

JOURNAL

A Look at the Pipeline and Gas Distribution Industry in the Midst of COVID-19 and the UA Pipeline and Gas Distribution Conference 2020

Page 8





Brother Shuff is emotional as he watches people drive by in his honor.

Heart of the UA Local 469 Organizes an Honor Drive for a Longtime Member and Veteran

Chalmer “Chuck” Shuff is a 70-year member of Plumbers and Pipefitters Local 469, Phoenix, AZ, and a World War II veteran who was scheduled to visit the World War II Memorial in Washington, D.C., in March of 2020 as part of an Honor Flight.

Brother Shuff, who is 96 years old, was disappointed to learn that his Honor Flight trip was canceled due to the COVID-19 pandemic. Members of Local 469 wanted to find a way to honor their Brother for his service in the U.S. Navy and in the United Association, so they decided to bring the celebration to Brother Shuff by organizing an “Honor Drive” patriotic parade.

Local 469 members, Honor Flight volunteers, Glendale (AZ) Fire Department members, the Veterans for Veterans motorcycle group, Veterans of Foreign Wars (VFW) Riders, and family and friends drove their decorated vehicles and waved flags and handmade signs as they paraded past Brother Shuff’s home on Saturday morning, May 9.

Brother Shuff was unaware of his union members’ plan, so he was taken by surprise when a long line of 75 vehicles and hundreds of people drove past his house honking and waving in his honor. Brother Shuff spoke with *The Copper Courier* about how much that Saturday’s Honor Drive meant to him. He said, “They started coming down the street and I thought, ‘Oh my God, what’s going on here?’ I still didn’t realize that they were here



for me.” Brother Shuff was moved to tears by the tribute from his Local 469 family, his friends, and his community members. “I was in tears, and I still

am,” he said. “This is probably the biggest point in my life.”

Brother Shuff was born in Indiana and is the oldest of 18 siblings. He joined the Navy when he was 19 and helped the nation transport troops and other people back and forth between countries involved in the war. After the war, Brother Shuff became a longtime union member and served as a mentor to many of his Brothers and Sisters. Local 469 Business Manager Aaron Butler said, “The Honor Drive was important so that our members could still have the opportunity to pay their respects to him. He’s our oldest-surviving World War II veteran.” Brother Butler added, “He kept telling me he didn’t deserve this. He’s a very humble man, always has been.”

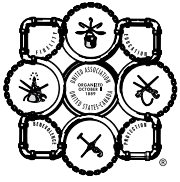
Brother Shuff said that he has more milestones to reach and is looking forward to getting his 75-year pin in the same year he will be celebrating his 100th birthday. He said, “I feel proud. I’ve got my 65-year certificate and my 70-year certificate hanging in my room.”

Although Brother Shuff was not able to take the Honor Flight this year, he plans to reschedule the trip. Local 469 wanted to thank all of the members, friends, and community members who made the Honor Drive possible.

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

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

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



THE UNITED ASSOCIATION
JOURNAL
 Contents



FEATURES

A Look at the Pipeline and Gas Distribution Industry in the Midst of COVID-19 and the 2020 UA Pipeline and Gas Distribution Conference

At the time of the Pipeline and Gas Distribution Conference, news of COVID-19 was just spreading. **8**



Attracting More Women to the Piping Trades

By Laura Ceja, UA National Recruitment and Outreach Coordinator **22**



In Memorium

We mourn the loss of our Brothers and Sisters due to COVID-19 **28**

In Memorium

The Life of William "Bill" Gay, Longtime UA Contractor, is Recognized **29**



Job Well Done

Adrienne Bennett Receives Ford African-Ancestry Network Groundbreaker Award **30**



Retirements

General President Mark McManus announced the retirement of Executive Vice President Jim Moss and International Representative Rick Oliver, effective June 1. **31**

DEPARTMENTS

Report of General President Mark McManus

A Summer—or Year—of Our Discontent **4**

Editorial: General Secretary-Treasurer Pat Kellett

Millions Are Marching For Racial and Social Justice **6**

Local Union Reports

Activities of UA Members across the United States and Canada **35**

Appointments

General President Mark McManus announced the appointments of Director of Energy and Infrastructure Mike Mulvaney to Executive Vice President and International Representative Wendell Hibdon to Director of Energy and Infrastructure. **32**

The UAWeb Internet address: <http://www.ua.org>



Postmaster: Address changes should be sent to Publications Office, *The United Association Journal*, Three Park Place, Annapolis, MD 21401-3153. *The United Association Journal* (ISSN #0095-7763) is published nine times a year by the United Association, Three Park Place, Annapolis, MD 21401-3153. Periodicals postage paid at Annapolis, MD, and additional mailing offices. Printed in U.S.A. Publications mail agreement no. 40033123. Return undeliverable Canadian addresses to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

A Summer—or Year—of Our Discontent



Mark McManus
General President

A famous quote goes like this: “Trees don’t grow to the sky.” This quote is often used in business as a warning against expanding too quickly. For the United States, North America, and even the world, maybe the lesson is we haven’t grown enough.

As we turned the corner in 2020, the UA and the world economy in general were humming right along. We had low unemployment, and our trees seemed to be growing right up into the sky. But suddenly, we were reminded the world is a fragile place.

In February, COVID-19 generated a worldwide pandemic, and reared its ugly head here in the U.S., and roared on into March. The economy hit a proverbial brick wall. The wreckage from that hit will take years to absorb and recover from. Short-term gains are underway in many cities, but the long-term banking and fiscal policies are ominous at best. We’ll recover—but it won’t be easy or quick.

Everywhere across North America, things are opening back up. I don’t want to sound like an alarmist, but let’s not forget that the virus is still very much with us. It’s moving across this planet in directions our scientists are still trying to figure out. The UA has long paved the way for some of the very health measures that are now being proposed. Our way of life is going to change forever. We now understand just how vulnerable our health can be.

We can have honest debate about economics and how and when to safely try to restore normality, but when it comes to public health measures, we need to listen to the experts and put our skills to work where they are needed.

Public health is not, and should not be, a political debate. We have long observed laws that prohibit smoking on elevators, in movie theaters, or on airplanes—not because it’s not good for *you*, but because it’s not good for your *fellow citizens*. Have we marched on state capitals to be able to smoke on an elevator? No, because we all know this isn’t an erosion of our constitutional rights—it’s about public health.

I believe in my heart the economic fear and damage are real, but even so, I couldn’t be prouder of our Business Managers and Agents, and most importantly, our workforce. You’ve all been nimble, flexible, and accountable to our signatory contractor base. It’s been a true test of what we have been striving for—solid, open labor relations.

And yet, even as we see a glimmer of hope with the virus and economic stability, America’s greatest sin raised its head in full view of the world with the murder of George Perry Floyd. It was horrifying, and it is completely unacceptable. There is no way to justify this killing; we have all seen it for ourselves. It is not ok; it is never ok.

As labor unions, we have always stood by the men and women who built this country. We have and always will support the right to peaceful protests. However, we must also have zero tolerance for the looting and destruction in our cities. We all know it only sets back our cause and discredits our efforts.

I believe the vast majority of our citizens reacted in horror, once again, when viewing these tapes. Sadly, it’s not a new experience. We’ve been living with racism for

We are not living isolated existences. And, we are only as good as the least fortunate amongst us. Economics, zip codes, and what color your skin is should have no bearing on a government's enforcement of law and order, access to education and health care, and most of all, the opportunity to build a secure and prosperous life.

400 years in this country. It is hard to put into words, but honestly, I just wanted to puke. This is not a word a General President puts into his op-ed column, but it is the truth.

As I stated earlier, it appeared that we were moving along nicely as we turned the page to 2020. But the fact of the matter is, we really weren't. Too many people of color, too many poor citizens, too many Americans for whom English is a second language were being left out of the experience of our booming economy. Too many kids and too many working women are also falling behind because of bias, bigotry, and callousness. They don't get to share in the so-called American Dream.

The good folks now out on the streets are compelled to be there by their desire to change at last and end the racism that has been ingrained in our society for so many generations. The labor movement itself has a long history of civil protest—it is part of our core principles. How many heads were cracked as our forefathers marched in support of the eight-hour day, decent wages, and safety on the job? Fortunately, those days are long past when our forefathers risked life and limb to fight for their rights. Now, we battle it out peacefully at the bargaining table.

All of us tend to live in our own bubble, in our own world, but the fact of the matter is—every citizen's individual world affects the country as a whole. We are not living isolated existences. And, we are only as good as the least fortunate amongst us. Economics, zip codes, and what color your skin is should have no bearing on a government's enforcement of law and order, access to

education and health care, and most of all, the opportunity to build a secure and prosperous life.

We can do better. We *must* do better—on our jobsites, in our offices, and with our own personal attitudes. We can and must strive for all our members equally. I can do better. I pledge to strive to do better, not only in the midst of this massive social unrest, but when things, once again, are perceived as “good times.” The fact is, such good times in our industry cannot be considered “good” until economic opportunity—and social justice—is available to all equally.

Let's strive not to let our local unions, our families, and even our nations divide along these lines any further. Let us all strive to remain a solid brotherhood and sisterhood, with liberty and justice for all.

Mark McManis



Millions Are Marching For Racial and Social Justice

“Those who deplore our militants, who exhort patience in the name of a false peace ... would have social peace at the expense of social and racial justice.”

These words were spoken by A. Phillip Randolph, founder of the Brotherhood of Sleeping Car Porters and one of the earliest African-American labor leaders, during the 1963 March on Washington—originally known as the March on Washington for Jobs and Freedom. It exemplifies the ongoing struggle throughout our nation’s history, as we come to terms with systemic racism. We also know that, as an organization, we have not been perfect and know that we must—and can—do better ourselves.

We all understand that the death of George Floyd at the hands of police in Minneapolis was the spark that lit today’s firestorm of protest. But what makes this different from past demonstrations is the size and scope of the marches—what A. Phillip Randolph called the “masses in motion for freedom.” The United Association, and all of labor, has always supported peaceful protests. In fact, throughout our history, we have marched by the thousands demanding the eight-hour day, safer working conditions, and dignity on the job. We also know that sometimes civil disobedience is often the only way to force lasting change.

Let’s also not forget that in Memphis, when Martin Luther King Jr. was assassinated, he was there to support striking sanitation workers.

As hundreds of thousands—perhaps even millions—of people protest and march worldwide, we are witnessing what may well be the birth of a new movement toward lasting social justice for all. These protests include people of every race, young and old, asking for the same thing—an end to racial injustice in every form, but especially in policing. I have always been a strong supporter of the police and recognize the difficult job they have to do, and

that we also ask so much of them. But like all of us, they can and must do better.

While police misconduct might be the impetus behind the marches today, these protests are about so much more. People all across the world are tired, not only of racial injustice, but also of the economic inequality that has made the rich richer and left the middle class and poor families out in the cold. The protestors want reform of a system that has benefitted those in the top tier of our society, who profit from our labor but choose to keep more and more for themselves.

We have a long tradition of civil disobedience in the trade union movement. In the past, both sides of the labor battle would sometimes engage in some pretty rough tactics. It was often what the times required in those early days. But today, we do not accept violence and destruction as part of the act of civil disobedience. We reject it in any form, regardless of the provocation that comes our way. In the early days of the current demonstrations, there was looting and rioting, which we repudiate. The strategy of some of these looters was to try to take advantage of the situation and discredit and disrupt the legitimate protestors—but they failed.

The challenges we face in transforming this nation into a more perfect union are huge. Even as the marches and protests draw attention to the cause of justice, forces behind the scenes are doing all they can to destroy this effort. There is serious voter suppression going on in the United States. We saw it in action during the Georgia primary, and it’s a taste of what’s to come in the November General Election. We have to be on our guard and do everything we can to prevent the suppression of voting in minority communities.



Patrick H. Kellett
General Secretary-Treasurer



Patrick H. Kellett
General Secretary-Treasurer

GENERAL OFFICERS

Mark McManus
General President

Michael A. Pleasant
Assistant General President



GENERAL EXECUTIVE BOARD

Patrick M. Dolan, Jr.
District No. 1, Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont

Kenneth J. Broadbent
District No. 2, District of Columbia, Indiana, Kentucky, Maryland, Michigan, Ohio, Pennsylvania, Virginia, and West Virginia

Daniel C. Hendrix
District No. 3, Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, and Texas

Steven S. Breitlow
District No. 4, Illinois, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, North Dakota, South Dakota, Wisconsin, and Wyoming

Stanley M. Smith
District No. 5, Alaska, Arizona, California, Colorado, Hawaii, Idaho, Nevada, New Mexico, Oregon, Utah, and Washington

James H. Noon
District No. 6, Canada

And, we can do a lot. We can drive people to the polls. We can offer assistance to those who have children or elderly family members at home who need care while others are standing in line for hours waiting to vote. We can hand out water and give encouragement and thanks for persevering to honor their right to vote. We can register the unregistered. These are things organized labor knows how to do well. We are not here to tell people who to vote for—we are here to help them exercise their most fundamental right.

