98's expertise in medical gas installations and relied on C+R Plumbing to help out a lot. Brother Lyle said, "If it had not been for Lou Denese of C+R, I don't believe we would have had any material to keep us going. Lou was the go-to for anything we needed on the floor. The rest of the C+R employees, Anthony Pizzo, Matthew Rembisz, Ken Rembisz, and Tony Zeolla, were outstanding as well."

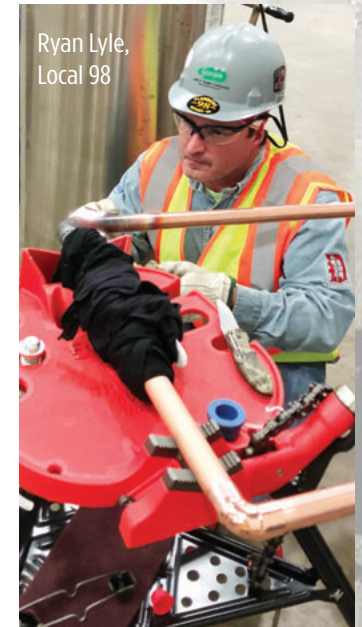
The TCF Center contract was broken up between the oxygen line, which Johnson Controls Inc. (JCI) had, and the temporary plumbing, which Conti Mechanical had. Conti was led by Dave Claerhout (Local 98) and Greg Wacker (Local 98). They had roughly 25 Local 98 hands. "They had a tight deadline to meet, did an outstanding job to beat it, and offered any support they could give us," said Brother Lyle. JCI was led by Herb Cavendish (Local 174), Garrett Cavendish (Local 636), Mike Cruz, and Mike Wieffering. Brother Lyle said, "They gave us all the support and freedom we needed to get the job done."

Brother Lyle stated that there was a lot of work that still needed to be done by Thursday afternoon, and after a brief meeting regarding the need for extra manpower, it was decided that they would work a couple of extra hours each shift to meet the deadline. Day shift included Dan Willingham, Mandy Morrison, Tom Washburn (Local 98), Andy Morrison (Local 98), Ralph Berry (Local 671), Kyle Gregory (Local 98), Brandon Foy (Local 98), Tom Hamann (Local 98), Phil Lewis (Local 190), Kevin Karunias (Local 98), Jeff Thompson (Local 190), and Kevin Brahm (Local 98).

Night shift included Mike Hickey (Local 98), Mike McCroy (Local 98), Steve Hoffman (Local 98), Jerry Tucker (Local 98), Tim Hare (Local 190), William Withrow (Local 190), Jeff Alber (Local 190), Jonathan Olmsted (Local 190), Frank Bennett (Local 190), Maurice Jordan (Local 190), Chris Byrne (Local 190), Jack Winfree (Local 190), and Mike Blake (Local 370).

Brother Lyle thanked everyone involved in the TCF Center project. He said, "Between all of our local hands and some help from our neighboring locals—190, 370, and 671—it was an awesome display of teamwork and what great union members can accomplish when faced with an impossible situation and task."

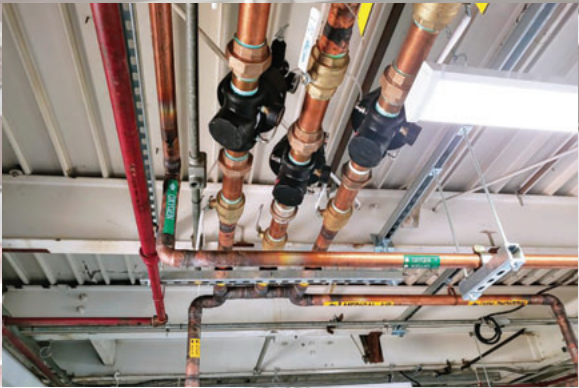
These photographs were taken early on in the pandemic when face masks were in high demand and scarce, and before there was a requirement to wear a face mask on the jobsite.



Ryan Lyle,
Local 98



Mandy Morrison, Local 98



The Suburban Collection Showplace

The Suburban Collection Showplace in Novi, MI, was chosen as the second alternate care facility to expand medical capacity during Michigan’s response to COVID-19. It was initially going to be a 1,100-bed surge hospital, but it was scaled back due to the COVID-19 curve slowing. Limbach Company was tasked with the installation of med gas, Local 98 was tasked with plumbing, and JCI was tasked with the HVAC out of Pipefitters Local 636, Detroit, MI.

On April 15, 2020, Michigan Governor Gretchen Whitmer, U.S. Senator Gary Peters, Congresswoman Haley Stevens (11th District), and Oakland County Executive Dave Coulter came out to see the Suburban Showplace facility.

Rawsonville Ford Plant

The Ford Motor Company’s Rawsonville Plant in Michigan is being converted into a ventilator factory, as hospitals battling coronavirus report shortages of the lifesaving devices. Local 98 played a large role in preparing the Rawsonville Ford Plant to build ventilators.

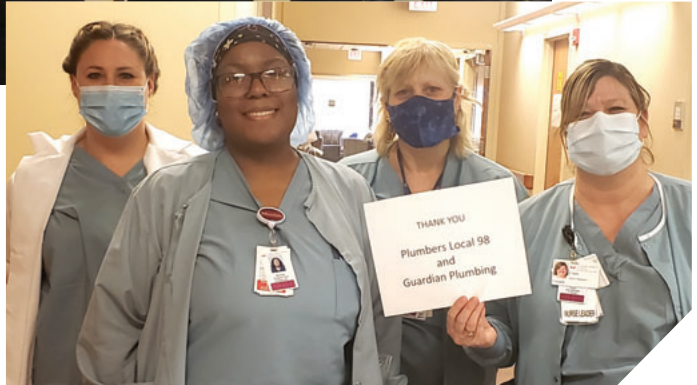
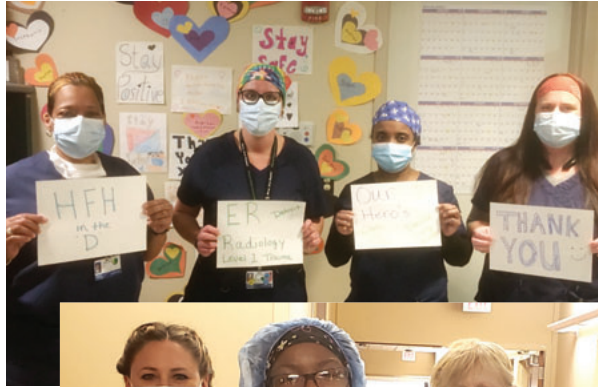
Jim Ziegler, a Local 98 Executive Board member, was the Local 98 Foreman for Conti Mechanical, which was the signatory contractor on the Rawsonville project. Brother Ziegler said, “We are in Plumbers and Pipefitters Local 190, Ann Arbor, MI, jurisdiction and had great hands to work with. I couldn’t have picked a better crew.” Local 98 Foreman Bernie Summers ran the night shift.

The project started on Thursday, April 9, 2020. The team put in two compressors, two accumulators, and two dryers—basically, a hospital setup that ran all three-inch mains with 132 half-inch drops in work areas. The job was finished by 8 a.m. on Friday, April 17.

Ford expects to start building the devices by the end of April and ramping up to 7,200 a week, promising to deliver 50,000 ventilators by July 4.

Local 98, Detroit, MI

Plumbers Local 98, Detroit, MI, Business Agent Gary Glaser came up with the idea to provide lunch to frontline hospital staff after talking with his wife, who is an emergency room nurse. Brother Glaser and Local 98 members have brought lunch for five hospitals so far and have eight to 10 more scheduled. He is working with Local 98's signatory contractors as well to make this happen.



On Thursday, April 16, 2020, Local 98 and Detroit Piping Group (DPG) purchased 70 Lefty's Cheesesteak sandwiches for frontline emergency room personnel working at the Main Henry Ford Hospital (HFH) in Detroit. The sandwiches were a gift to show how thankful they are for the amazingly difficult task emergency room staff members are facing battling COVID-19.

The supervisor of the emergency workers at HFH, Sandra Kinner, wrote a message to Local 98 and DPG. She said, "I just want to say thank you again for lunch and for thinking about us. Unfortunately, we lose sight, and sometimes there are just not enough words to get the teams moving again. Knowing there are still wonderful people like Plumbers Union 98 and Detroit Piping Group who truly care, means the world to them. So, a big thank you for being our heroes!"

On Thursday, April 16, 2020, Local 98 and Guardian Plumbing provided Lefty's Cheesesteak sandwiches to frontline staff at St. Mary Mercy Hospital in Livonia, MI. Local 98 Business Agent Gary Glaser said, "It proved to be an awesome lift for these fearless heroes battling COVID-19. They were very thankful for our support, and it was great to be able to display our appreciation for them."

Jonathan Michaud, Director of the Cardiovascular, Sleep Lab, and Wound Care Services at St. Mary Mercy Hospital, thanked Local 98 and Guardian Plumbing with a written note, stating, "Thanks again for the generous donation. The frontline staff feel very supported by the community members, and it certainly is helping their drive."

Local 370, Flint, MI



Pictured are members of Plumbers and Pipefitters Local 370, Flint, MI, and Plumbers Local 98, Detroit, MI, who are working for Goyette Mechanical restoring water service to over 100 Detroit homes.