And, we can march. We can speak out as Martin Luther King Jr. and A. Phillip Randolph did 57 years ago on the steps of the Lincoln Memorial.

Our Canadian Brothers and Sisters share our concerns about the affliction that is systemic racism. They, too, have taken to the streets all across their nation. It is clear that these protests and calls for justice are not going to stop any time soon, not in Canada, and not in the U.S. Our challenge then is to demand *peaceful* protests—on the part of demonstrators, as well as on the part of those charged (police, National Guard, etc.) with maintaining order. And when we see brutality of any sort, we must call it out.

Once again, the words of Randolph can guide us: *“Equality is the heart and essence of democracy, freedom, and justice—equality of opportunity in industry, in labor unions, schools and colleges, politics, and before the law.”*

Isn't that what we all want—simple, enduring equality? If we have that, then the rest will come.

Patrick H. Kellett

EXECUTIVE OFFICERS

Michael P. Mulvaney
Executive Vice President

Terence N. Snooks
Director of Canadian Affairs

Christopher A. Haslinger
Administrative Assistant to the General President

Bradley M. Karbowsky
Administrative Assistant to the General President

Terry Webb
Administrative Assistant to the General President/Canada

DIRECTORS

David L. Barnett
Director of Pipeline and Gas Distribution

Thomas G. Bigley
Director of Plumbing Services

Anthony Gallagher
Director of Trade Jurisdiction

Brian P. Kelly
Director of HVACR Service

Robert J. Lamb
Director of Information Technology

Brett C. McCoy
Director of Metal Trades

Wendell Hibdon
Director of Energy and Infrastructure

James G. Pavesic
Director of Education and Training

James E. Tucker
Director of Organizing and Recruitment

INTERNATIONAL REPRESENTATIVES

Lance J. Albin
Alabama, Arkansas, Louisiana, and Mississippi

Richard N. Allen
Colorado, Nevada, Utah, and Wyoming

D. Shawn Broadrick
Delaware, District of Columbia, Maryland, Virginia, and Sprinkler Fitters

Kevin P. Carden
Michigan

David J. Donato
New Jersey and Pennsylvania

Stephane Favron
Quebec

Chad Gilbert
Pipeline and Gas Distribution

Darren D. Jones
Arizona, New Mexico, and Oklahoma

Derrick Kualapai
California and Hawaii

William P. Meyers, Jr.
Illinois

Roger D. Morgan
Florida, Georgia, North Carolina, and South Carolina

John J. Murphy
New York

Bruce A. Myles
Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, and Quality Control Council of Canada (QCCC)

Michael E. O'Mara
Iowa, Kansas, Missouri, and Nebraska

Kenneth R. Ruggles
Ohio and West Virginia

Greg Sayles
Minnesota, North Dakota, South Dakota, and Wisconsin

Russell “Corby” Shelton
Texas

Scott Smith
Alaska, Idaho, Montana, Oregon, and Washington

Kurt W. Steenhoek
Plumbing

C. Daniel Watts
General Office

Heiko P. Wiechern
Alberta, British Columbia, Manitoba, Saskatchewan, Yukon, and Mainline Pipeline

SPECIAL REPRESENTATIVES

Harry Brett
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont

Larry S. Bulman
General Office

William P. Hite, Jr.
Organizing

Chris C. Inghram
Organizing

Robert R. Johnson
Indiana and Kentucky

Phillip F. Martin
Welding/Training

Mike Mikich
Pipeline and Gas Distribution

Greg Mitchell
Ontario, Power Sector and Sprinkler Industry/Canada

Jason N. Pope, Sr.
Organizing

Joseph A. Rohrer, Sr.
Organizing

Lawrence G. Slaney
Training/Canada

David L. Tolley
TVA

Phil Trucks, Jr.
Tennessee

A Look at the Pipeline and Gas Distribution Industry in the Midst of COVID-19 and the UA Pipeline and Gas Distribution Conference 2020

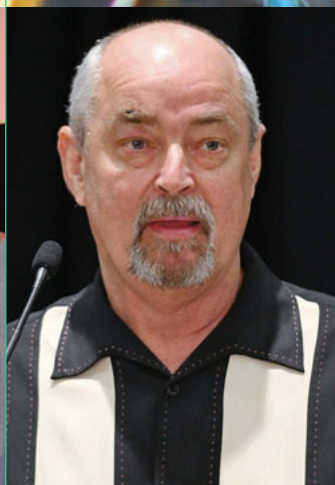
The 2020 Pipeline Conference was held the week of March 9 in Scottsdale, AZ. At the time, news of the coronavirus (COVID-19) was developing. On the opening day of the Conference, General President Mark McManus said, “In four weeks, the news of the coronavirus could look very different. We’ve gone through a lot as an organization. How we will come out of this is unknown. Seven days ago, a refinery shut down because the materials were coming out of China. The rate at which foreign commerce goes through our two nations is scary. The health and well-being of our members and contractors have to be first and foremost as we move through this. We already work in a dangerous environment.”



General President Mark McManus



From left are Mike Mikich (SR, Pipeline and Gas Distribution), Director of Pipeline and Gas Distribution Dave Barnett, and Chad Gilbert (SR, Pipeline and Gas Distribution).



Danny Hendrix (LU 798 BM, VP District 3)



Director of Canadian Affairs Terry Snooks



UA Assigned Mainline Negotiating Committee and team members

From left are team member Mike Mikich (SR, Pipeline and Gas Distribution), Committee member John O'Mara (BM, LU 562), Committee member Danny Hendrix (BM, LU 798, VP District 3), Committee Chairman Director of Pipeline and Gas Distribution Dave Barnett, team member Chad Gilbert (SR, Pipeline and Gas Distribution), Committee member Bob Hubbard (BM, LU 375), and Committee member Kevin Morrissey (BM, LU 597). Missing from the photo is Committee member Jeff Owen (BM, LU 32).



He spoke about a project in San Francisco at which two employees of the company had been in contact with a COVID-19 sufferer, which resulted in a request to sequester the UA workforce on the job as well as the company's employees who were exposed. At the time, this was just the beginning of setbacks from the pandemic. The General President had the foresight to say, "We have large jobs going on, such as the Shell cracker unit in Pittsburgh where we have 3,000-plus tradespeople working in tight configurations. What is going to happen if one person is exposed?" He said that he had Assistant to the General President Brad Karbowsky and Health, Safety, and Environmental Administrator Cheryl Ambrose tracking the effects of COVID-19. At that time, who would have known that the pandemic would soon choke our two nations? It was shortly after those words that General President McManus first addressed the UA membership regarding the effect of COVID-19 on the UA.

Director of Pipeline and Gas Distribution Dave Barnett said that the most significant impact COVID-19 has had on the pipeline and gas distribution industry has been the temporary postponement of projects, as well as the inability of government entities to hold public

meetings to advance permits. The industry did have a couple of projects that were affected by the states' 14-day, out-of-state travel restrictions, but for the most part, those restrictions did not affect them as much as they could have.

Brother Barnett said, "By being designated as critical infrastructure workers, we were still able to perform several projects—one of which, believe it or not, was the 1.5-mile U.S./Canada border crossing section for the Keystone XL pipeline that we completed in April and May. The fall in oil prices that occurred worldwide, which was started by a price war between Saudi Arabia and Russia during the same time as the pandemic, affected our projects as much or more than COVID-19. The price war caused postponements of projects, but fortunately, that hasn't affected the plans to build the Keystone XL thus far."

"Also," Director Barnett said, "we are dealing with Montana Judge Brian Morris' decision to vacate the Army Corps of Engineers Nationwide Permit (NWP) 12." According to the



Abbreviation Key:

- IR International Representative
- SR Special Representative
- BM Business Manager
- VP Vice President



The Man of the Year Award

Executive Vice President Jim Moss received the Man of the Year Award for his many years of contribution to the pipeline sector of our trade. Pictured from left are Director of Pipeline and Gas Distribution Dave Barnett, General President Mark McManus, award recipient Jim Moss, Chad Gilbert (SR, Pipeline and Gas Distribution), and Mike Mikich (SR, Pipeline and Gas Distribution).





court's ruling, Permit 12 was vacated because it was arbitrary and capricious and violated the Endangered Species Act (ESA). As a result, the court remanded it to the Corps for reconsideration in compliance with the ESA. "That permit," Brother Barnett said, "not only covers water-body crossings for the Keystone XL, but it also covers every other oil or gas pipeline project across the U.S. Permit 12 has been accepted and used successfully for 25 years. It appears we will be headed to the Supreme Court on that issue as well."

Pipeliners Local 798 Business Manager Danny Hendrix said that due to the pandemic, there was some trepidation from small communities regarding pipeliners arriving to work on projects in their communities. This apprehension was particularly felt by welders who were traveling from the "hot" states. This reaction

could have ignited a challenge for a particular jobsite, but it was quickly resolved by the contractor involved. In Local 798's publication, *Blue Light Report* (May/June), Brother Hendrix wrote, "Tough times never last, but tough people do." This statement was about the economic impact of the COVID-19 pandemic.

Giving an overview of the most recent news, Business Manager Hendrix said, "Keystone XL plans to move forward with spreads in Montana and Nebraska, with the remaining spreads constructed in 2021. The Enbridge Line 3 Replacement project looks good for a late Fall start this year, and it will be completed in 2021. The Atlantic Coast Pipeline and the completion of the Mountain Valley Pipeline also look good for this year. Thousands of miles of pipe





are currently being bid down south under the market recovery rates. We have limited success, but the awards are still pending on numerous large projects. Just as last year, the lion's share of our manhours will be smaller jobs and smaller pipe. It may not be as sexy as working on a big spread, but it often opens opportunities for our members to showcase their skillsets, instead of just doing one task over and over. This past year, we worked 7.4 million-plus manhours. That is a fantastic year, but when you've come off of a 12 million manhour year, members think the sky is falling, because they did not prepare. As a pipeliner, you have to prepare. I'm hoping with this slight downturn, our members get smarter. They can work building trades. Last, but certainly not least, we need to push our advocacy

harder than ever. Advocating is the best tool. It has turned out to be a jewel in the crown. We are receiving a lot of feedback from clients regarding our advocacy. When you send thousands of letters, it makes a difference. At the same time, we continue to collectively use our voices to push ahead for the pipeline industry. At this moment, we have a distinct advantage over the protesters, as they will not be making any headlines.”

Director Barnett said that the UA Assigned Mainline Pipeline Negotiating Committee and its team members have successfully negotiated a five-year National Distribution Pipe Line Agreement (NDPLA) and a new, three-year NPLA during the pandemic. By working remotely, they have all mastered the Zoom meeting platform.



The 2020 Pipeline and Gas Distribution Conference



The 2020 Pipeline and Gas Distribution Conference had a myriad of exceptional speakers scheduled throughout the three-day Conference. Day One consisted of General President Mark McManus; Director of Canadian Affairs Terry Snooks; Executive Vice President Jimmy Moss; Secretary-Treasurer Brent Booker, North America's Building Trades Unions (NABTU); Pipeliners Local 798 and Vice President District 3 Danny Hendrix; and Director of Trade Jurisdiction Anthony Gallagher.

Addressing the delegation on Day One, General President McManus stated that the local union leadership and membership must pay attention to local politics. "It matters what candidates think," he said. "When it comes to polling, the UA looks the way that America looks. We have to vote in the interest of our

industry." He recognized everyone's hard work on getting the messages to the politicians regarding the Department of Labor's push for Industry-Recognized Apprenticeship Programs (IRAPs), which amounted to watering down the apprenticeship process. In the end, the building trades were exempt, since they already had world-renowned apprenticeship training.

He praised Pipeliners Local 798's "The American Pipeline Action Network," and said that this advocacy tool is a model that works. He spoke about reciprocity, which will take effect on January 1, 2021, stating, "All of the monies you earn on the road and all of the fringe benefits you earn on the road will go back to your home local, except for training—everything!" He touched on the push for the dime delegated to organizing instead of the nickel. He said, "I am





Kelcy Warren, Chairman and CEO of Energy Transfer, spoke candidly with General President Mark McManus and Director of Trade Jurisdiction Anthony Gallagher and the delegates in an excellent panel discussion moderated by UA Director of Pipeline and Gas Distribution Dave Barnett.



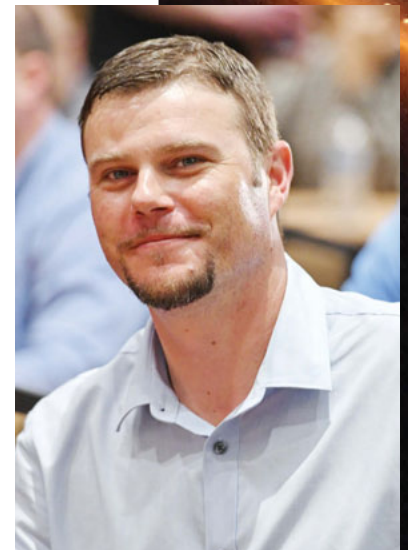
so proud we did this. The dime is a commitment to keep the UA going. We believe we are smart enough, and that we are strong enough to grow. It is what will make us stronger for the next 130 years.” He continued, “With everyone’s support, we have become a growing institution. We have 28,000 more members than we did three years ago. The next months are going to be tough. It will be tough for both of our nations. We will get through this with the help of our contractor partners and owners, because there will definitely be a disruption of the supply chains.”

Director Dave Barnett addressed the delegation, stating that in 2019 the National Mainline Pipeline Agreement accounted for 7,423,000-plus manhours for UA pipeliners. In comparison, in 2018 they worked 12 million manhours. Brother Barnett said, “We’ve had a 12-year run of exceptional numbers, which exceeded our membership’s expectations. We must remember that the numbers for 2019 are still higher than we experienced in 2015 and 2016. We’ve had a lot of smaller projects, a lot of integrity, and expansion work of natural gas pipelines. The forecast for 2020 includes some larger projects that are on the books. The Mountain Valley Pipeline (MVP) has been our largest project. It was shut down with 75 percent of it completed. It’s a chess game to get these projects permitted.”

Director Barnett continued, “In the gas distribution sector, 4,327,834 manhours were completed, which is a slight increase from 2018. We would have liked for this number to have been higher. We need to organize more gas distribution contractors! The 2020 forecast for this sector looks promising.”

During the Conference, Director of Canadian Affairs Terry Snooks stated, “UA Canada believes we are one UA,” not two separate entities. Brother Snooks went on to say, “I want to thank the General President and Director of Energy and Infrastructure Mike Mulvaney for doing the heavy lifting to get 289 of our guys to work at the Shell cracker unit in Pittsburgh, PA. I hope this will be the start of positive momentum for our workforces to move seamlessly between our two nations.” He then went on to report on the work in the various provinces.

Executive Vice President Jim Moss, who retired on June 1 and has had a close relationship with Pipeliners Local 798, said, “We’ve had a great run for 10 years in this organization, and it’s been good for 100-plus years. We owe the coming generations what we reaped—a good life. Our job is to set that up for the generations coming behind us. I





Director of Trade Jurisdiction Anthony Gallagher spoke about guidelines that were sent to Business Managers and International Representatives regarding pre-jobs and what is expected at the General Office. He said, “We have to build our library with assignment letters. We fight very hard to get every job, and then we forget to document them. In the guidelines sent out, there is a checklist outlining the planning stages of a job and what to do. Things like: what will the job entail, manpower requirements, and what mechanical systems will be involved. If you are in the planning stages of a project, you will know who the general contractor is, and you can sit down with them early.

“Regarding the Collective Bargaining Agreement—everything is getting done electronically. It is critical to get the electronic version updated. We have designed a system that will hopefully make this easier. You will fill it out online. We have to stay on top of this. We are going into a General Convention year, and we will need your most-updated wages.”



Brent Booker, Secretary-Treasurer, North America's Building Trades Unions (NABTU), thanked the General President for all that he has done for the building trades. Secretary-Treasurer Booker stated that he wanted to talk about three things. First, he emphasized the importance of volunteering in local unions' communities and the importance of trades' apprenticeship readiness programs for individuals who might otherwise not have access to building trades' career opportunities. He stated that the building trades have to build on employing underrepresented workers and to continue to support veterans through the Helmets to Hardhats and the UA Veterans in Piping programs.

He said, “Second, the building trades need to have a smart capital strategy. We have to do a better job of managing our pension plans to make sure the funds are being used for union projects. Private/public partnerships will allow us to leverage members' money to promote building trades' jobs. The only way that we will ensure that our pension plans do well is to continue to invest in projects that will put our members to work.”

The third topic was politics. “Member activism is a vital proponent,” he said. He also spoke about the success of the lobbying effort regarding the Industry-Recognized Apprenticeship Program (IRAP) initiative, and how 300,000 signatures pushed the White House into carving out a disclaimer for unionized trades that already have world-renowned apprenticeship programs.





Heiko Wiechern (IR)



Bruce McKay, Senior Policy Director,
Dominion Energy



know I always say this, but it's true. The job of Business Manager is the hardest job in the UA. I am so grateful to you all for responding to the call to grow this organization."

Day Two included a report from Heiko Wiechern, International Representative for Alberta, British Columbia, Manitoba, Saskatchewan, Yukon, and Mainline Pipeline in Canada. Brother Wiechern said, "In Canada, it is either feast or famine," adding that it takes 10 years to get a project completed from start to finish. In the United States, it takes roughly two years, and in Australia, it is approximately five years. He reported that unemployment is still high in the Oil Sands, but overall, in British Columbia things are starting to pick up. He said, "Canada has the same challenges as the U.S. regarding left-wing environmentalists targeting and protesting projects." Brother Wiechern spoke briefly about Bill C-48, an anti-tanker bill stating that a tanker can move no more than 90,000 barrels of oil at a time. Brother Wiechern believes the environmentalists are trying to stop the flow of oil from the west. He said that the Atlantic Region does not have this challenge. Like the U.S., Canada has been fortunate to have an

abundance of smaller jobs to keep its membership busy. "The average in 2019 was five spreads. This year could be 10," he said. He then added that if they see 12 to 15 more loops, they will be short manpower.

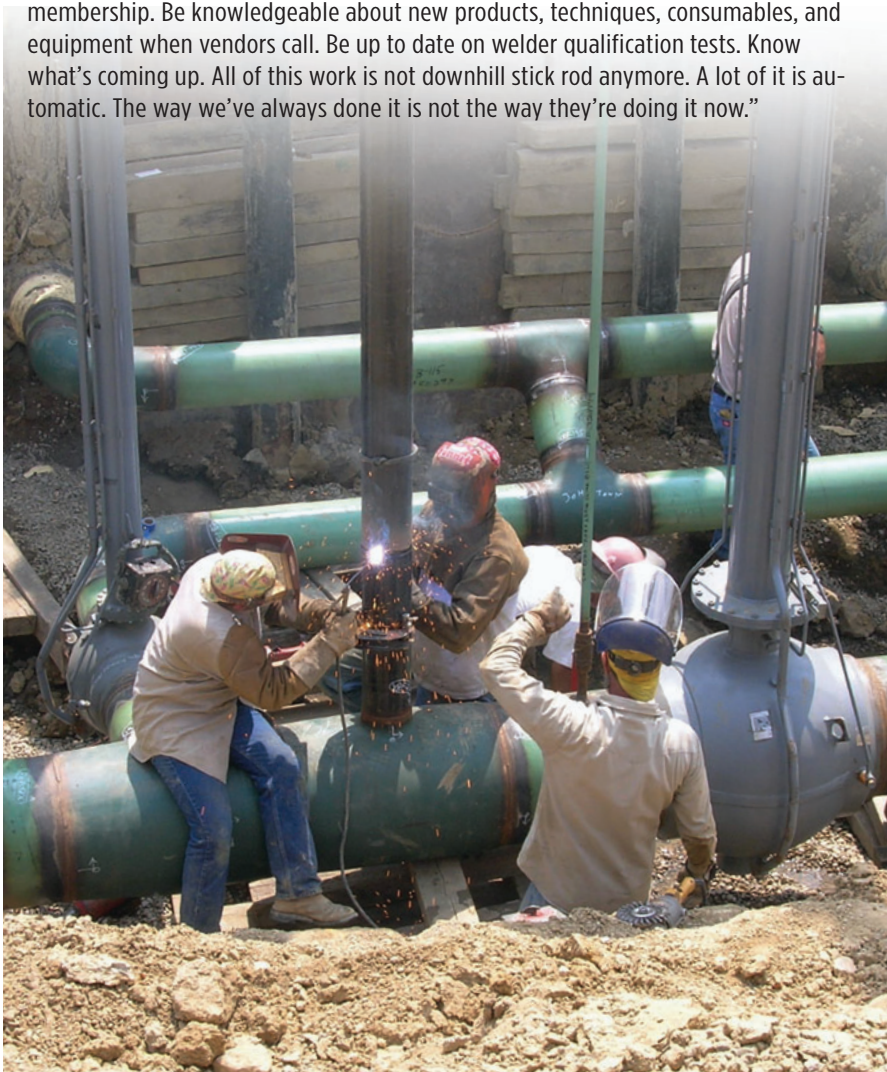
"On average," International Representative Wiechern said, "most of our spreads have a .09 repair rate, which is quite remarkable. Our competition has a 20 to 25 percent repair rate. Contractors understand the value that they are getting when they hire a UA workforce." He stated that they are gaining more market share by utilizing the market recovery program, but they are still light on the gas distribution side.

Bruce McKay, Senior Policy Director, Dominion Energy, remarked that in 2014 plans were announced for the Atlantic Coast Pipeline. It was supposed to be in operation by 2018. The pipeline crosses West Virginia, Virginia, and North Carolina, but the holdup has been where it crosses the Appalachian Trail. "Eighty percent of the natural gas is slated to replace coal as coal-fired plants are shutting down," Bruce McKay said. "Thirty miles are currently in the ground. The UA workforce has not worked in 14 months on this project because of the shutdown. If the project





Farron Hollabaugh, Director of Training, LU 798, gave a presentation on current welding trends and different processes and consumables. “We have a responsibility to put the products in the hands of our members,” he said. Local 798’s training center embraces new technology. Brother Hollabaugh stated that welding technology has changed in the last five to seven years. “In a lot of our integrity and rehab work, some companies are requiring processes that are not that common,” he said. He told the delegation to be aware of the processes and the types of jobs your membership is working. He encouraged everyone to meet with their vendors, such as Lincoln. “Tell them what you need. You have to put the new products in the hands of your membership. Be knowledgeable about new products, techniques, consumables, and equipment when vendors call. Be up to date on welder qualification tests. Know what’s coming up. All of this work is not downhill stick rod anymore. A lot of it is automatic. The way we’ve always done it is not the way they’re doing it now.”



Elizabeth Cyr Worrell, Managing Director and Chief Legal Counsel, Pipe Line Contractors Association, said that the total craft manhours worked for 2019 was 38.9 million manhours. “We had a busy year,” she said, “but not quite as busy as the past.” She stated that before the COVID-19 pandemic, they were anticipating, as a conservative estimate, 6.5 million manhours for 2020. “The pipeline trades completed 1,680 miles, 690 miles of testing and rehab, for a total of 2,368 miles for 2019. The Department of Labor reported 14,000 miles completed last year, but mileage can be misleading. It’s harder and slower in mountainous terrain.” She stated that the key to increasing manhours for the coming years would be to enter new markets. “We need to continue to strategize with ways to break into the markets that we are not working in today. We need to talk about what we bring to the table—safety, training, and productivity. We need to talk about tribal engagement, recruiting, workforce development, and political and grassroots engagement. The UA is the pinnacle for this!”

Regarding non-union competition in markets in which we have difficulty competing, she said, “In parts of the country where we don’t see much work, such as Texas, we tried to be as transparent as we could. We went line by line with a non-union bid, and we were 40 percent higher, but we felt we could get that down to a 20 percent difference, and for what we offer, that would be a competitive rate. We need to utilize the UA market recovery program for this. We need just to keep chipping away.”





Anna Friedlander, O'Donoghue and O'Donoghue

can begin this year, we can be in operation in 2021—three years late if we can get going mid-year. The largest hurdle is crossing the Appalachian Trail, a 600-foot, directional drill hundreds of feet under the AT. It will be three-quarters of a mile under the AT. The Supreme Court agreed to take the case, which is rare, and a positive ruling was announced for Dominion Energy on June 16.”

At the end of Day Two, the delegation was privy to an exceptional panel discussion between General President Mark McManus and Kelcy Warren, Chairman and CEO of Energy Transfer, and Director of Trade Jurisdiction Anthony Gallagher. Director of Pipeline and Gas Distribution Dave Barnett was the moderator for the panel. The audience was able to direct candid questions to Mr. Warren, who gave a brief history of Energy Transfer and talked about what it is like to do business in the environment of today.