Local 370 members volunteered at GCCARD (Genesee County Community Action Resource Department) to box and deliver food to community members of Flint, MI. Local 370 members are pictured filling boxes and delivering them to homes in Flint and Genesee County.



Local 483, San Francisco, CA

Members of Sprinkler Fitters Local 483, San Francisco, CA, are pictured on the job practicing proper social distancing at Wilson Elementary School, which will be renamed Michelle Obama Elementary.



General Motors Company
Warrant Tech Center
GMNA ME Installation Execution
30216 William Durant Boulevard
Warren, Michigan 48092-2029
USA

May 7, 2020

Mr. Stephen R. Lindauer, Impartial Secretary
National Maintenance Agreements Policy Committee, Inc.
1501 Lee Highway, Suite 202
Arlington, Virginia 22209

Dear Mr. Lindauer:

On April 1, 2020 General Motors Company, LLC called upon the National Maintenance Agreement's Policy Committee for assistance in granting approval for the use of the National Maintenance Agreement under Article IV, for three critical projects to support the fight against the COVID 19 pandemic that has embraced our nation and the world. All three projects are now producing life saving equipment thanks to the efforts of the skilled trades from their respective craft and region.

I am writing the letter as it relates to the Reno, Nevada site. I was the Facilities and Installation Project Lead in Reno, and worked with Alberici Constructors as the Prime and Conti Corporation as the Electrical and Mechanical Sub-Contractors. We received support from two Locals, "UA Pipefitters/Plumbers Local 350" and "IBEW Local 401". In a matter of fourteen days, we converted an 87,000 square foot general purpose warehouse, into an ISO 9 clean room facility capable of producing 576 Ventilators a day. I cannot begin to express my appreciation for the hard work and dedication the members of these two locals displayed over the course of this project. As Reno is not a traditional area for General Motors to do work, I was unfamiliar with the local craft labor. I can say without hesitation that if General Motors ever did build a facility in Reno, Nevada, we would be in good hands.

Please pass along my appreciation to these locals and their international representatives. I cannot say enough about the work ethic and attention to detail that each member displayed during this project. Everyone played a part in helping fight this global pandemic.

Sincerely,

Anthony D. Monte

Anthony D. Monte, PMP
Engineering Group Manager – ME Installation

Cc: David Wilker – Senior Manager



Local 350, Reno, NV

Local 469,



Pictured from left are Local 25 Business Manager Matt Liene and Trinity Health Foundation Associated Development Director Colleen Rafferty holding a check for \$5,000 presented to Trinity Health Foundation.

Local 25 and MCA Donate \$20k to Area Hospitals

Plumbers and Pipefitters Local 25, Rock Island, IL, and the Mechanical Contractors Association (MCA) of Eastern Iowa/Western Illinois presented 12 area hospitals with checks to aid them in the fight against COVID-19.

Through their Labor-Management Cooperation Committee (LMCC), both Local 25 and the MCA work to preserve and expand job opportunities in the Quad Cities region and explore innovative approaches for the advancement of the plumbing and mechanical industry.

Local 25 and the MCA's unanimous decision to donate \$20,000 to local healthcare facilities came in the wake of the continued spread of COVID-19. "We wanted a way to support the frontline workers—the doctors, nurses, and other hospital staff—who work every day to keep our communities safe and healthy," said Matt Liene, Local 25 Business Manager. "These hospitals may use the money in a way they see fit to battle COVID-19, including the purchase of specialized lab equipment, personal protective equipment for staff members, and even gift cards to local restaurants for staff who are working extended hours."

MCA Executive Director Rick Lundvall said, "The decision to donate funds was an easy one. We wanted to give back to the community we all live in, and particularly to the hospitals and their staff who are facing new and difficult challenges each day during this pandemic. All of these hospitals with their amazing facilities provide great opportunities for our contractors and Local 25 members to work in. This is a great way to show our support of them and thank them for always being there for us."

Trinity Health Foundation and The Genesis Foundation within the Quad Cities metro area received the lion's share of the funds at \$5,000 each. Additional hospitals received \$1,000 each, including Hammond Henry Hospital, Mercy Hospital, Katherine Shaw Bethea Hospital, CGH Medical Center, Cottage Hospital, OSF St. Mary Medical Center, Morrison Community Hospital, Blessing Hospital, Quincy VA Clinic, and Quincy Medical Group. Distribution of these funds to each medical center began the week of April 20, 2020.

Trinity Health Foundation President Pat Shouse said, "We can't thank Plumbers and Pipefitters Local 25 and the MCA of Eastern Iowa/Western Illinois enough for their longstanding support of UnityPoint Health-Trinity, and also for their generous response to our Healthcare Crisis Fund Appeal. The LMCC is a true community partner. Their generous donation will help ensure our frontline healthcare staff has the vital support necessary to remain at the forefront of COVID-19, for the health of our patients and the safety of our community."

Local 25 and the MCA are committed to providing the safest and most productive workforce in the Quad Cities region and continue to actively monitor the situation surrounding the spread of COVID-19.



Local 469 members are pictured building the new Ritz Carlton Resort in Paradise Valley, AZ.

Local 455,



Phoenix, AZ



Local 469 members are on the job for Valleywise Health building a new hospital facility to serve Maricopa County's underserved populations.

The Training Department at Plumbers and Pipefitters Local 469, Phoenix, AZ, created a food bank to help Local 469 members and their families who are in need. They asked for items such as non-perishable foods, diapers, wipes, and paper products. They even offered to arrange a pickup service for those who wanted to donate but could not come to the food bank to drop off their items.

Local 469 Training Director Dean Van Kirk and Steamfitter Coordinator Jeff Collier created a video that was posted on the Arizona Pipe Trades Twitter page. Brother Van Kirk stated in the video that Local 469 members thrive during times of adversity, and that they will get through this by working together.

Local 469 member Tim Fitzpatrick is pictured sorting items for the food bank.

St. Paul, MN

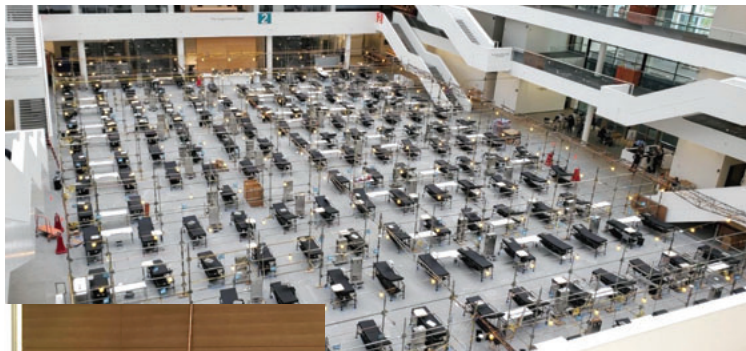


After hearing from workers concerned about sanitation during the COVID-19 pandemic, Pipefitters Local 455, St. Paul, MN, took measures to make sure their members felt safe on the jobsite by delivering gang boxes filled with cleaning supplies and protective gear. They started by delivering gang boxes to three jobsites on April 10 and continued to deliver them to other jobsites as needed. Local 455 Business Manager Tony Poole said, "We want these jobsites to stay open, and the best way to have our members continue to work is to keep them safe."

With the help of a local brewery, Bent Brewstillery, that is making hand sanitizer/disinfectant spray, Local 455 purchased a 55-gallon drum so they could continue to provide these much-needed supplies to jobsites that have been deemed essential during the pandemic. Each supply trunk included hand sanitizer, hand soap with dispensers, bottles of disinfectant cleaner, bleach cleaner, 500 disposable gloves, 48 rolls of toilet paper, disinfectant wipes, 2,000 single-fold towels, 24 paper towel rolls, and N95 masks.

Business Manager Poole stated that their full-time officers and office staff used every resource they had to gather these items so their members could continue to work safely. "Anytime you work construction, there's high risk involved, but this virus definitely changes the game," said Brother Poole. Local 455 also donated 100 N95 masks to local nurses.

Local 55, Cleveland, OH



The Cleveland Clinic and Case Western Reserve University are transforming an academic building for medical, nursing, and dental students into a coronavirus overflow hospital to help care for a surge of patients. This building was chosen because it is across the street from the Cleveland Clinic main campus, so if patients there need more involved care, the clinic will be able to quickly transfer them to its intensive care unit on its main campus.

Plumbers Local 55, Cleveland, OH, and Neptune Plumbing & Heating were awarded this project on April 2, 2020. The work in the fabrication shop began on April 3, and the work onsite began on April 4. There were two shifts of roughly 40 plumbers, working 12-hour shifts around the clock until the job was completed. The work was completed on April 15, just 11 days after they began onsite. Local 55 and Neptune installed approximately 21,000 ft. of medical oxygen piping, 10,000 ft. of medic-tubing, 2,500 med-lock fittings, 250 four-outlet temporary headwall units, 20 handwashing stations, and two temporary washroom/toilet trailer facilities.

The four-floor temporary hospital will treat COVID-19 patients who aren't in critical condition but do need hospitalization. These patients won't require ventilators or large doses of oxygen, but the surge hospital will be fully staffed and identical to a regular nursing floor with medical professionals able to care for these patients. Patients will be able to receive IV medications and fluids and have their vital signs and oxygen levels monitored.