On Day Three, Anna Friedlander, O'Donoghue and O'Donoghue, spoke about advocating for UA jobs in the pipeline sector. She has been instrumental in the success of moving many of the pipeline projects forward and advising the leadership of the UA when challenges have presented themselves. Anna Friedlander spoke about pipeline opposition and the strength of the “on the ground” forces by utilizing the Dakota Access Pipeline Protest Camp as an example in which many pipeliners and pipeline leadership were threatened and harassed. Ms. Friedlander stated that to increase jobs, the UA must continue to build relationships with owners and clients. “There is a

strong need to influence public perception and enable the public to understand the whole picture,” she said, reminding everyone that a lot of UA work generates from pipeline work. “Some pipeline protestors are reasonable,” she added, “and some others are not. It is important to spread a positive message. Pipeline opponents have a deep bench, and when they come together, it is very intense and powerful. There is a long list of pipeline opponents, including environmentalists, climate change activists, Native American tribes, local interests, to name just a few. While the list is long, having union members in the audience at meetings to advocate for these jobs gives the local community confidence. There is a long list of projects for which the UA has advocated. The UA focuses on the facts. Pipelines are the safest mode to move oil and natural gas. The UA pipelines are modern and up to date compared to aging pipelines with integrity risks.”

Ms. Friedlander stated that legal challenges have been issued after permits and even after construction has begun. She said that labor remains an important voice of support. She gave an update on projects currently held up in court.

At the end of the Conference, the International Representatives gave updates on work in their respective territories.

As we move through 2020 and into 2021, we will be watching the UA Pipeline and Gas Distribution industry to see how it fares with the most-recent challenges. Essential industry rulings scheduled for deliberation in the higher courts will once again influence the industry’s success for the coming year.



Attracting More Women to the Piping Trades

by Laura Ceja, UA National Recruitment and Outreach Coordinator

Editor's Note: The following is a shorter and modified format of the original article published for the World Plumbing Council. The original article can be viewed at: <https://www.worldplumbing.org/attracting-more-women-to-plumbing/>.

The Riddle:

A father and son were in a car accident in which the father was killed. The ambulance brought the son to the hospital. He needed immediate surgery. In the operating room, a doctor came in and looked at the little boy and said, "I can't operate on him. He is my son!"

How is this possible? Who is the doctor? The answer is: The little boy's mother is the doctor. Some of you may be familiar with this riddle, but for those of you who are not and found yourselves struggling to solve the mystery, rest assured, you are not alone.

Replace doctor with plumber, pipefitter, HVACR service technician, welder, or sprinkler fitter, and you will find the same bias that exists for women in the medical profession is tenfold in the piping trades. These days, we have come to readily accept women doctors, but the same does not hold true for women in the trades. Years of social bias and the push to make everyone attend a four-year college, especially women, have resulted in perpetually low numbers of women in the trades. The construction trades have developed a sense of learned helplessness when it comes to the recruitment of women. Despite continued outreach, I still hear trade industry professionals say, "What can I do? Women just don't want to do this type of work!" I'm sure, not too long ago, when women were typecast as nurses you would hear people in the medical industry say, "Women don't want to be doctors. They'd rather be nurses." It is this bias where the problem lies. What steps can we take, both individually and collectively, to encourage more women to enter the building trades? Changing society won't be easy, but we can start by changing the way the world sees women in construction. We need to interact with and engage young people and sow the idea of women in construction in their minds as early as possible, so that the concept is fully grown and second nature to them by the time they are adults. We need to find ways of mainstreaming the idea of women in the trades through television, movies, and other media. We need to let women see themselves as plumbers, pipefitters, service techs, welders, and sprinkler fitters, so they know it is possible and as acceptable a profession for women as a doctor. We need to make sure women know about the benefits of being part of the building trades, and the pride that comes with being a part of this critical sector of the workforce that helps keep our country strong, safe, and healthy. We need to create a new paradigm where women in the building trades are as ubiquitous as women teachers, nurses, doctors, or lawyers.



Judaline Cassidy, "Tools and Tiaras," is shown with the future generation of the building trades.



Building Trades Women and the Media

Women have to *see it* in order to know they can *be it!* We must break the mold and create a new way for society to think about women in the trades. The more women enter the trades, the more society will accept women in the trades. And, the more society accepts women in the trades, the more women will enter the trades. To start this cycle, women have to see women working in these professions.

I remember when I first began my career as a plumber, older plumbers, upon realizing I was a woman, would say, “Oh, look, she’s like Josephine the plumber”—a reference to a character in a long-running television ad campaign from the 1960s and ’70s. In the television commercials, Josephine the plumber would endorse Comet sink cleanser—endorsing the product not as a housewife, but as a professional plumber! She was the first manifestation in the media of a professional woman plumber, even if she was fictional. At the time, I had not seen the commercials, but her presence on television had created a point of reference for the men I worked with. It had created the possibility of a woman plumber. I wasn’t the first unicorn they had seen.

Josephine the plumber, in a small way, had blazed the trail and made it a little easier for me to be accepted as a woman plumber. To say the least, I was grateful for Josephine.

Now, Josephine the plumber may have been famous in her own right, but the most-famous woman

plumber that no one has ever heard of was also the embodiment of the 1950s girl next door. If you have ever heard Buddy Holly’s song, “Peggy Sue,” guess what? You’ve heard of the most-famous woman plumber ever. That’s right, Peggy Sue was a plumber! In the 1950s, the real Peggy Sue, Peggy Sue Geron, was dating Buddy Holly’s drummer. When Holly was trying to think of a musical name that would embody the wholesomeness of the all-American girl, he decided Peggy Sue was it! Peggy Sue was the first licensed woman plumber in the state of California. Her entire life, Peggy Sue was admired for being Buddy Holly’s muse. Imagine if people had known what she did with the rest of her life? How many girls would she have motivated to put on some coveralls

instead of a poodle skirt, or torque on a pipe wrench instead of a curling iron? The world might have been a very different place had Peggy Sue been known as Peggy the plumber!

We must not keep these women a secret. We must make sure that the world sees women, not just as the girl next door, but as capable professionals who can do the job of a tradesperson. Rosie the Riveter can’t be the last or only image we have of a woman in the building trades. To this end, the building trades has taken the steps to help promote women by featuring women in printed magazines, on websites, and in social media promotions. This depiction of successful women has already helped to change negative stereotypes that either women can’t or don’t want to do the job of a tradesperson.

Why Women Should Choose a Career in the Building Trades—Becoming a Plumber Journeyperson

In 1996, I saw an ad in the newspaper. It read, “Plumbers Wanted—Entry Level.” This caught my eye. I had no idea what to expect. I didn’t know any plumbers, and like the rest of the world, I too had never seen or heard of a woman plumber. But I had recently seen an episode of the television show *Frazier* which piqued my curiosity. In the episode, “Seat of Power,” Frazier, who is a doctor, hires a plumber. And through the course of the show, we come to find out that the plumber is making more money than the good doctor! The idea of earning as much money as a doctor really caught my attention. And I knew that, like a medical career, a career in plumbing meant that I would always have a job and never be short of work. I had no idea how right I was!

So, I signed up and entered the plumbing apprenticeship program at Plumbers and Pipefitters Local 761 in Burbank, CA. There I received five years of training, some of which I was eventually able to use as college credits towards my bachelor and master degrees. From there, I was able to work as an apprentice, journeyworker, foreman, project engineer, estimator, inspector, and eventually recruiter. The opportunities to branch out into niche positions in the industry far exceeded my initial thoughts as to what a plumber was and what their day-to-day functions were. I really thought that all plumbers did was unclog drains!

During the economic collapse in 2008, while many industries were under tremendous strain, my reasons for becoming a plumber were vali-





dated. I was always able to find work and occasionally barter my skills for the things I needed. I bartered my plumbing skills at a local surf shop for some wetsuits and surf gear. When my car broke down, I did the same at an auto repair shop, exchanging my work for a new fuel pump and alternator. And while most of my friends with college degrees were hard pressed to find a job, I was constantly working.

Most recently, during the coronavirus (COVID-19) outbreak, I was once again reminded of why I became a plumber. When entire industries came to a standstill, the trades did not. A lot of businesses were ordered to shut down by the government as “non-essential,” but not the plumbing industry. Instead, plumbers, pipefitters, service techs, and sprinkler fitters were called upon to help set up emergency hospitals. Plumbers were busy working in medical facilities installing gas lines to keep the oxygen flowing to gravely ill patients, and they were working on sanitary and water systems to ensure the water kept flowing and unsanitary conditions were mitigated. HVACR service technicians were busy creating a safe airflow. I am proud to say our members were on the frontlines, putting themselves in harm’s way to protect and save lives. At the same time that our members were taking on the national emergency, they still continued to handle everyday calls for service in people’s homes, and they had to continue to work on projects big and small to maintain and build the nation’s infrastructure. Like medical professionals and first responders, building trades mechanics could not be asked to

stop working. The vital nature of what we do keeps the country moving and keeps everyone safe and healthy. If society, in particular women, understood the job security, economic independence, importance, and pride that comes with being a building trades’ member, I am sure more women would start thinking about a building trades’ career in the same way and for the same reasons they think about becoming a medical professional.

A Mentorship that’s Working for Young Girls

There are many industries that have mentoring programs. Most industries have a place where young people can learn about a profession or get more information about a job. The agricultural industry has the National FFA Organization, law enforcement has the Explorer Program, the military has JROTC (Junior Reserve Officers Training Corps), and the plumbing industry has Tools and Tiaras. Unlike other mentoring programs, Tools and Tiaras specifically targets girls. Established in 2017 by Judaline Cassidy, a plumber out of Plumbers Local 1 in New York, NY, Tools and Tiaras was established to motivate and inspire young girls in inner-city communities to become tradesworkers. Sister Cassidy was born in Trinidad and eventually immigrated to the United States. Initially, she wanted to go to law school; however, financial hardship made that dream impossible. Lucky for Sister Cassidy, Trinidad had lots of training for anyone wanting a career in the building trades. She shelved her lawbooks, grabbed some





tools, and turned herself into a “Superwoman Plumber,” a “Shero.” Sister Cassidy’s efforts have inspired a whole new generation of women plumbers. She is exactly what the plumbing trade has been looking for since Josephine the plumber and Peggy Sue—a role model, mentor, and plumbing super motivator.

Through her non-profit, Tools and Tiaras, Sister Cassidy has done what we all must do. She has changed the way young girls see plumbing. She has changed the way the world sees women plumbers, and most importantly, she has proven that women have to *see it* in order to know they can *be it!*

How We Do It

We all can do our part to encourage more women in the trades. For years, I heard, “How did you get into the trade—is your dad a plumber?” For some women, this is absolutely true. Their fathers taught them the trade and played a major part in their decision to join. But the time has come for women to influence women. Women have to take the lead and encourage other women to join the trades and change the way the world sees our profession. Now, more and more, I hear women tell me stories of other women they met in the industry or a strong female role model in their life who changed the way they saw the building trades and encouraged them to investigate the careers offered. I hear more stories of women like Judaline Cassidy, who has influenced thousands of girls and helped steer them toward careers in the building trades. These stories must continue to grow. Together, we can make it happen.

Below are ways that you can get the word out to girls, young women, and all women:

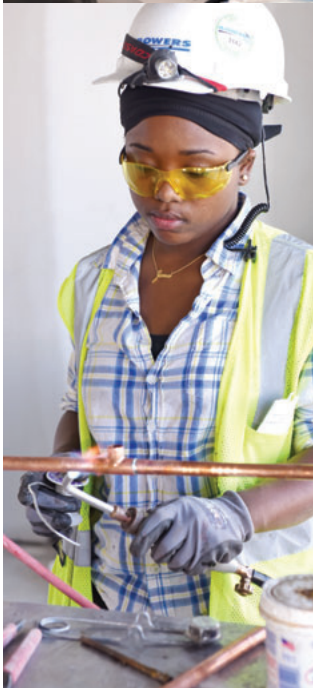
- **Word of Mouth** - Tell women you know about building trades careers! Women hear about the trades through informal networks—word of mouth and friends. Every single person, especially women in this industry must be ambassadors and seek potential candidates in their day-to-day lives.
- **Tradeswomen Organizations** - Leverage existing organizational contacts and resources

to find women who are already interested, or women who have attended pre-apprenticeship or orientation courses in the trades. These non-profits exist throughout North America and include: Chicago Women in Trades; Non-traditional Employment for Women (NEW); Oregon Tradeswomen, Inc.; Women in HVACR; Women in Nontraditional Employment Roles; and Tradeswomen, Inc., just to name a few. These vary in each region and have many resources available to help build interest for women in the piping trades.

- **Partnerships** - Get the word out to all community-based organizations in your area. Better yet, create good working relationships with these groups to encourage them to send the best candidates to your program. Examples of organizations to target include, but are not limited to, one-stop job centers, women-focused job placement centers, churches, schools, colleges, state agencies, correction facilities, educational industry groups, youth foster groups, Helmets to Hardhats, Handcuffs to Hardhats, Girl Scouts of America, Goodwill Industries, Job Corps, AmeriCorps, YouthBuild, SkillsUSA, the National FFA Organization, etc. In addition, plan and prepare presentations, including targeted handouts to deliver and share. The UA also has a Veterans in Piping (VIP) program for active-duty military to transition into piping careers. Many women who are serving our country have been able to take advantage of this highly sought after military program.

- **Schoolteachers and Counselors** - These individuals are unaware of the possibilities for women in the skilled trades. We must reach out to them. Many of these school teachers and counselors are still paying for student loans. The trades can be a second career for teachers as well. Telling them about tuition-free training and educational opportunities for themselves and their students would certainly be of interest.

Our world is changing fast, but for women in the building trades, we seem to be stuck in 1945. While we have made great progress by including women into the trades, much more needs to be done. It is up to every tradesperson to spread the word and change the way the world sees us. You can help by sharing this article with your friends and family, but particularly, with a girl or young woman you may know who needs to hear this message. Together, we can change the world!



In Memoriam

We mourn the loss of our Brothers and Sisters due to COVID-19

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

*John Coyle Sr.
Robert Weber
James F. Hepner*

Plumbers Local 12, Boston, MA

*Charles Bamberg
Richard "Dickie" Craig
John Melanson
James E. Monahan
Alessio Ventura*

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 33,
Des Moines, IA

Louis Malito

Plumbers and Pipefitters Local 56,
Halifax, NS

Donald Singer

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 Dugan
Floyd Fernandez*

Pipefitters Local 211, Houston, TX

Jimmy Chandler

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

Steamfitters Local 420,
Philadelphia, PA

Barry E. Waren

Plumbers and Pipefitters
Local 524, Scranton, PA

Frank Natale

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

*Harold Blackwell
Rawle Brazzier
John Cahill*

*Peter Cummings
Patrick Curran
Richard Harnish*

*Keith Harris
Frederick Lawrence
Daniel Linfante*

*James McFarland
Parmanand Moses
John Murray*

*Charles Redstone
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 June 19, 2020*

Alessio Ventura We apologize for the misspelling in the May/June issue.*



The Life of William “Bill” Gay, Longtime UA Contractor, is Recognized

On March 4, 2006, the United Association took the unprecedented step of declaring—via an official proclamation—that the day was “William W. ‘Bill’ Gay Day.” When Bill Gay passed away on March 31, 2020, at the age of 93, he was similarly honored throughout his city, his state, and his industry, as well as by many members of the UA.

At the time of his death, Bill Gay was the longest, honorable withdrawal member in the UA. He began his management career in 1962, when he launched W.W. Gay Mechanical Contractors, Inc. In the decades since its inception, the company has employed many UA members and left an indelible mark on the city of Jacksonville, FL. One of his favorite slogans was: “Our employees are the best in the business.”

Bill Gay was instrumental in the development of Jacksonville—in his work as a leader, a citizen, and as a mechanical contractor. There are very few buildings in Jacksonville that do not carry the fingerprints of Bill Gay—and by extension, those of his UA team. He employed members on projects throughout the southeastern United States.

He was also one of the founders of the Southern States Pipe Trades Training Conference in 1974. He served as both a member and Chairman of Plumbers and Pipefitters Local 234’s various trust funds for more than four decades. Bill Gay’s connection to the UA began when he was part of the first apprenticeship class of UA Local 724 in Gainesville, FL. He was initiated into the UA on July 20, 1948.

Bill Gay’s long life was marked by service and caring for the welfare of others. The list of his community and philanthropic activities is long and exemplary. Here are just a few: 2017, Lifetime Achievement Award—Junior Achievement; 2009, One of Jacksonville’s 50 Most Influential People by *904 Magazine*; Major Donor—Navy Memorial, Normandy France; 2010, Honorary Doctorate of Business and Commerce presented by Jacksonville University; 2011, Jacksonville University Salutes William W. and Eloise D. Gay on National Philanthropy Day; and 1982, Distinguished Builder Award, School of Building Construction. He was also a Member and Past President of Jacksonville Mechanical Contractors Association; Charter Member and Past President of the American Society of Heating, Refrigeration, and Air Conditioning Engineers (ASHRAE); Past Chairman of Jacksonville Plumbers and Pipefitters Apprenticeship Committee; Past Chairman of the Board—Southern Apprenticeship Council; Past President of North Florida Council Boy Scouts of America—Silver Beaver Award; and Past Chairman of the United Negro College Fund Drive—Duval County.

He was an active sponsor of Little League baseball teams, the Jacksonville USO, and the City Rescue Mission, as well as the Ronald McDonald House, and he was a two-time recipient of the First Coast 50 Company of the Year Award and the 1999 Distinguished Citizen of the Year Award—Jacksonville Chamber of Commerce. He was also the 2002 Flagler College Outstanding Philanthropist.

In the 2006 proclamation honoring him, the UA acknowledged the “extraordinary and positive impact on the well-being of our (Local 234) local union and the lives of thousands of UA members.” On behalf of the entire United Association, General President Mark McManus extends his heartfelt sympathy to the family of Bill Gay, and his deep appreciation and recognition of Brother Gay’s extraordinary life and career.



JOB WELL DONE

Adrienne Bennett Receives Ford African-Ancestry Network Groundbreaker Award

Adrienne Bennett, a member of Plumbers Local 98, Detroit, MI, and owner of Benkari LLC Plumbing and Water Conservation Contracting, was presented with the Ford African-Ancestry Network (FAAN) Groundbreaker Award by Ford Motor Company on February 21, 2020, during FAAN's 39th Annual Black History Month Gala.

As President and CEO of Benkari LLC, Sister Bennett holds the proud distinction of being a pioneer/groundbreaker in the construction plumbing and piping industry. Sister Bennett is North America's first African-American female licensed master plumber and plumbing contractor, North America's first female licensed plumber inspector, North America's first female medical gas inspector/contractor, and North America's first female to graduate from the United Association's five-year plumbing apprenticeship.

Adrienne Bennett was the honoree for the first-ever Groundbreaker Award and is still breaking ground today helping Ford with its restoration of the Michigan Central Station. Local 98 Business Manager Carlo Castiglione congratulated Sister Bennett, stating, "Adrienne has come a long way since serving her apprenticeship here at Local 98 to her now employing Local 98 members. Her hard work and commitment to our industry speaks for itself, and our local's gratitude is 100 percent behind her."

Sister Bennett's past and present experience in numerous leadership roles include Corporate Management, Project Management, Court Enforcement Officer, Plumbing Inspector, Estimator, and Master Plumber and Drain Layer Contractor. In 2018, Benkari was honored as one of Michigan's 50 Companies to Watch, received the "Thank You" Award recognizing Detroit longstanding neighborhood small business owners, Spirit of Detroit Award, and the 2017 and 2018 AGC of Michigan's Outstanding Safety Performance Award. In 2019, she was the recipient of the National Association of Negro Business and Professional Women's Clubs, Inc., and U.S. Owned Small Business of the Year Award.

Giving back to the community has remained Sister Bennett's mission, resulting in consistent community

service involvement, including the Women Build Nations 2018 Conference, City Council President Brenda Jones' Skilled Trades Task Force, Black Caucus Foundation of America Drug and Violence Free Ambassadors Scholars Graduation, Foreign Language in Cultural Studies Elementary School Career Day, Flint Water Crisis Response



Adrienne Bennett is pictured with her Local 98 and Benkari LLC supporters when she received her Groundbreaker Award.

Team, National Multiple Sclerosis Society, COTS Women's Shelter, First Step Women's Shelter, American Association of University Women Annual Conferences, Vista Maria Girls Center, American Society of Plumbing Engineers, and the Mechanical Contractors Association of America (MCAA). In 2018, Sister Bennett began implementing a plan to help preserve our most precious resource—water.

Benkari LLC is a second-generation, family-owned-and-operated union plumbing contractor that provides installation, maintenance, service, preconstruction, survey/inspection, and consulting services for all plumbing systems. Most of their clients are in the commercial, government, industrial, institutional, and mixed-use sectors. Their primary market is new construction and renovation/rehabilitation in Detroit; however, they operate throughout Southeast Michigan. Benkari is proud to contribute to the ongoing revitalization of Detroit through its work on projects in both the Downtown/Midtown core and neighborhoods throughout the city.

We are reprinting some of the letters and reports we receive from owners and contractors about the excellent work of United Association members. We know that our members are frequently recognized for their skill and dedication, and it is important to share these stories with our members, contractors, and owners.

If you or your contractors have communications such as these, please send them to the United Association. You can email us at ua-journal@uanet.org. You can also mail us copies at UA Journal, Three Park Place, Annapolis, MD 21401-3153. If you send images, please make sure they are high resolution (300 dpi).



Executive Vice President James Moss Retires

General President Mark McManus announces the retirement of Executive Vice President James P. Moss, effective June 1, 2020.

Brother Moss has had a long and distinguished career in the United Association. His UA career began in 1978, when he was initiated into Plumbers and Pipefitters Local 32, Seattle, WA, as an apprentice steamfitter, and he earned his journeyman status in 1981. His leadership with Local 32 began when he was elected Recording Secretary in 1987. Two years later, Brother Moss was elected Vice President, and then President in 1992. He became a Business Agent in 1994, and in 1998, he was elected Business Manager and was appointed trustee of the Joint Training Trust that same year.

Brother Moss continued to serve his union when he was elected Chairman of the Joint Apprenticeship Training Trust in 2001. In 2006, at the 37th General Convention, he was elected an International Representative of the UA. In that capacity, before becoming Director of Energy, he served the territory of Alaska, Idaho, Montana, Oregon, and Washington, and represented the interests of UA members in the gas workers sector.

Brother James Moss was named the UA's new Executive Vice President in January 2017. Before this appointment, he served as the UA's Director of Energy since January 2012. In that capacity, in 2014, he was appointed by Washington State Governor Jay Insee to the Executive Board of Energy Northwest, a public utility.

Brother Moss served as a trustee for the Seattle Area Plumbers and Pipefitters Health and Welfare Trust, and eventually became Chairman. He was also a trustee of the Western Washington UA Supplemental Pension Fund, the Washington State Plumbing and Pipefitting Industry Pension Plan, and was a trustee of Local 798, as appointed by General President Hite.

Brother Moss also served as President of the Washington State Association of Plumbers and Pipefitters, and additionally served as the Secretary of the Laws Committee for the 2001 UA Convention.

His leadership skills and depth of knowledge made him a very valuable and capable leader. On behalf of all the members of the United Association, General President McManus wished Brother Moss, along with his wife, Janee, and the entire Moss family, a long, happy, and healthy retirement.



International Representative Rick Oliver Retires

General President Mark McManus announces the retirement of International Representative Richard L. Oliver, effective June 1. Brother Oliver had been unanimously re-elected International Representative at the 39th General Convention, representing the interests of UA members in the states of Georgia, North Carolina, and South Carolina.

Brother Oliver joined the United Association of Plumbers and Pipefitters Local 72 in Atlanta, GA, in 1978. He also trained at the Mechanical Trades Institute and Lanier Technical College in Georgia.

From 1981 to 1984, he served on Local 72's By-laws Committee. He served on the Executive Board and as Vice President. In 1991, he was elected Business Agent and was elected Business Manager in 1993. He served on many committees, including the Health, Welfare, and Pension Fund of Local 72, and on the Private Industry Council of Fulton County. He served as Chairman or trustee of various other committees, such as the Apprenticeship and Joint Conference committees. He served on the Atlanta Labor Council Executive Board and as President of the Georgia Pipe Trades Association. From 1996 to 2001, he served on the UA/MSCA Labor Management Committee.

In 2007, he was elected Vice President of District 3, a position he held until being elected an International Representative in 2008. At the 38th General Convention, Rick Oliver was re-elected as an International Representative.

On behalf of all members of the United Association, General President McManus extended his best wishes to Brother Oliver for a long, happy, and healthy retirement.

International Representative Roger Morgan, who is responsible for Florida, will be taking over the states that Brother Oliver oversaw.



New Appointments



Michael P. Mulvaney

Executive Vice President

Michael P. Mulvaney has been named by General President Mark McManus to serve as the UA's Executive Vice President, effective June 1, 2020.