Local 247, Alexandria, LA



Business Manager Larry George is pictured wearing a face mask that his wife made from an old T-shirt. Brother George's wife has made several face masks for people in their small community.

Local 776, Lima, OH



Local 776 JATC (Joint Apprenticeship and Training Committee) donated approximately 125 face shields and 80 N95 face masks to the Lima Memorial Health System and St. Rita's Medical Center. Local 776 thanked everyone who helped collect face shields and masks.

Local 114, Santa Barbara, CA



Local 114 members Sasha Stevens and Peter Salter working at the University of California, Santa Barbara. Pictured on the left is apprentice Brother Salter. Pictured on the right is journeyman plumber Brother Stevens, who is also an Instructor, Executive Board member, and California State Pipe Trades Veterans Association representative.



Locals 75, 118, 400, and 601

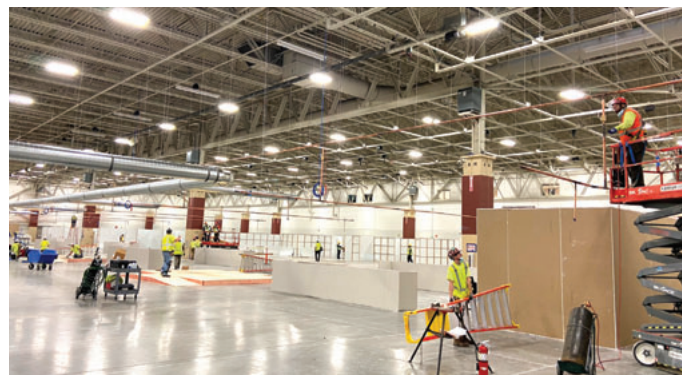
Precautionary measures are being taken in Wisconsin to address the COVID-19 pandemic and the potential overstressing of South East Wisconsin healthcare provider capacity and capabilities. UA members from Plumbers Local 75, Milwaukee, WI; Plumbers and Pipefitters Local 118, Racine, WI; Plumbers and Steamfitters Local 400, Appleton, WI; and a Wisconsin MCA signatory contractor, J.F. Ahern, worked with the Army Corps of Engineers to build a temporary alternative care facility at the Wisconsin State Fair Exposition Center.

Gilbane was the construction manager on the jobsite, and the mechanical portion of the project was awarded to J.F. Ahern. J.F. Ahern applied its fabrication expertise, coordination skills, and UA workforce capabilities to get the onsite portion of this project completed in eight days. The onsite work for J.F. Ahern started on April 10, 2020. They worked through the Easter weekend and were finished with the plumbing and medical gas—including a bulk oxygen system, 5,000 feet of oxygen piping, and oxygen outlets for 296 of the patient rooms—by midnight on April 17.

The facility is comprised of 600 patient rooms, six staff and patient toilet rooms, 46 handwashing sinks, 16 showers, 18 water heaters, six sewage ejectors, 10 nurse stations, patient triage and procedure rooms, and receiving and discharge areas.

Operations Manager Mark Hersey and Labor Coordinator Joseph Brenner Jr. worked closely with Locals 75, 118, 400, and 601 to coordinate manpower needs in order to deliver the project on time per the Army Corps of Engineers' rigorous schedule.

This is an amazing feat of mechanical and medical coordination and construction. There were 26 UA plumbers and steamfitters from four different UA locals who performed onsite to get this facility up and ready for patients in eight days. All involved agreed that it is an amazing and sophisticated project and facility that they hope will not be needed for its intended purpose.



Local 464, Omaha, NE



The Nebraska Ethanol Board donated 250 gallons of hand sanitizer to Plumbers and Pipefitters Local 464, Omaha, NE. The Nebraska Ethanol Board has partnered with the University of Nebraska College of Engineering, and so far has produced over 30,000 gallons that have been donated to people throughout the state. Local 464 Business Manager Brad Bird is a member of the Nebraska Ethanol Board.

Through the Labor-Management Cooperation Committee (LMCC) fund, Local 464 was able to donate \$7,500 to help purchase labels that are required for them to distribute the sanitizer. Local 464 is partnered with Nebraska plants that donated the ethanol being used to make the sanitizer.

On April 28, 2020, Local 464 partnered with MCA-Omaha (Mechanical Contractors Association of Omaha) Executive Kelsey Johnson. They had the back dock of their training center set up as a pickup site so that the contractors and people from other trades could safely pick up sanitizer to use in their facilities. The contractors put the sanitizer they received into smaller containers to distribute among the jobsites and to HVAC technicians.

Brother Bird said they received a donation of 100 pint bottles that their members labeled, filled, and delivered to Local 464 retired members as well.

Pictured from left are Local 464 Business Manager Brad Bird, Local 464 Instructor Jamie Bearup, Local 464 Organizer Randy Knudson, Michele Hoffman with MCA-Omaha, and MCA-Omaha Executive Vice President Kelsey Johnson.

Local 9, Central NJ



Pictured is the Raritan Center in Edison, NJ, which was converted into a temporary field hospital that Plumbers and Pipefitters Local 9, Central NJ, helped to install with signatory contractor Competitive Plumbing and Heating, Inc. The temporary hospital has 400 beds.

Local 12, Boston, MA



100-Year-Old Retiree Becomes a COVID-19 Survivor

Arthur "Mac" McIntosh, the oldest living member of Plumbers Local 12, Boston, MA, and a World War II veteran, is looking forward to celebrating his 101st birthday in May 2020 after defeating a case of COVID-19.

Brother McIntosh became a COVID-19 survivor at the age of 100. He and his two children, Chip McIntosh, 52, and Marifrances McIntosh, 72, all recovered from the coronavirus after coming down with it at the end of March.

Brother McIntosh endured the virus at home knowing that his family would be there for him if things took a turn for the worse. Although COVID-19 has hit older people especially hard, according to an interview in *The Patriot Ledger*, Brother McIntosh started to recover 10 days after contracting the virus, and he offered advice for people his age who get it, stating, "Keep moving around."

Brother McIntosh was a U.S. Army truck driver in World War II, landing in Normandy, France, after the Allied Forces' invasion in 1944.



New York Local Unions Respond to COVID-19

The state of New York has reported the most COVID-19 cases in the world. Governor of New York Andrew Cuomo said that the state anticipated needing as many as 110,000 hospital beds to care for COVID-19 patients at the peak of the virus. There were 53,000 hospital beds in New York at the start of the outbreak, and on average, they were 80 percent occupied. Steps were taken to reduce occupancy in hospitals, but the need for more beds remained, as numbers continued to rise, leading to the building of temporary hospitals in New York.

UA members of Plumbers Local 1, New York, NY; Plumbers and Pipefitters Local 21, Peekskill, NY; Plumbers Local 200, Nassau-Suffolk, NY; and Enterprise Association of Steamfitters Local 638, New York City and Long Island, NY, were on the frontlines working around the clock building temporary hospitals in the New York metropolitan area.

Members from these locals have built temporary hospitals at Stony Brook University (1,000 beds), USTA Billie Jean King National Tennis Center (250 beds), Javits Center (2,500 beds), the Westchester County Center (110 beds), Columbia University Baker Field (216 beds), and the Icahn School of Medicine at Mount Sinai (120 beds). These projects were part of the U.S. Army Corps of Engineers' efforts to support the FEMA-led response to the pandemic in New York, an effort which totaled \$350 million in funding to be spent in the state.

In just three days, Local 1 Brothers and Sisters with Rheem Plumbing installed more than 7,000 feet of oxygen, water, and drainage piping at Columbia University Baker Field, adding 216 beds. Local 1 members also laid 6,000 feet of pipe in five days at the Icahn School of Medicine at Mount Sinai, which is a private graduate medical school in Manhattan. This effort added another 120 beds.

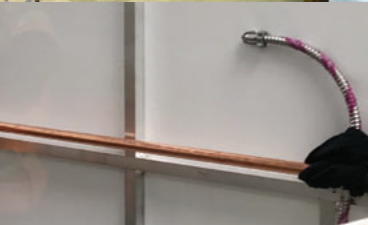
The Army Corps of Engineers awarded a \$50 million contract to build a 1,000-bed temporary hospital at Stony Brook University, and Local 200 and Local 638 members worked to get this temporary hospital up and running.

Local 21 Brothers and Sisters with Maccarone Plumbing, Inc., were on the Westchester County Center FEMA project. They retrofitted the Westchester County Center with 110 med gas hospital rooms. Local 21 also had two other major hospital projects that were considered essential construction. The two projects were brand-new, eight-story facilities—adding to the existing Vassar Brothers Hospital and a major new renovation to the existing White Plains Hospital. Signatory contractors L.J. Coppola Inc., C B Strain & Son Inc., and YMI were on the Vassar Brothers Hospital project.

Members of New York locals have played an integral role in fighting against COVID-19 in many ways. Members of Local 1 with Olympic Plumbing & Heating helped convert the South Beach Psychiatric Center into an emergency COVID-19 hospital by installing 50 temporary foot pedal handwashing sinks. Local 1 members presented a medical gas clinic at the NewYork-Presbyterian/The Allen Hospital, installed oxygen lines for more beds at the NewYork-Presbyterian Brooklyn Methodist Hospital, pushed to deliver oxygen from the new bulk system at Kings County Hospital, and continued essential work at the New York City Housing Authority's (NYCHA) Morris Houses in the Bronx. NYCHA is the largest and oldest public housing authority in the nation, serving over 560,000 New Yorkers. Local 1 members also installed water heaters and sump pumps for storm water removal to protect the health and safety of the Sotomayor Houses' residents, and Local 1 plumbers with Empire Plumbing continued to install critical fire standpipe on the Throgs Neck Bridge.