In 2016, Brother Mulvaney was unanimously re-elected International Representative at the UA's 39th General Convention. He was appointed the Director of Energy and Infrastructure, effective January 1, 2017. Before this position, he had served as the UA's Director of Trade Jurisdiction since November 2013.

Brother Mulvaney's UA career began in 1981 when he became an apprentice in Pipefitters Local 475, Newark, NJ. There he worked his way up through the rank-and-file as a journeyman, Foreman, General Foreman, and Shop Steward.

He started his path towards union leadership in 1991, when he became Recording Secretary of Local 475. In 1994, he became President, and in 1996, he became Business Agent. In 2009, he was elected Business Manager.

Outside the duties and responsibilities of Business Manager, Brother Mulvaney served as Chairman of the Board of Trustees for the trust funds of Local 475. He also served as Vice President of the Union County Building Trades, as Vice President of the New Jersey State Pipe Trades, and was appointed by General President Hite to serve on the UA/MSCA Labor Management Committee. Mike Mulvaney has been to many UA Conventions and served on the Resolutions Committee at the 38th General Convention in 2011.

Brother Mulvaney attended Kean University in Union, NJ, for three years, where he studied economics, and has taken union leadership courses at Rutgers University.



Wendell Hibdon

Director of Energy and Infrastructure

Wendell Hibdon has been appointed as Director of Energy and Infrastructure by General President Mark McManus, effective June 1, 2020.

Brother Hibdon was initiated into Plumbers and Pipefitters Local Union 136 in Evansville, IN, in March 1983. After completing his journeyman training, Brother Hibdon worked at several different industrial and power generation projects, serving as Job Steward on many. In 1997, he was elected Financial Secretary-Treasurer of Local 136 and also served as the primary dispatcher. In 2005, he was elected Business Agent.

In 2010, Brother Hibdon was elected Business Manager of his local, a position he held until his appointment as Special Representative. He was later appointed an International Representative by General President McManus.

Brother Hibdon served on his local's JATC from 2005 through 2016 and was Chairman from 2010 to 2016. He also served as a trustee for his local's Pension and Welfare Fund from 2005 to 2016 and was Chairman as well.

He served as trustee of his Pipe Trades Health and Welfare Fund and was elected as a delegate to the Indiana State Pipe Trades every year from 1993 through 2016. He was elected as a delegate to the last five UA General Conventions.

Brother Hibdon served on the Jurisdiction Committee at the 2011 and 2016 General Conventions. From 2014 to 2016, he served as a trustee on the International Training Fund.





www.helmetstohardhats.org

815 16th Street, NW Suite 600 · Washington, D.C. 20006 · (202) 756-4642 · (866) 741-6210

David A. Porter, Executive Director

It is my pleasure to announce that, **thanks to you**, we were able to identify 3,369 known successful transitions of servicemen and women into quality construction trades career paths for 2019! The collection process that began late last year concluded at the end of March, and supporters like you verified this new record number of placements with our Helmets to Hardhats representatives. Any of you who were not able to report due to the COVID-19 pandemic, feel free to report your 2019 numbers when you hear from us later in the year. And, those of you who did report will receive your “Keeping America’s Promise” awards once we get back to regular business.

For anyone who is not aware, there are two reasons for conducting this annual data collection process. First, we use it to measure how well we are doing at connecting you with quality apprentice and employee candidates. We are, in fact, your program, with the vast majority of our funding coming through agreements with our affiliate trade unions, contractors’ associations, and a few end-users. So, those of you not utilizing Helmets to Hardhats as a recruiting resource, please let us know how we can help. The second reason that we ask you about all of your new veterans each year is because our Joint Labor-Management Board of Trustees seeks to measure how much our affiliates are doing collectively to support these deserving men and women seeking to transition back into civilian life after serving our country. We know that many of you are going above and beyond by also supporting your organization specific veteran recruiting programs, and we applaud your efforts. But we ask you to report all of your veteran apprentices to us, so that we can gauge the efforts of the joint labor-management construction industry as a whole, and use the data as leverage to potentially increase your market share.

Thank you again for what you are doing for our men and women of the U.S. Armed Forces by providing them with an opportunity to launch new careers in the construction industry! There are no words to describe the impact you are making in the lives of thousands of our nation’s heroes and their families!

Sincerely,

Helmets to Hardhats
Executive Director

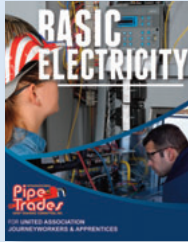


INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

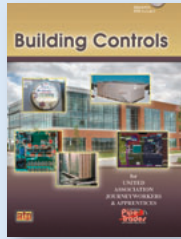
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations. Please be sure to include your Local Union and UA Card number.

Basic Electricity



One of the most important and widely used forms of energy is electrical energy. Pipe trades journeyworkers must be thoroughly familiar with electrical devices and materials, and must understand the theory of electrical circuits and their characteristics. The purpose of the **Basic Electricity** manual is to provide pipe trades workers with the necessary basic information on electrical devices, circuits, and electric measuring instruments as they relate to the installation of mechanical equipment and piping systems.

Building Controls



The **Building Controls** manual is a comprehensive guide to the operation of modern building control systems. The topics covered include an introduction to building control systems, control concepts, modern control systems, network data communications, and electrical system control devices and applications. Also covered are HVAC system energy sources, HVAC system control devices, HVAC system applications, plumbing system control devices and applications, automated building operation, system integration, and trends in building automation.

Make check or money order payable to:

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

Or charge to Visa American Express MasterCard

Account No.

Expiration Date - Security Code (On back of card)

Name on Card

Signature

Contact Phone #

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

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

Name Date

Address

City State Zip Code

Local Union No. UA Card No.

Email Address

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

shop.iptbookstore.com

ONE COPY LIMIT ON EACH MANUAL/CD

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

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

LEXINGTON, KENTUCKY

Local 452 Honors Apprenticeship Graduates

Plumbers and Pipefitters Local 452, Lexington, KY, honored its 2019 apprenticeship program graduating class with a banquet dinner. Pictured are Local 452 members who recently completed the apprenticeship program. From left are UA Special Representative Robbie Johnson, Local 452 Training Coordinator Mike Lester, James Powell Jr., Bryan Todd, Dwayne Deaton, Josh Schaefer, Wes Stacy, Brandon Marshall, Josh Watson, Milan Taseski, Austin Kelley, Derek Carpenter, Holden Patterson, Jamie Conley, James Lapp, Brett Morris, Local 452 Business Manager Doug Conley, and Local 452 Financial Secretary-Treasurer Jimmy Preston.

Congratulations, Local 452 graduates, on completing the apprenticeship program. We are proud to call you our Brothers and Sisters, and we wish you the best!



COLUMBIA, MARYLAND

Local 669 Signatory Contractor Volunteers at a Community Kitchen

Employees of Front Range Fire Protection, Inc. in Loveland, CO, a signatory contractor of Sprinkler Fitters Local 669, Columbia, MD, have been volunteering at their local Community Kitchen in Loveland for over 10 years. Pictured from left to right are Dawn Crouse (Engineer), Kathy Gibler (Inspection Coordinator), and Terry King (Engineer). Kathy Gibler is also the wife of Local 669 member Matthew Gibler.

Community Kitchen is lucky to have dedicated volunteers from Front Range Fire Protection. Keep up the good work!



CENTRAL NEW JERSEY AND DULUTH, MINNESOTA

Three Generations of Pipefitters Reunite

When three generations of union pipefitters came together this past summer, it created an opportunity to capture a unique picture. The three generations are members of Plumbers and Pipefitters Local 9, Central New Jersey, and Plumbers and Pipefitters Local 11, Duluth, MN.

Pictured from left are Local 11 Training Coordinator and former pipefitter Daniel Rose, Local 9 retired pipefitter Willis Rose, Local 11 pipefitter Richard Rose, and Local 11 pipefitter apprentice Justin Rose.

It is always great to see a multigenerational UA family. Thank you for your service and dedication to the UA, Brothers!





464

OMAHA, NEBRASKA

Local 464 Member's Son Becomes an Eagle Scout

Seventeen-year-old Justin Sanders, son of Bob Sanders, a 30-year member of Plumbers and Pipefitters Local 464, Omaha, NE, had his Eagle Scout Court of Honor ceremony on September 14, 2019, where he received his Eagle Scout award.

Justin earned 36 merit badges, including the plumbing, welding, and scuba diving badges. He also received the Bronze, Gold, and Silver Palms, the Order of the Arrow award, and the 50 Nights of Camping award.

Justin and his dad, Brother Bob Sanders, are pictured standing beside a copper troop sign that Boy Scout Troop 570 made as part of their plumbing merit badges.

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

CHARLESTON, WEST VIRGINIA

Local 625 Retiree Restores a 1928 Model A Roadster Pickup

Robert N. Burgroff, a retired 51-year member of Plumbers and Pipefitters Local 625, Charleston, WV, restored a 1928 Model A Roadster pickup after retirement. Brother Burgroff said he restored the truck to be as close to the original as he could. It has a 1928 four-cylinder motor and according to Brother Burgroff, runs and drives great.

Brother Burgroff is a member of the Marine Corps League and served in the Marines from 1963 to 1966 in the Vietnam War.

That is a beautiful restoration, Brother Burgroff. Congratulations, and enjoy!



Brother Burgroff is pictured with his restored 1928 Model A Roadster pickup at the 2019 Memorial Day Parade in South Charleston, WV.

625

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

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

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

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

UA ORGANIZING AND RECRUITMENT DEPARTMENT

2019 New Organizer Seminar

Pictured is General President Mark McManus with the members who attended the New Organizer Seminar, which was held in October of 2019.



MINNEAPOLIS, MINNESOTA

Local 539 Retiree and his Grandson Restore a WWII Trainer Aircraft

Retired member of Pipefitters Local 539, Minneapolis, MN, Jim Maurer and his grandson, Saalim Maurer-Sanchez, are pictured standing next to a Vultee BT-13 Valiant World War II Trainer Aircraft, which they helped to restore in July of 2019 with Wings of the North. Brother Maurer and Saalim volunteer with Wings of the North, which is a non-profit 501(c) (3) organization, at their annual AirExpo held at Flying Cloud Airport in Eden Prairie, MN.

Brother Maurer, what a great way to volunteer and spend time with your grandson! Congratulations to you both on a beautiful restoration.



CHICAGO, ILLINOIS

Local 597 Retiree Publishes His Second Book

Pipefitters Local 597, Chicago, IL, retired member Len Tomaka has published his second book since retirement. His new book, *Retorts: Comebacks, Wisecracks, and Life Lessons for Bashful People*—published by Archway Publishing—is available on Amazon. His first book, *Aphorisms, Adages & Advice for the Children I Never Had*, is also available on Amazon.

Retired member of Local 597 John Stefans said that both of Brother Tomaka's books are humorous and interesting.

Congratulations, Brother Tomaka, on the publishing of your second book. Keep up the good work!



Brother Tomaka is pictured in his office where his books come to life.

FAIRBANKS, ALASKA

Local 375 Fifth-Year Apprentices Become Certified Journeymen

On December 5, 2019, Plumbers and Pipefitters Local 375, Fairbanks, AK, fifth-year apprentices were certified as journeymen.

Pictured kneeling in the front from left are graduates Elija Levchenko and Joshua Peet. Pictured standing from left to right are Business Agent Clayton Bessette, Committee Member Mel Weeks, graduate Vincent Eldridge, Welding Instructor Matthew McCarter, graduate Kyla Durham, graduate Gabe Stutz, Committee Member Eric Macchione, graduate Ryland Ellis, fifth-year apprentice Zachary Krenzela, graduate Daniel Kokrine, graduate Jason Marshal, graduate Markus Daniels, graduate Ilya Berezyuk, graduate Nick Ely, graduate Michael Sewell, graduate Sheldon Innes, graduate Cale McDonald, graduate David Wiese, graduate Andrew Hoffman, Committee Member Thomas Fisher, Business Manager Bob Hubbard, Training Director Rodney Wolcott, and Instructor Domenic Monzingo.

Congratulations, Local 375 graduates, on becoming certified journeymen. We are proud to call you our Brothers and Sisters, and we wish you the best!