UA International Representative John J. Murphy sent a message to the officers to share with their members on these jobsites. It stated the following: "UA Brothers and Sisters, in this unprecedented time, America is searching for any glimmer of hope. In the midst of fear gripping our nation, our communities need to know that help is on the way. Whether it was the events of 9/11, the pain of Superstorm Sandy, or this pandemic, our members once again race to the frontlines to protect the health of the nation. That patriotism, that selfless leadership, is what makes our country great and elevates the human spirit in a time we need it most. I am humbled and proud to be part of this UA family. Stay strong, stay safe, and we'll get through this together."





Cana is pictured disposing of the scrubs she wore during her shift.



Locals 46, Toronto, ON, and 67, Hamilton, ON

Since April 1, 2020, UA members from Plumbers and Pipefitters Local 46, Toronto, ON, and Plumbers and Pipefitters Local 67, Hamilton, ON, have been working around the clock to install oxygen lines in temporary COVID-19 facilities across the province of Ontario. They designed and installed oxygen systems for a 100-bed facility at Joseph Brant Hospital, an 80-bed facility at Trillium Hospital, and a 75-bed facility at the Owen Sound Arena. Each facility had a one-week schedule for their scope of work, so Local 46 and Local 67 members were under the gun to complete these projects. A 100-bed hospital normally takes two years to complete, so these projects were no small feat for Local 46 and Local 67 members.

Chris Over, Local 46 member and Vice President-Construction Service for Class 1 Inc., said, “We received great comments from the contractors we worked for, and it makes me proud to have such skilled workers from the UA who can be relied on in a hectic situation and still follow all of the COVID-19 distancing protocols.”

One of the contractor’s comments to Brother Over was, “What an amazing job you and your team did over at Joseph Brant Hospital! Thanks for helping lead the charge in your area of expertise to get us to the finish line. We are proud to have you guys work with us, and we look forward to continuing on together in the weeks ahead.”

Brother Over said that they are expected to have three to four more similar projects on the horizon and thanked the following UA members for their hard work and commitment: Mike Baratto, Local 46; Sandy Clarke, Local 46; Eli Maloch, Local 67; Wayne Knox, Local 67; Josh McClung, Local 46; Steve Nichols, Local 46; Mike Gaunt, Local 46; and Sheldon Grech, Local 46.

Local 342, Oakland, CA

Cana Jenkins, daughter of 40-year member of Plumbers and Sprinkler Fitters Local 342, Oakland, CA, Ken Coppedge, is a nurse practitioner working the frontlines in the COVID-19 tents at UCSF Medical Center. Cana’s education was helped along quite a bit by several UA scholarships—scholarships for which she was extremely grateful.

The *San Francisco Chronicle* wrote an article about Cana’s work during the ongoing pandemic on March 29, 2020, describing the new normal for medical workers treating coronavirus patients.

When Cana finishes a 12-hour shift treating COVID-19 patients inside the emergency department tents, she takes off the kit that makes up her personal protective equipment—face shield, hair bonnet, gown, N95 mask, and UCSF-issued scrubs. The hair bonnet gets thrown away, the gown and scrubs head to hospital laundry, and the face shield and N95 mask—the crucial covering that keeps Cana from inhaling coronavirus-laden droplets—go into a numbered bag to be reused.

Next, Cana changes into a clean set of scrubs, walks to her car, and places her shoes in a plastic bag in the trunk. She sanitizes her hands and drives home. There, she pulls straight into the garage, stuffs her scrubs into the washer and heads for the shower. Only then is she ready to see her husband and two kids, three-year-old Isaac and five-year-old Samara.

Colorado Local Unions Respond to COVID-19

Colorado, like many states in the U.S., was hit hard by COVID-19, and the fear of hospitals becoming overwhelmed created a response to the need for temporary field hospitals. When Colorado decided to build two facilities for convalescing COVID-19 patients, the calls went out for help. UA contractors set out to work at both The Ranch Events Complex in Loveland, CO, and the Colorado Convention Center in Denver, on what Governor Jared Polis referred to as a “Tier 3 Field Hospital.” Both projects were overseen by the U.S. Army Corps of Engineers and will be for COVID-19 patients whose lives are no longer in immediate danger to help decompress and protect the hospitals in Colorado.

Plumbers Local 3 and Pipefitters Local 208, Denver, CO, members with signatory contractor Apollo Mechanical installed over 1,000 COVID-19 acute patient rooms at The Ranch Events Complex. Apollo Mechanical was the subcontractor for the ventilation system. Their work started on this project on Good Friday, April 11, 2020. Good Friday, Holy Saturday, and Easter Sunday are usually days off for many in the construction trade, but these are no ordinary times. Apollo’s installation crews worked Easter Sunday to put much of the ductwork in place in the Mac Equipment Pavilion, one of two buildings at The Ranch Events Complex slated to be part of the medical shelter. To meet the state’s deadline, the installation was finished in three weeks by Apollo. Normally it would take months to install ductwork.

Apollo’s workforce included over 40 plumber and sheet metal workers under the direct supervision of Caleb Dunn and his team leaders, Kurt Johann, Chuck Bodine, Leon Dominquez, and Greg Italiano. The Denver Estimating department was on-site in full force under James DeMattee and his Preconstruction Manager, Bryan Henry. The Apollo Project Manager was Justin Raines, and the Project Engineer was Nick Milne.

The work that was done at The Ranch Events Complex is similar to the work done at the Colorado Convention Center, where a 2,000-bed facility was constructed. Local 3 and Local 208 signatory contractor U.S. Engineering was on the job at the convention center. Both field hospital facilities were completed by the end of April and are currently holding patients.

Local 208 Business Manager Gary Arnold said that in spite of everything going on, Local 208 is doing well. He said, “March 1, before the virus really broke loose, we had 139 members on the out-of-work list, and over a month later we have 138 members on the out-of-work list, so we’re doing pretty good.” He also mentioned that they moved just over half of their apprenticeship classes online. “The Coordinators did an excellent job getting everything set up for the online classes,” said Brother Arnold.



Local 208 and their JATC donated 300 N95 masks along with 580 pairs of nitrile gloves. These donations were combined with various other donations from the MCA Colorado chapter.

Down south in Pueblo, CO, Plumbers and Pipefitters Local 58, Colorado Springs, CO, members with signatory contractor Olson Plumbing and Heating Co. did the plumbing and mechanical work on the St. Mary-Corwin Medical Center. The St. Mary-Corwin Medical Center will serve as an alternative care facility providing 120 beds, and construction is set to be complete by May 8. St. Mary-Corwin’s East Tower was designated by the state as a Tier 2.5 care facility, which is a site with the resources to care for higher acuity patients than Tier 3 care facilities, but does not currently operate as a surgical center, free-standing emergency department, or critical access hospital.

Murphy Company participates in a Safety Stand Down

AGC (Associated General Contractors) of Colorado’s Best Practices Task Force asked all AGC Colorado members to hold Coronavirus Safety Stand Downs at their jobsites on Thursday, April 9. The Coronavirus Safety Stand Down was part of a nationwide safety campaign orchestrated by the AGC of America.



Murphy Company was one of hundreds of construction firms from across the country that participated in the coronavirus-focused safety stand down. Murphy Company employees at multiple construction sites in Colorado participated. The purpose of the safety stand down was for employers to have the opportunity to discuss COVID-19 with their employees, particularly the importance of understanding and following all applicable safety and health guidelines. During the stand down, Murphy crews stopped work, broke up into small, socially distanced groups, and reinforced the new safety procedures and practices that all construction workers must follow to protect themselves and the public from the spread of the coronavirus.

AGC of America’s safety team crafted guidelines to help participants organize the stand downs in a socially distanced way.



Patrick R. Perno, Retired General Secretary-Treasurer, Passes Away

General President Mark McManus is saddened to announce the passing of retired General Secretary-Treasurer Patrick R. Perno. Brother Perno passed away at home on March 29, 2020. He was recognized as a great union leader, not only by his Brothers and Sisters in Plumbers Local 24 in New Jersey, but by all those in the United Association and the trade union movement in North America.

Brother Perno's UA career began at Local 124 in Passaic, NJ, in 1968. Local 124 was later merged with Local 14. In 2009, Local 14 was merged into the newly created Local 24.

His leadership career began in 1972, when he began serving on his local's Executive Board. In 1977, he was elected Business Agent, a position he held until 1985, when he was elected Business Manager, a post he held until his election as a UA International Representative at the UA General Convention in 1996.

Patrick R. Perno was elected General Secretary-Treasurer of the United Association on December 6, 2004. In this position, General Secretary-Treasurer Perno was responsible for financial matters and membership services of the UA, as well as the day-to-day operation of the General Office in Washington, D.C. He played a critical role in creating policies and procedures to ensure the financial stability of the UA.

Prior to becoming General Secretary-Treasurer, Brother Perno had served as Administrative Assistant to the General President since March 1998. His duties included the administration of many national agreements, project labor agreements, and certain collective bargaining agreements. He also provided interpretation and enforcement of matters related to the UA Constitution. In addition, he served as the authority on issues surrounding the Davis-Bacon Prevailing Wage Act and civil rights law. Brother Perno was also an active participant in many groundbreaking discussions and meetings as part of the UA's labor/management activities.

General Secretary-Treasurer Perno had served as a trustee on the Plumbers and Pipefitters National Pension Fund. He also served on other trust funds, including the UA Local Union



General President Mark McManus is pictured with retired General Secretary-Treasurer Pat Perno, General President Emeritus Bill Hite, and retired Assistant General President Steve Kelly.

Officers' and Employees' Pension Fund, the UA Office Employees' Pension Fund, and the UA General Officers' Pension Fund. He brought to these roles the considerable experience he had gained at the local level serving as a trustee on various pension, annuity, health and welfare, and education funds.

Over the course of his career, Brother Perno served in many different leadership roles in the trade union movement. He was Vice President of the New Jersey State Pipe Trades from 1985 to 1997. He served as an Executive Board member of the New Jersey Building Trades, as President of Passaic County Building Trades, and five times as Chairman of the Resolutions Committee at the New Jersey State Pipe Trades Convention. Brother Perno also served on various committees of his state's Building Trades Council. In addition, he served on the Interview Committee for Bergen County's Committee on Political Education. He was Chairman of the Solomon Scholarship Fund that provides financial assistance enabling a local labor family member to attend college. In 1990, Brother Perno was named Bergen County's "Labor Leader of the Year."

Brother Perno was a delegate to United Association General Conventions from 1981 to 1996, when he was elected to higher office. At the 1986 Convention, he was a member of the Sergeant-at-Arms Committee, and in 1991 and 1996, he was a member of the Resolutions Committee. Brother Perno also served as a delegate to AFL-CIO Conventions.

On behalf of the entire United Association, General President McManus expressed his deepest sympathies to Brother Perno's wife, Beverly, his son, David, his daughter, Robin, and the entire Perno family. General President McManus noted that Brother Perno was a strong, courageous, and dedicated union leader whose entire life was devoted to our organization.



After COVID:

Making Buildings Safe Again

By Tom Bigley, Director of Plumbing Services


Many UA members and their families are staying home and adhering to their respective states' guidelines for social distancing, while others are very close to returning to some type of normalcy at the workplace. As states and cities begin the process of returning to normal, there will be many challenges, but not all of these are obvious or out in the open.

Many workplaces have been shuttered for quite a long time, and that brings with it hidden risks. It's critical that the systems within these buildings are tested for Legionella and other waterborne pathogens that could be growing in stagnant water systems. This is a silent but serious issue. The last thing we want is to replace one health crisis with another!

The sudden closure of schools, offices, hotels, factories, restaurants, gyms, and government buildings has created a sudden decline in water usage in these places. That means the systems in these public buildings have been sitting idle for weeks.

When water isn't flowing, or the temperature of water is not maintained, organisms and chemicals can build up and grow in all of these systems. These organisms and chemicals can reach unsafe levels when water sits in pipes for days, weeks, and months.

The most infamous pathogen, Legionella, as well as other pathogens can grow in filters, water tanks, ice machines, cooling towers, heaters, and water softening equipment. The Centers for Disease Control and Prevention (CDC) estimates that between 2000 and 2015, more than 50,000 people in the United States were infected with Legionella. Public Services and Procurement Canada (PSPC) issued a warning in early April to government offices about the risk, and stated that pipes in any building that go more than one week with low or no occupancy should be thoroughly flushed for at least 30 minutes.



Occupants with weakened immune systems who are returning to work in these buildings are most vulnerable to pneumonia-like symptoms if the building is not properly maintained.

Although no scientific studies can be sourced on this issue, all industry experts from around the world agree that the best immediate action is to flush the entire building. Flushing clears out the low-quality water that has been sitting stagnant during the pandemic and replaces it with higher-quality water from the municipal system. Water samples should be taken by a certified water quality representative.

This is where the UA can help. The UA and the Mechanical Contractors Association of America (MCAA) have been jointly contractors. ASSE 12060, certification for our employers, and ASSE 12061-63, for our members, will prepare them to successfully implement the CDC plan to reopen America. Contact your Business Manager or Training Coordinator for upcoming classes online or in your local union.

These classes can help our members take steps to protect the public from unforeseen pathogens that could cause a whole new wave of diseases.

Building managers around the world need our assistance in making sure that the flushing is done correctly. The return-to-work orders from employers will be gradual, which may require us to flush these buildings multiple times. Shock disinfectant like chloritization may be necessary. This is required in new buildings, so many of our members are already familiar with the process.

The UA and its signatory contractors have been deemed essential to the safety of the public. There are opportunities for not only manhours for our members, but new relationships with first-time customers that will ensure that all workers returning to the workplace will have the safe environment to which they are entitled. Now is the time to start this conversation with building owners so we can help them reopen safely as America and Canada get back to work.

For more information and to learn what other nations are doing, visit the World Plumbing Council at www.worldplumbing.org.





COVID-19 and the “New Normal” in Safety and Health

by Cheryl Ambrose, UA Health, Safety, and Environmental Administrator

There was the life and time before COVID-19, and then there is today—what many now call the “new normal.” Everything about every day for everyone has seemingly changed since the onset of the COVID-19 pandemic, changed in every way imaginable and in countless other ways not imagined. For many, it has been a drastic change accompanied by doses of uncertainty, fear, stress, anxiety, and even heavy hearts from the profound loss of loved ones. That sadness and heaviness of heart for those lost is shared by all Brothers and Sisters across the UA.

At the very beginning of the outbreak in early 2020, the UA was closely monitoring reports that soon began to swirl around the novel coronavirus (SARS CoV-2), reported to cause coronavirus disease 2019, now known as COVID-19. On the health and safety front at the UA, the mission became, and continues to be, to gather as much information as possible while understanding as much as possible about the rapidly changing pandemic and the virus that was a mystery to the medical and scientific communities just a few short months ago. More has been learned in the last two months than was known about COVID-19 in the first three months of the outbreak. The ensuing challenge became to apply that new knowledge to develop actionable guidance that could help prevent the spread of the virus and ultimately prevent illness and bad outcomes for our local union members and their families.

Early in the crisis—now a pandemic—when little was known about the virus, information began flooding in on multiple fronts. The UA’s connection to health and safety professional networks across the AFL-CIO, NABTU (North America’s Building Trades Unions), and industry partners serves to help keep the information from multiple sources current and timely. That flow of the massive volume of information from labor, industry, government, and professional sources, including the scientific and medical communities, continues to be closely followed, all while becoming instrumental in informing decisions of the UA leadership and our industry partners like the MCAA.

As a result of COVID-19 and the current uncharted territory it represents, the health and safety profession has faced unprecedented challenges across the industries served by the UA. Similar to how COVID-19 has consumed every area of daily life, it has become the driving force behind occupational safety and health activity—bringing the safety and health professional community together in solidarity not imagined before the pandemic.

The National Safety Council recently conducted an online poll asking, “Do you believe the COVID-19 situation will have a lasting impact on the field of occupational safety and health?” The overwhelming response, almost 90 percent, was “yes,” as reported in the National Safety Council’s *Safety and Health* magazine on March 25, 2020. Virtually overnight, the pandemic strengthened relationships across all industries between safety and other support areas such as finance, emergency management, procurement, and senior leadership. The pandemic immediately presented safety and health challenges that needed to be quickly met, from communications and training to availability of critical personal protective equipment for frontline workers.

The New Normal and What it Means for Safety

Similar to the safety and health community at large, the UA, local unions, and contractor partners are working feverishly to understand the “new normal” created in response to the pandemic. This means adapting workplaces to safeguard UA members currently on the frontlines,

protecting the health of the nation while getting more members safely back to work, as states begin to reopen businesses and other jobsites previously shut down by the pandemic. The critical emphasis placed on adapting to the new normal on the jobsite and at home, and why getting back to the old normal is not a reasonable expectation right now, hinges upon the fact that the virus has no boundaries, nor does a vaccine or antiviral treatment currently exist. Of further importance is an understanding of just how contagious the virus is and how rapidly it spreads compared to the flu.

According to K.M. Pyrek's article, "100 Years after the Spanish Flu: Lessons learned and Challenges for the Future," dated October 11, 2018, in *Infection Control Today*, the flu's basic reproductive factor, or R_0 , is a median of 1.3. At the same time, R_0 for COVID-19 is a median of 5.7, as reported in the early release of the study, "High Contagiousness and Rapid Spread of Severe Acute Respiratory Syndrome Coronavirus 2," by S. Sanche, Y.T. Lin, and C. Xu, et al, in Vol 26., No. 7 of the Centers for Disease Control and Prevention publication, *Emerging Infectious Diseases*. When a person becomes infected with the flu, he or she can expect to infect 1.3 persons, as reported by K.M. Pyrek in the October 2018 article in *Infection Control Today*, and each of those people will infect another 1.3 people. Based on the recent study in the CDC's *Emerging Infectious Diseases*, each person infected with COVID-19 is expected to infect five to six people, about double the two to three people previously thought by researchers. Add to that the fact that the incubation period for COVID-19 is between two to 14 days before symptoms appear, compared to the flu, which is four to five days, and that means people can be unknowingly spreading the virus for longer to a much larger group of people. Hence, this is the reason why COVID-19 can spread so rapidly and is so contagious. The only real defense to prevent becoming infected with COVID-19 is continuing all the preventive measures that brought everyone to this point—physical distancing; frequent handwashing or use of hand sanitizer; elbow for covering coughs and sneezes; avoiding touching the eyes, nose, and mouth; and wearing face coverings, masks, face shields, and all other appropriate personal protective equipment for the task being performed. These strategies, along with not gathering in large crowds and protecting those at increased risk, are required to manage this epidemic, both on the job and at home.