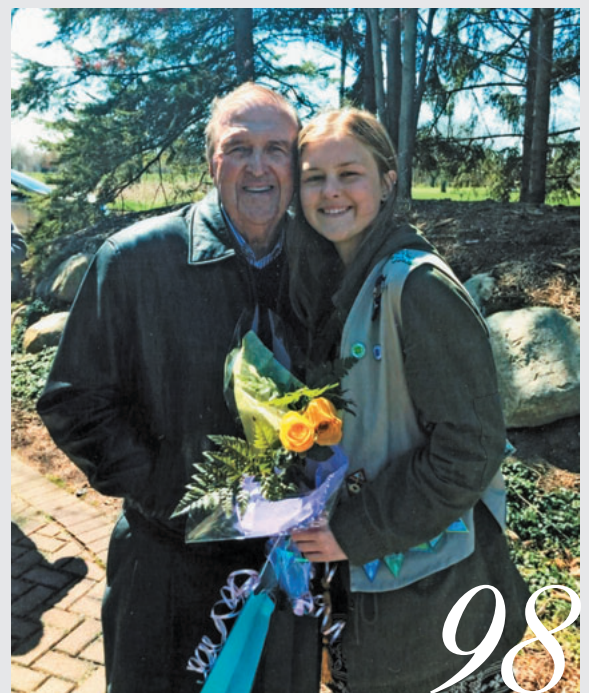
DETROIT, MICHIGAN

Local 98 Member's Granddaughter Receives the Girl Scout Gold Award

Plumbers Local 98, Detroit, MI, 58-year member Jim Barnhart is pictured with his granddaughter, Sarah Boger, who received the Girl Scout Gold Award. The Gold Award in Girl Scouts is equivalent to the Eagle Scout award in Boy Scouts. It is the most prestigious award that Girl Scout Seniors and Ambassadors can earn.

Sarah has participated in tennis, soccer, and scouting. She is currently a freshman at the School of the Art Institute of Chicago (SAIC) in downtown Chicago. Her family is proud of her.

Congratulations, Sarah, on receiving the Gold Award! We wish you the best in your future endeavors.



DALLAS, TEXAS

Local 100 Members Design a Product Together

Plumbers and Pipefitters Local 100, Dallas, TX, members Mike Burgess and Stan George have started a business together to manufacture and market a product they designed called, The Ox Pipe Dolly.

The idea was conceived while they were working together on a jobsite over 20 years ago. There was a large bundle of pipe that needed to be relocated, and knowing how time-consuming the task would be, Brothers Burgess and George thought there should be an easier, quicker way to complete it. After identifying the need, they began the process of designing a device that could load, transport, and unload pipe and materials. Their device can be used on hard surfaces and provides a way, without the use of forklifts or other machines, to move pipe and materials to where they are needed, especially in areas with limited access.

While working full-time in the piping industry, Brothers Burgess and George were too busy to dedicate the time necessary to manufacture and market The Ox Pipe Dolly. They said



100

Pictured are Brothers Burgess and George with their innovative device, The Ox Pipe Dolly.

that it has been a long and slow road, but now that they have established their business, Motion Manufacturing, LLC, and put together a business plan, they intend to market and sell online to those in the piping industry. For more information, visit their website: www.motion-mfg.com.

Congratulations on the launch of your business, Brothers. Your product is creative, and we wish your business all the success.

VICKSBURG, MISSISSIPPI

Local 619 Hosts a Brunch for Retirees

On December 4, 2019, Plumbers and Pipefitters Local 619, Vicksburg, MS, hosted a brunch for its retired members.

Pictured from left to right are Local 619 retired members Percy McCullough, Red Kleinman, Frank Smith, Jimmy Flowers, Emmett Sparks, Joe Richardson, Billy Moore, Tommy Newell (Local 619 Business Manager), Stanley McCullough, Gilbert Tonnang, Jonathan Harris, Charles Smith, Dennis Traylor, and John Kleinman.

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



Brother McCabe is pictured receiving his service award. From left are Local 396 Business Agent Marty Loney, Business Manager Tim Callion, John "Jack" McCabe, and member Ken McCabe.

BOARDMAN, OHIO

Local 396 Member Receives Service Award

The membership of Plumbers and Pipefitters Local 396, Boardman, OH, presented service awards at their December 2019 union meeting. Among the recipients was 65-year member John "Jack" McCabe. Throughout his career, Brother McCabe served in many capacities, including Executive Board, Funds Trustee, Negotiating Committee, and State Convention Delegate.

Local 396 would like to thank Brother McCabe for his devoted service to the United Association and Local 396.

Congratulations on receiving the service award, Brother McCabe, and thank you for your many years of service and dedication to the UA.

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Martin, Proctor F.	55	1	2500.00	Coutard, Patricia
Ortiz, David A.	34	1	2500.00	Schuyler Hill Funeral Home
Cuba, Paul T.	74	3	2500.00	Cuba, Debra
Lash, Donald R.	68	5	2500.00	Tippett, Doris
Campito, Joseph F.	91	7	2500.00	Campito, Paul
McCabe, James E.	81	7	2500.00	McCabe, Phyllis
White, William A.	68	8	2500.00	White, Zoe
Seymour, George R.	48	10	2500.00	Seymour, Mary
Shifflett, Cecil M.	74	10	2500.00	Hillsman-Hix Funeral Home
Ojard, Nicholas H.	32	11	2500.00	Cavallin Funeral Home, Inc.
Oliveri, Timothy M.	48	12	2500.00	Oliveri, Kerry
Zwerka, Jason J.	37	13	2500.00	Zwerka, Jonathan
Pieczykolan, Edward A.	56	15	2500.00	Salter, Michelle
Potts, Charles P.	26	17	1250.00	Potts, Dean
Potts, Charles P.	26	17	1250.00	Potts, Elizabeth
Robinson, Joseph E.	81	21	2500.00	Robinson, Avis
Hangartner, Michael J.	67	22	2500.00	Lombardo Funeral Home
Bruski, Robert G.	91	23	2500.00	Kowalewski, Diane
Dormand, Edward S.	50	24	2500.00	Carmona-Bolen Home for Funerals
Terry, Robert G.	82	24	2500.00	Terry, Gladys
Brammer, Ray E.	92	26	2500.00	Brammer, Jim
Littlejohn, Richard N.	32	27	2500.00	Sheahan, Maryann
Lange, Roland E.	82	34	2500.00	Jimmy's Event Center
Lange, Roland E.	82	34	2500.00	Tietje, Cynthia
Reilly, Philip J.	89	34	2500.00	Reilly, Joyce
Zrinski, Vinko	89	38	2500.00	Zrinski, Veronika
Eustice, Larry E.	78	43	2500.00	Eustice, Sandra
Bertolo, Bruno	76	46	2500.00	Bertolo, Luigina
Hildner, Herbert J.	78	46	2500.00	McGuinty Funeral Home Limited
McClellan, Robert W.	74	46	2500.00	Meeks, Teri-Lynn
Smith, William G.	81	46	2500.00	Smith, Ulla
Walsh, Gerard	54	46	2500.00	W.J.Dooley Funeral Service, Ltd.
Donnellan, James M.	79	55	2500.00	Donnellan, Patricia
Gempel, Harry W.	72	55	2500.00	The Estate of Harry W. Gempel, Jr.
Waugh, Thomas E.	75	58	2500.00	Waugh, Donna
Dixon, Edward	70	60	2500.00	Verrette's Pointe Coupee Funeral Home
Metoyer, Nicholas	76	60	2500.00	C&J Financial, LLC.
Berta, Kenneth	75	67	2500.00	Berta, Deborah
Norris, Donald D.	73	67	2500.00	Norris, Victoria
Poyton, Norman	78	67	2500.00	Poyton, Norm
Moody, Harvey E.	67	68	624.00	Moody, Robert
Moody, Harvey E.	67	68	1876.00	Moody, Pamela
Herdman, Peter	88	71	2500.00	Herdman, Sean
Patenaude, Denis V.	80	71	2500.00	Patenaude, Pierrette
Anderson, David P.	74	72	2500.00	Patrick, Shonda
Davis, Frank V.	87	72	2500.00	David, Nellie
Kosinski, John S.	92	74	2500.00	Kosinski, Stephanie
Athan, Terry	75	98	2500.00	Parker, Cheryl
Bowker, Larry	73	98	2500.00	Bowker, Judith
Kuzma, Marvin	89	98	2500.00	Taylor, Ann Marie
Washburn, Wayne D.	77	98	2500.00	Washburn, Beverly
Hall, Larry G.	69	100	2500.00	Robinson, Lisa
Barnett, Dale F.	84	111	2500.00	Fassbender Swanson Hansen Funeral Home
Springer, Richard F.	86	112	2500.00	Siembab, Diane
Parker, David W.	88	120	2500.00	Weiland, Tracy
Smith, Frank C.	58	120	1044.04	Sabolik, Katherine
Smith, Frank C.	58	120	1455.96	Hageman, Patricia
Spak, Joe	63	120	2500.00	Chambers Funeral Home
Owens, Theodore W.	66	125	2500.00	Owens, Cindy
Graf, J.	85	130	2500.00	Graf, Janet E.
Hogan, Leon	73	130	2500.00	Hogan, Joyce
Mahoney, Patrick N.	84	130	2500.00	Mahoney, Geraldine T.
McCarthy, Desmond	94	130	2500.00	McCarthy, Ellen

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Mendoza, Domingo N.	76	130	2500.00	Mendoza, Precious D.
Meyers, Douglas N.	73	130	2500.00	Meyers, Marilyn L.
Moxley, Dennis E.	78	130	2500.00	Moxley, Joyce G.
Palmisano, Gaetano	79	130	2500.00	Palmisano, Angelo
Peloquin, Jeffrey P.	68	130	2500.00	Peloquin, Debra
Chandley, Steven L.	70	136	2500.00	Fuller Funeral Home
Hutchinson, Terry W.	73	136	2500.00	Hutchinson, Jean Ann
Kauzlarich, Walter W.	81	137	2500.00	Kauzlarich, Kathy
Brown, Kent	83	140	2500.00	Brown, Gladys
Romo, Miguel D.	75	142	2500.00	White, Deborah
Breland, Harvey L.	81	157	2500.00	Breland, Betty
Wood, William W.	66	157	2500.00	Harper Funeral Homes
Chamberlain, Gayle B.	85	159	2500.00	O'Brien, Sheryl
Brooks, James L.	67	162	2500.00	Rogers Funeral Homes, Inc.
Kumfer, David A.	61	166	2500.00	Kumfer, Pam
Miller, Chad J.	49	166	2500.00	Miller, Laura
Clarke, Jordan	29	170	2500.00	Clarke, Heather
Solomon, Donald J.	80	170	2500.00	Solomon, David
Friesner, David	75	189	2500.00	Friesner, Helen
Fornwald, Bernard M.	80	190	2500.00	Fornwald, Bernard
Granger, Edward D.	66	198	2500.00	Granger, Richard
Granger, L. B.	91	198	1250.00	Granger, Cheryl
Granger, L. B.	91	198	1250.00	Granger, Richard
LaFleur, Oscar J.	81	198	2500.00	Deville, Jeana
Sessions, Ronald T.	77	198	2500.00	Sessions, Mary
Hupfer, Fred	87	200	430.00	Verbeke, Kathryn
Hupfer, Fred	87	200	2070.00	Mijal, Wendi
Thibou, Rupert A.	81	200	2500.00	Thibou, Margaret
Skidmore, Albert E.	84	208	1158.00	Nikolic, Renetta
Skidmore, Albert E.	84	208	1342.00	Skidmore, Rodney
Franssen, Raymond G.	77	211	2500.00	Simmons, Kelly
Smith, Donald W.	80	211	2500.00	Riley Smith Funeral Home
Sullivan, J. Y.	93	211	2500.00	Sullivan, Mary
Waters, Robert E.	77	211	2500.00	Pace-Stancil Funeral Home
Kennedy, George	90	219	2500.00	Kennedy, Donna Lou
Johnson, Clinton R.	92	230	2500.00	Heffron, Laurie
Ricard, Gene V.	93	230	2500.00	Ricard, Minta
Tozer, Samuel E.	79	230	2500.00	Tozer, Mary
Mackenzie, Gary	69	244	2500.00	Mackenzie, Shelley
Galindo, Leroy	76	246	2500.00	Galindo, Anthony
McCauley, David L.	91	250	2500.00	McCauley, Dorothy
Smith, Vaden D.	55	250	2500.00	Smith, Joyce
Anthony, Joseph	82	274	2500.00	Anthony, Janet
Romanowski, Craig S.	58	274	594.50	Romanowski, Jennifer
Romanowski, Craig S.	58	274	594.50	Romanowski, Michael
Romanowski, Craig S.	58	274	1311.00	Romanowski, Dolores
Runz, Robert R.	85	274	2500.00	Runz, Vera
Slattery, Sean J.	53	274	2500.00	Clint, Marianne
Spoust, Arnold	81	274	2500.00	Spoust, Patricia
Webber, George A.	86	281	2500.00	Webber, Kellie
Foley, Martin A.	62	290	971.00	Foley, Thomas
Foley, Martin A.	62	290	1529.00	Foley, Kevin
McCrary, John W.	78	290	1105.00	McCrary, Debora
McCrary, John W.	78	290	1395.00	Penttila's Chapel by The Sea
Muff, Leonhard	86	290	2500.00	Muff, Elvira
Sterett, Robert W.	79	290	2500.00	Sterett, Glenna
Sullivan, Jerry E.	84	290	2500.00	Sullivan, Nancy
Thompson, Wade	66	290	2500.00	Thompson, Danielle
Qualman, Carl	80	296	2500.00	Qualman, Irene
Shumway, Micah W.	40	296	1250.00	Mills, Jill
Shumway, Micah W.	40	296	1250.00	Shumway, Dale
Weeks, Dennis W.	77	296	2500.00	Weeks, Sandra
Ward, Lloyd W.	64	322	1250.00	Terrell, Dayion
Ward, Lloyd W.	64	322	1250.00	Ward, Aja