Until there is a vaccine, abandoning these things and throwing caution to the wind because states are relaxing measures will surely bring a rebound of new cases, because the virus is still out there. The wishful hope may be that new virus cases would not spike, but the science

does not support that. What is backed by science is the strong practice of physical distancing and other non-pharmaceutical preventive measures just discussed. The industry and contractor sites are adapting processes to adopt and enforce preventive measures now, and these strategies will be some of the most critical and most robust defenses needed against COVID-19 for the next many months. Members, local unions, contractors, and end-users alike understand that everything is now happening on a different level. It is not just about getting the work done, indoor air quality, abating hazards on a construction site, or viewing a service call as routine. Much more is at stake. It is about public health and safety. The actions of one person can negatively or positively impact exponentially more people.

Having a positive impact when sharing information is equally as important as prevention strategies. Throughout the pandemic, members are strongly encouraged to get health and safety information from reputable sources. Narratives gleaned from Facebook, YouTube, opinion news programs, and the like should be fact-checked against CDC and OSHA guidance, along with references in the medical and scientific communities. Thorough information on this virus is still being learned and compiled every day, and the totality of information may be years away. COVID-19 resources at the UA continue to be updated regularly with new information as it becomes available. Additional resources are being continuously developed through the UA Safety Department and the UA Education and Training Department.

While the main tenets of safety and health remain deeply rooted as a core value in the UA's Standard for Safety, how the UA and its members go about affecting positive safety and health outcomes on a practical day-to-day basis has changed in ways not even imagined a few months ago. From the overall safety and health perspective, one thing is becoming abundantly clear through the pandemic. Responding to COVID-19 requires EVERYONE—members, employers, end-users, vendors, communities, and families—to participate in the efforts needed to keep everyone healthy and safe. It cannot be them but not us, you but not me, today but not tomorrow. It must be everyone 100 percent in this together every single day to get to the other side. Until a vaccine is developed that is deemed safe and effective, and widely disseminated across the population, people will remain at risk. Through the collective strength and experience of UA members and our signatory contractors, adapting to this new normal and winning the fight against COVID-19 is necessary and possible.





HVACR Service Amid the COVID-19 Pandemic

By Brian Kelly, Director of HVACR Service

The U.S. Labor Department has reported that the April unemployment rate just jumped to 14.7 percent, the highest level since the Great Depression and roughly double what the nation experienced during the entire financial crisis from 2007 to 2009. Our Brothers and Sisters in Canada are experiencing the same decline, with their unemployment rate hitting 13 percent. This news and these numbers reinforce what the United Association already knew—our workers are essential and have been deemed so by the government. The HVACR service industry has been impacted, however not to the extent as other sectors of the economy. The MCAA held a webinar in early May titled, “Future Planning for the Service Industry,” and it was reported that from coast to coast, the UA’s industry partners suffered a 10 to 25 percent reduction in business as compared to this time last year. This is primarily due to businesses and buildings being closed due to the COVID-19 pandemic.

The United Association’s service technicians play a major role in the comfort of our citizens as well as their safety. They are essential to keep our buildings of all types running. They keep our server rooms cool, food processing plants operational, hospitals running properly, supermarkets open, power plants running, and refineries, mills, and manufacturing plants producing their products. Every building, regardless of type, use, or occupancy, has a need for qualified HVACR service technicians.

As states make the difficult decision to reopen, the United Association will be ready, and our service technicians will be on the frontlines making sure HVACR systems are working properly to ensure the safety of each building’s occupants. The UA worked collectively between departments to provide guidelines to reopen buildings using the latest data from the EPA, ASHRAE, and CDC to assist in the process.

When states and buildings reopen, the demand for qualified HVACR technicians will increase, and the UA’s service technicians are well trained and ready to take the call. Buildings will be cleaned and disinfected, and then the attention will be turned to the HVACR and plumbing systems. Proper measures to maintain clean air and water are essential. This starts with preventative maintenance and servicing to HVACR and plumbing equipment. Such measures will include: Increased filter changing, water chemical testing, air and water balancing, flushing of water loops, coil and condensate pan cleaning, and cleaning of ice machines—all preventative measures to mitigate the transmission of all things harmful to building occupants. There will be a renewed effort to thoroughly filter the air and water within buildings to keep building occupants safe. Out of this demand will emerge several new technologies to assist in maintaining air and water quality. Some technologies that have already been introduced are: Faster and more reliable tests for Legionella, UV light filters, ionization washes, and ozone-producing flushes and filtration.

Safety of the membership is the United Association’s top priority; UA workers are essential, not expendable. The UA updated the “Guidelines to Protect Workers Related to Coronavirus (COVID-19) and Other Potential Infectious Materials (OPIM) in Plumbing and HVAC Systems” on March 25, 2020, and sent it out to all of the Business Managers. This was done to assist in keeping safe the UA men and women working on and around these systems. The recommendations are many, however some bear repeating, such as: Proper PPE for facility or equipment being serviced, frequent handwashing, awareness of your surroundings (exhaust fans or plumbing vent stacks), cleaning and disinfecting work area and tools, prompt reporting of all exposures, and certainly do NOT report to work if you feel ill.

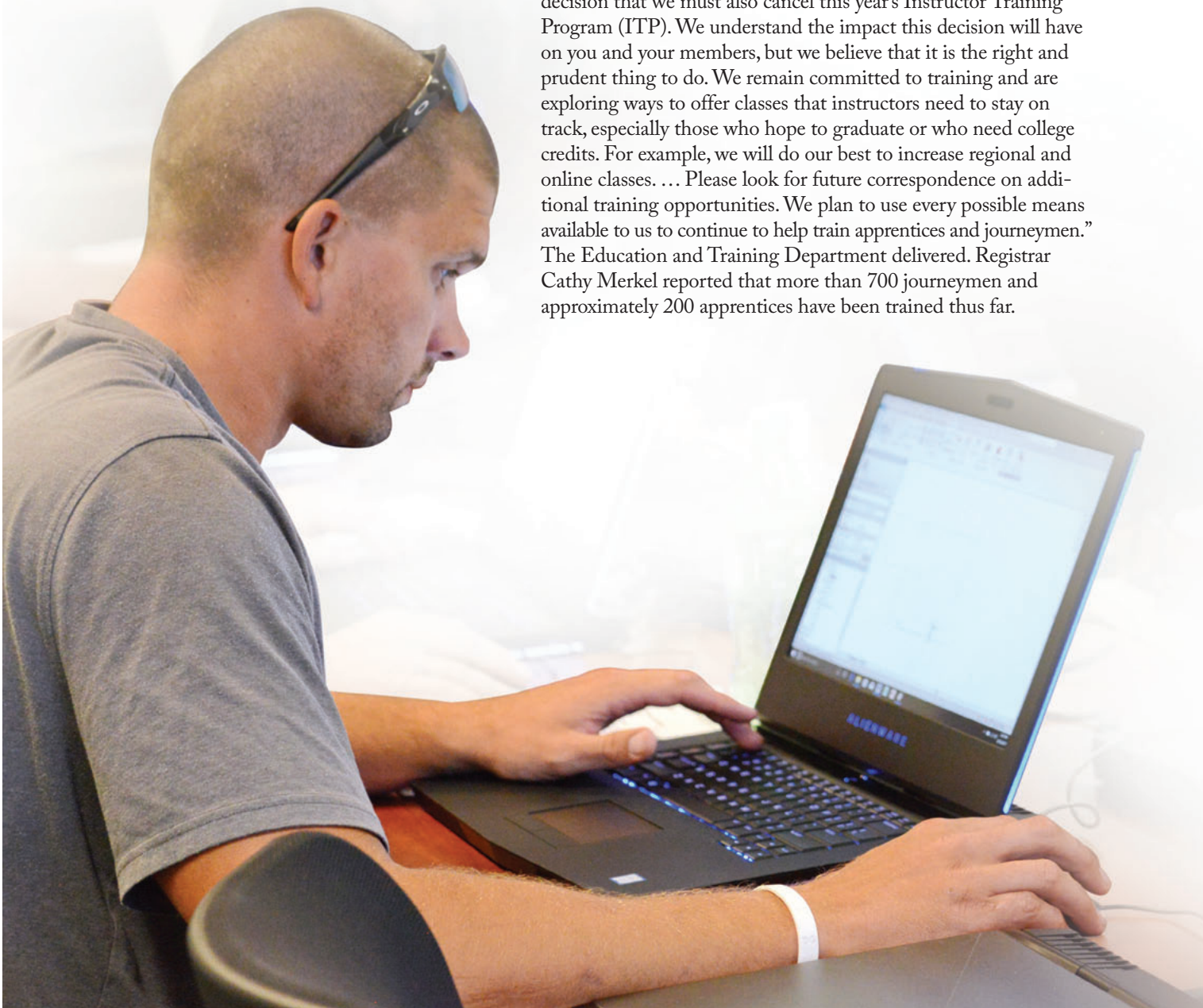
The UA will lead the way to a safe reopening of buildings and facilities of all uses and occupancy, and all local unions will have the necessary support from all of the UA departments.

Stay safe, and God bless.



UA Training Shifts to Address COVID-19 Challenges

On April 22, 2020, General President Mark McManus and Director of Education and Training Jim Pavesic released a joint letter to all of the Business Managers and Training Directors/ Coordinators. It read, in part, “As you know, the International Apprenticeship Contest has been cancelled. In the interest of protecting the safety and health of all our members, we have made the difficult decision that we must also cancel this year’s Instructor Training Program (ITP). We understand the impact this decision will have on you and your members, but we believe that it is the right and prudent thing to do. We remain committed to training and are exploring ways to offer classes that instructors need to stay on track, especially those who hope to graduate or who need college credits. For example, we will do our best to increase regional and online classes. . . . Please look for future correspondence on additional training opportunities. We plan to use every possible means available to us to continue to help train apprentices and journeymen.” The Education and Training Department delivered. Registrar Cathy Merkel reported that more than 700 journeymen and approximately 200 apprentices have been trained thus far.





Director of Education and Training Jim Pavesic said, “I am extremely proud of our entire department for stepping up and working so hard to make this transition as seamless as possible. All employees have been set up with laptops and any other resources they may need to telework. Despite working remotely, we have been as busy as ever! I have been holding weekly conference calls with both the Training Specialists and the Office Professionals, as well as communicating with many of them on a daily basis. I want to reassure you that the International Training Fund (ITF) is not skipping a beat during this unprecedented time.” Director Pavesic reiterated that while ITP was cancelled for this year, the department is moving as many courses online as possible to keep Instructors on track and up to date. Additionally, while this year’s International Apprentice Contest is cancelled, the department is working with its industry partners on projects to make the 2021 contest even better. It was reported that ITF grants are still coming in, and Brother Pavesic stated, “We know that when work is low, training is high.” He also said that online resources continue to be developed and updated. The department’s goal is to make training accessible in all formats, in class and online.

Some important announcements include UA certifications with upcoming expiration dates will be extended, and the department is actively working with third-party certifications to allow for extensions. While the VIP program has been put on “pause,” Instructors are working to place classroom curriculum online, and the placement of current VIPs continues to be a top priority.

As quickly as COVID-19 mandates became a reality, the Education and Training Department’s quick response to the way in which they execute training was nothing short of extraordinary. Instructional Technology Coordinator Lauren Friedman and Training Specialist Rich Benkowski weighed in on some of what occurred over the last few months.

Refocusing UA Training

by Lauren Friedman

For years, teaching apprentices has looked mostly the same—a group of people in a classroom or a lab, listening to an Instructor. Learning in the UA has long been face-to-face, personal, and hands on. With shutdowns due to COVID-19 and restrictions on gatherings, training centers have had to refocus their teaching over the last few months and find new ways to teach that kept everyone safe. Many locals were in the middle or at the end of their semesters when the orders came, and shutting down could have brought them to a halt, and left them with a group of partially trained fifth-year apprentices waiting to turn out.

But through the resiliency of our members and the innovative nature of our Instructors and Training Directors, training in the UA has adapted. Classes on teaching with computers have been offered in Ann Arbor since 1989, according to Registrar Cathy Merkel. This left many who had taken one or more digital training classes

with at least a sense of what they needed to do, if not a direction. The ITF augmented that sense with a small series of webinars in mid-March—one for Training Coordinators/Directors to help them plan for the future of online teaching, and one for Instructors to help them learn some of the basics of what it takes to teach online.

Blackboard is the UA's Learning Management System, which allows Instructors to teach remotely using online functions such as assignments, message boards, and quizzes. The ITF has been offering Blackboard classes at ITP since 2000, but many Instructors needed a refresher or a crash course to strengthen their teaching. Beginning in April, the ITF offered a Beginning and an Intermediate Blackboard course online, co-taught by Joe Whitlock (LU 234), Vince Burrall (LU 486), Brannon Baxter (LU 72), Kevin Gaby (LU 370), and Christopher Simmons (LU 8). Since April, 90 people have gone through the Beginning class and 60 through the Intermediate.

UA Training Specialists Laura Ceja (LU 761) and Mike Galfano (LU 597) created a Blackboard Resource course for Instructors to find answers to common questions and to guide them on how to do tasks such as grade an assignment, post a document, or register a student. They have enrolled nearly 700 Instructors in the course, and are continuing to create more resources as questions and dilemmas come up.

The ITF staff was not alone, however. In the first week of March, 146 Instructor Training Program Instructors gathered in Dallas, TX, for the first ever Instructor Boot Camp. Initially geared toward helping them to integrate more technology into the classes taught in Ann Arbor, the Instructors were given seminars in subjects such as Blackboard, Online Learning Resources, and Digital Deployment over the course of three days. These Master Instructors were then able to turn around and help the ITF staff to support both their own locals, and other locals that needed guidance.

"You can tell that some are not comfortable at all teaching online," said Brannon Baxter, who also teaches Blackboard at ITP. "But they know what they're going through, and they're doing their best to improve their training while we can't get to our training centers." Some of Brother Baxter and his co-teachers' success can be seen in the numbers. Before the pandemic struck, on January 1, 2020, there were 58,202 UA users on Blackboard. As of May 6, there were 70,882 users. This means that in the first four months of 2020, the UA created 12,680 new users. In all of 2019, 5,869 new users were registered on Blackboard, representing a year-over-year increase of 216 percent.

Gerard Marshall, Training Coordinator for UA N.J. (Locals 9, 274, 322 and 475), has been using Blackboard to stay connected to his students. "We are posting how-to

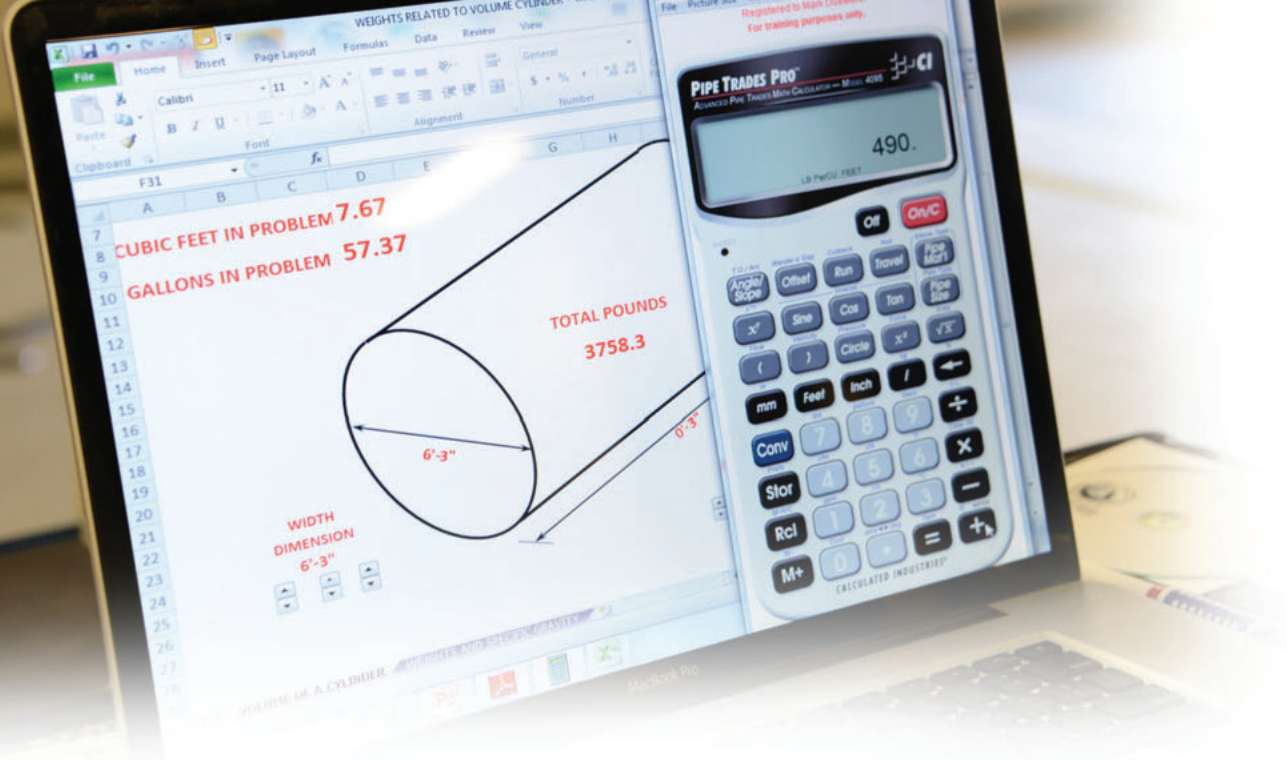
and training videos to ensure the students are receiving the same education as they would in a traditional classroom," said Brother Marshall. "Every day, I hold a virtual meeting with the apprentices to keep them up to date on any changes in training and within the Training Center." UA N.J. has also taken advantage of the analytics and hours reporting offered by Blackboard to keep track of their apprentices' progress and make sure they're on track.

Blackboard will not only be useful in a pandemic. "This is forcing us to reevaluate our teaching," Brother Baxter said. "With our market as spread out as it is, we may use more digital learning just to cut the commute after this is over. It's hard for some apprentices who live more than an hour away. We can make it a lot easier for them to learn."

At Local 23 in Rockford, IL, Training Coordinator Greg Harle also thinks that he will continue to use digital training even after the crisis is over. "We did not approach our plan as a short-term solution," said Brother Harle. "We have committed to a strategy that can be adapted in any future disruptions, and that will enhance our traditional onsite training. I am sure there are things we will adopt that we will find don't work. It will take time to identify what is successful and what we need to abandon." Part of Brother Harle's plan has been assessing which classes are weighted towards the classroom, rather than hands-on, and looking at how he can assess student learning before they get into the classroom, rather than teaching them things they may already know.

Some locals faced issues with technology; apprentices may not have had a fast enough device or strong enough Internet to participate in online classes. At the Apprentice & Journeymen Training Trust Fund of Southern California, Executive Director Ray LeVangie III (LU 398, DC16) worked with his apprentices to assess their needs and purchased Kindle Fire tablets for anyone who needed one. "Our students are eager to learn and complete their training," said Brother LeVangie. "There is no substitute for hands-on training, but our training aids and materials are the next best thing during this pandemic to keep everyone safe."

Training has not just been at the local level. UA Training Specialist Rich Benkowski (LU 449) and Scott Hamilton (LU 75), Executive Director of ASSE International, responded to the UA General Office's Incident Response Strategic Plan and moved up the deployment of eight webinars focused on infection control as it related to protection of the patients, clinicians, and UA craftspeople. The first webinar on Infection Control and Risk Assessment (ICRA) Awareness was held on April 16, taught by Scott Hamilton and Dennis Molnar (LU 172). Since then, over 500 members and contractors have taken the course, which addresses how to safely work in a hospital



and around infectious materials. In addition, on April 30, 56 UA members participated in a certification class for ASSE 12000, and 81 percent received a certification.

Digital Deployment in Real Time

by Rich Benkowski

In early April, the UA General Office released a labor/management initiative called the “Incident Response Strategic Plan” to accelerate the mobilization of UA members onto healthcare projects. A total of eight webinars were outlined. The plan focused on infection control as it related to the protection of patients, clinicians, and UA craftsmen and women. Additionally, training was released to prepare for the anticipated reopening of many buildings vacated during the shutdown.

To be sure, not one of the webinars was created in response to the pandemic, but were for the first time, converted to digital deployment of the curriculum and were expedited. The first four offerings dealt with Infection Control Risk Assessment (ICRA). ICRA had been loosely taught in UA locals since 2007. In 2016, the ITF formalized the program and added ASSE certification for the Instructors, contractors, and members. The second phase of the rollout centered around the UA Water Quality Program that launched in September 2018.

The digital conversion challenged the UA Department of Education and Training on many levels. All resources were called to action to support the strategic plan. The following departments, contracting partners, and industry stakeholders worked in concert to create a seamless experience for the ICRA webinar participants and should be recognized: ITP instructors—for ICRA and Water Quality—Dennis Molnar, John Sullivan, Manny Ferrer, and Chuck Berra, with support from International

Representative Kurt Steenhoek, who serves as the ASSE 12000 Co-Chairman. Registrar Cathy Merkel and Tyler Masengale registered UA members and signatory contractor personnel, submitting rosters to the UA Bookstore, ASSE, and Instructors. Dianne Lash, Peggy Jarrett, and Darlene Lee worked tirelessly at the UA Bookstore to collect ASSE exam fees from all of the participants, and they were responsible for sending the course materials prior to the webinar. Lauren Friedman, Online Resources, mastered the digital logistics for all of the webinars and monitored every webinar to ensure success. She also coached Instructors during the process. Scott Hamilton, ASSE Planning and Webinar Instructor, delivered contractor training and supported UA Instructors. Janice McNellis and Marianne Waickman, third-party validation, set up the digital process to administer proctor exams, and Pete Chaney, MCAA Planning and Support, provided uniform messaging through the MCAA. He posted advertisement on the MCAA website and helped with the enrollment process. The old adage, “It takes a village,” was truly evident when the challenge was presented as to how the UA Education and Training Department would continue to offer its extraordinary training when the mandates associated with COVID-19 were issued by state Governors.

Instructional Technology Coordinator Lauren Friedman said, “COVID-19 has presented a lot of challenges to the country and for the UA. But one thing that is never in doubt is the ability of our Instructors and the quality of the training they provide. Whether it’s using new technologies or making plans to continue improving the skills of the apprentices we train, the UA will remain at the forefront of the construction world, through this crisis and beyond.”



The Spanish Flu of 1918-1919 and the United Association

*Researched and presented by Samuel W. White, PhD
Institute for Labor Studies & Research
West Virginia University*

Through the implementation of these and other benefits, the UA became a national organization that provided substantial benefits to its members at a time when there were virtually no federal or state programs to assist working people in the precarious and dangerous world of work, not to mention during a deadly flu epidemic.

The “Spanish Flu” epidemic ravaged the world during 1918 and 1919. The epidemic got its name based on the proliferation of news reports about influenza coming out of Madrid, Spain, beginning in May, 1918. Three waves of the epidemic, the spring of 1918, the fall of 1918, and the winter of 1918 to 1919, infected over a third of the world’s population and resulted in the deaths of between 20 and 50 million people, including an estimated 675,000 U.S. citizens. By comparison, 17 million people perished during the First World War. No organization, business, school, or group escaped the scourge of the Spanish Flu, and the United Association was not an exception.

The first reference to the epidemic in the *UA Journal* appeared in November 1918. In his monthly report, UA General Organizer Charles Dickson reported that his work in North Carolina with Local Union 540 had been hindered by the epidemic because all meetings were banned. Dickson reported that the only meetings that he could organize had to be “out in the woods.” General Organizer M.F. Garrett also noted that his work in Rutland, VT, was similarly complicated by the local ban on all meetings. Organizers in Gary, IN, and Newport News, VA, also reported similar difficulties associated with meeting bans in those cities.

By the time that the December 1918 *Journal* was published, the epidemic was entering its most deadly wave, and the *Journal* noted that the first Death Benefit was paid to a UA member who passed away from influenza. The December 1918 *Journal* also included, for the first time, an “In Memoriam” piece that referenced a member’s death, Louis Anderson of LU 539, who “died at the Great Lakes Training Station in Chicago of influenza while serving his country.” During November and December of 1918, 210 UA members passed away, bringing the total to 535 for the year. In the end, more UA members would die of the Spanish Flu than perished fighting for their country during World War I.

During its early years, the UA was essentially a federation of local unions, rather than a truly national union of the pipe trades. The major breakthrough toward creating a unified national organization came at the 1902 national convention in Omaha. Delegates at the 1902 convention supported the establishment of the Sick, Death, and Strike Benefit Fund.

This new and substantial benefit plan included: A \$100 death benefit payable to the heirs of a deceased member; a \$5.00 sick benefit for 13 weeks per year; and disability payments to those with 20 years of service who could no longer work. These “superannuation benefits” ranged from \$300 to \$500, based on years of membership. The strike fund paid \$5.00 per member per week strike for 16 weeks, with \$3.00 per week after 16 weeks for all strikes approved by the National Executive Board.

Through the implementation of these and other benefits, the UA became a national organization that provided substantial benefits to its members at a time when there were virtually no federal or state programs to assist working people in the precarious and dangerous world of work, not to mention during a deadly flu epidemic. During the Spanish Flu epidemic, the UA’s sick and death benefits proved to be a critically important lifeline for members and their families. In 1918, the UA paid out \$52,500 in death benefits to the heirs of UA members and nearly \$98,000 in sick benefits for members stricken by the flu and other maladies. In 2020 dollars, the UA member benefit funds paid out over \$2.6 million in 1918. In 1919, the UA funds paid out the equivalent of \$1.6 million in 2020 dollars in sick benefits alone. A total of 698 UA members passed away in 1919, the worst year of the epidemic in terms of loss of life. The number of UA members who died from the Spanish Flu was most certainly underreported. Pneumonia, a complication caused by the flu strain, was often the stated cause of death. For example, in December 1918, the *UA Journal* reported that 16 members died from influenza and 59 of pneumonia. Total UA membership at the time was just over 58,000. The epidemic finally started to wane during the summer of 1919. In all, the UA lost over two percent of its total membership during 1918 and 1919.

Just as today, UA members helped to ensure the health of the nation during the Spanish Flu epidemic, often placing themselves in harm’s way to maintain essential systems. While the nation struggled to confront the menace of the influenza epidemic of 1918-1919, the UA left no doubt that it had established itself as a strong and well-organized national organization that could not only protect the crafts and jurisdictions represented by its members, but could also provide tangible and much-needed benefits to its members when it counted the most.



Responding to COVID-19 Requires EVERYONE—Members, Employers, End-Users, Vendors, Communities, and Families—to Participate in the Efforts Needed to Keep Everyone Healthy and Safe.