BURIAL EXPENSE BENEFITS PAID IN FEBRUARY 2020



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Morgan, Lynn G.	85	333	2500.00	Watson Morgan, Jean	Simpson, Keith	85	527	2165.97	Simpson, Elaine
Jepson, Douglas W.	62	340	2500.00	Jepson, Ann	Ayer, Daniel V.	27	537	2500.00	Ayer, Thomas
Overman, Jimmie R.	85	340	361.39	Seeley, Laurie	Maillet, Francis E.	87	537	2500.00	Maillet, Susan
Overman, Jimmie R.	85	340	2138.61	Overman, Bertha	Brown, Jerry N.	88	538	2500.00	Brown, Larry
Kranz, Gary R.	64	342	2500.00	Kranz, Janice	Mathwig, Alan	79	539	2500.00	Mathwig, Geraldine
Long, Larry A.	72	342	2500.00	Mom, Pamela	Andrews, Louis J.	93	562	1250.00	Bokor, Joyce
O'Donnell, Teddy L.	73	344	2500.00	Strode Funeral Home	Andrews, Louis J.	93	562	1250.00	Tepen, Vallie
Smith, Raymond T.	59	344	2500.00	Smith, Robert	Bissell, William M.	90	562	2500.00	Woodruff, Cheryl
Koski, Frank O.	93	350	777.50	Koski, John	Blume, Donald L.	88	562	1250.00	Loehr, Karen
Koski, Frank O.	93	350	1722.50	Koski, Andrew	Blume, Donald L.	88	562	1250.00	Whitworth, Terry Ann
Peters, Heye H.	98	353	2500.00	Peters, Darlene	Doherty, Arthur J.	86	562	2500.00	Doherty, Joann
Burns, Robert A.	85	354	2500.00	Galone Caruso Funeral Home, Inc.	Latsch, John L.	78	562	2500.00	Latsch, Charmaine Sue
Orr, Scott J.	56	357	2500.00	Mandjack, Patricia	Lee, Alfred W.	97	562	2500.00	Alfred W. Lee Irrevocable Trust
Highland, Hugh B.	83	364	2500.00	Highland, Brian	Mayers, Michael R.	66	562	2500.00	Mayers, Patricia
Reynolds, Michael D.	70	392	2500.00	Reynolds, Deborah S.	Speaks, Albert M.	77	562	2500.00	Speaks, Anna
Williams, Oliver R.	89	392	2500.00	Williams, Chris	Norfleet, Hubert O.	78	572	2500.00	Nave Funeral Home
Atkinson, Marshal	99	393	2500.00	Marshal & Shirley Atkinson Trust	Wireman, Aquinaldo	98	577	2500.00	Wireman, David
Fischer, Heinrich W.	82	393	2500.00	Reiza, Debbie	Ambrozewski, Kevin	57	597	2500.00	Ambrozewski, Patricia
Rousher, Edward P.	83	396	323.00	Rousher, Timothy	Boyd, Thomas E.	84	597	2500.00	Lopez, Vicki Lynn
Rousher, Edward P.	83	396	2177.00	Rousher, Thomas	Cianico, Richard S.	77	597	2500.00	Ciancio, Frances
Fertsch, Joseph F.	80	420	2500.00	Godfrey Funeral Home	Ciufia, Vincent	60	597	2500.00	Ciufia, Judith
Crelia, Bobby D.	80	430	2500.00	Crelia, Janey	Griffin, Matthew J.	64	597	2500.00	Griffin, Marianne
Gates, Charles R.	73	440	2500.00	Gates, Brenda	Hindman, Ronald L.	80	597	2500.00	Hindman, Delores
Rombaugh, Brent E.	47	442	2500.00	Rombaugh, Flordeliza	Madej, Jerry	73	597	2500.00	Davies, Janet
Oates, Thomas J.	98	447	2500.00	Oates-Bontadelli, Marylu	Petcoff, James L.	94	597	2500.00	Petcoff, Phyllis
Winslow, John A.	79	449	2500.00	Gardinier Funeral Home, Inc.	Schroeder, John H.	73	597	2500.00	Schroeder, Nancy
Wright, James M.	77	449	2500.00	William G. Neal Funeral Homes, Ltd.	Wilson, Dennis W.	64	597	2500.00	Kucharik, Taylor
Merwin, Peter A.	45	455	2500.00	Merwin, Michelle	Wright, Deon	79	597	2500.00	Wright, Julia
Jackson, Ronnie	71	460	1152.00	Smith, Trisha	O'Grady, Shawn M.	33	601	2500.00	O'Grady, Danny
Jackson, Ronnie	71	460	1348.00	Odum, Georgia	Zielinski, Dennis	73	601	2500.00	Zielinski, Bernadine
Huerta, Bernardo G.	55	467	2500.00	Huerta, Consuelo	Sauder, Ward	56	628	2500.00	Sauder, Scott
Oliver, Emile A.	79	467	2500.00	Oliver, Janet	White, Ralph	97	636	2500.00	White, Penny
Day, Shawn T.	60	469	2500.00	Day, Sharon	Berkey, Lewis M.	78	638	2500.00	Berkey, Gail
Doyle, Gerald J.	88	469	2500.00	Doyle, Kathleen	Haug, Wolfgang H.	84	638	2500.00	Barbarite, Margaret
Hale, Shawn J.	49	469	292.50	Roan, Benson	Wojewoda, Ireneusz	68	638	2500.00	Wojewoda, Danuta
Hale, Shawn J.	49	469	2207.50	Hale, Charlene	LaFlamme, Roger	77	663	2500.00	Smith Funeral Home
Brock, Richard E.	84	484	2500.00	Brock, Mary	Nantais, Richard	92	663	2500.00	Nantais, Donna
Baum, Ernest W.	81	486	2500.00	Baum, Judith	Burger, Jeffrey W.	54	669	2500.00	Burger, Dawn
Bell, Gregory E.	59	486	2500.00	Bell Jr., Gregory E.	Ciuffi, Michael L.	78	669	2500.00	Ciuffi, Doris
Griffin, Charles E.	90	486	2500.00	Griffin, Olga W.	Fleshman, Charles N.	72	669	2500.00	Fleshman, Peter
Appleby, Dale M.	59	488	2500.00	Appleby, Lance	Houser, John C.	76	669	2500.00	Houser, Mary
Bohdanowich, Gary A.	51	488	2500.00	Morrison, Blue	Hudson, Randy W.	66	669	470.00	Hudson, Zachary
Cantwell, Terrance	64	488	2500.00	Cantwell, Deborah Anne	Hudson, Randy W.	66	669	2030.00	Hudson, Robert
Carruthers, Ken D.	66	488	2500.00	Carruthers, Melody	Lannom, Joel	71	669	2500.00	Lannom, Nancy
Jarrald, David W.	65	488	2500.00	The Estate of David W. Jarrald	West, James R.	67	671	2500.00	Bacarella Funeral Home
Krul, Dave V.	79	488	491.35	The Estate of Dave V. Krul	Wade, Gerald M.	46	690	2500.00	Wade, Annie
Krul, Dave V.	79	488	2008.65	Renaud, Carl	Morrone, Jay M.	33	696	2500.00	Morrone, Angela
L'Hirondelle, Jacqueline D.	55	488	2500.00	Alstad-Van Twuyver, Jody	Ramo, Julius	101	719	2500.00	Simon, Ronni
LaFreniere, Marc J.	69	488	2500.00	Gazdag, Dustin	Smith, Wayne D.	76	725	2500.00	Smith, Dianna
Moroz, Gerald W.	55	488	2500.00	Graves, Valerie	Mahoney, Patrick	84	740	2500.00	Mahoney, Brenda
Resler, Armen	83	488	2500.00	Resler, Eleanor	Butler, Wendall E.	58	760	2500.00	Butler, Angela
Roth, George H.	96	488	2500.00	Roth, Heike	Staggs, James T.	50	760	2500.00	Shackelford Funeral Home
Sebesta, Willie T.	82	488	2500.00	Sebesta, Jody	Gelernter, George U.	85	761	2500.00	Gelernter, Carey
Heintzman, Harry E.	68	502	2500.00	Heintzman, Rita	Gesualdi, Frederick A.	51	777	2500.00	Gesualdi, Caroline
Roberts, Ray I.	85	502	2500.00	Pulaski Funeral Home	Sullivan, Patrick	85	777	1231.50	John J. Ferry & Sons
Stauffer, Thomas D.	65	502	545.00	Stauffer, Ilissa	Sullivan, Patrick	85	777	1268.50	Thorpe, Carol
Stauffer, Thomas D.	65	502	1955.00	Joseph E. Ratterman & Son	Carpenter, Freddie L.	80	798	2500.00	Carpenter, Anne
Kielwein, Michael K.	59	520	2500.00	Sanders Mortuary, Ltd.	Easley, Chad E.	37	798	2500.00	Easley Jr., Edward
Kilker, John J.	84	524	2500.00	Wagner, Kathy	Harris, Jimmy R.	82	798	2500.00	Stewart, Teresa
Goldie, Ian	75	527	2500.00	Goldie, Marilyn	Loggins, Ronnie	64	798	2500.00	Loggins, Ralph
Iler, David P.	90	527	2500.00	Gerald A. Smith Funeral Home Limited	McCall, Jeff	53	798	2500.00	McCall, Steven
Schmitt, Jack R.	78	527	2500.00	L.R. Giberson Funeral Directors	Lehman, Douglas P.	80	853	2500.00	Lehman, Elaine
Simpson, Keith	85	527	334.03	Windsor Chapel Funeral Home					
					Total Amount: \$570,000.00				

BURIAL EXPENSE BENEFITS PAID IN MARCH 2020

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Bosco, Robert D.	83	1	2500.00	Allocca, Linda	Methan, Joseph H.	87	56	2500.00	Barkhouse, Twyla Gaye
Dancil, Quinten R.	26	1	2500.00	Dancil, Gary	Weaver, Robert G.	71	58	2500.00	Weaver, Loy
Flood, James	78	1	2500.00	Schmidt, Irene	Imbraguglio, Jed R.	67	60	2500.00	Imbraguglio, Suzanne
Horowitz, Albert	103	1	2500.00	Taksen, Marilyn	Kachler, Frank	78	60	2500.00	Kachler, Peggy
Lang, Harry	60	1	2500.00	Benedetto, Ingrid	Chupp, Charlie A.	85	72	2500.00	Chupp, Charldene
Porter, Wesley	90	1	2500.00	Twibell, Susan	Frazier, Eugene S.	94	72	2500.00	Frazier, Eugene Wayne
Tindall, Larry W.	81	3	2500.00	Tindall, Patricia	Giansante, Michael	55	72	2500.00	McFadden, Tammy
Moriarty, Dennis J.	94	4	2500.00	Sanderson, Debra	Jenkins, Jerry	75	72	2500.00	Jenkins, Barbara
Gilbert, John P.	82	5	2500.00	Gilbert, III, John	Miller, William A.	73	72	2500.00	Turner, Terra
Tudor, Linwood H.	73	5	2500.00	Askew Funeral Service	Morris, Bobby J.	82	72	2500.00	Morris, Jeffery Lee
Reinhart, Ford S.	80	7	2500.00	Reinhart, Maryann	Morrison, Robert H.	62	72	2500.00	Morrison, Lisa
Silva, Richard	100	7	2500.00	Smith, Shirley	Patterson, Bobby J.	82	72	2500.00	Patterson, Daniel
Dowgin, Ralph F.	54	9	2500.00	Dowgin, Marjorie	Valk, Virgil W.	100	73	2500.00	Valk, Dorothy
Lorincz, James R.	74	9	2500.00	Lorincz, Linda	Cleary, Dan O.	77	75	2500.00	The Estate of Dan O. Cleary
Wuy, Roger P.	62	9	2500.00	Wuy, Jayne	Harth, Ralph F.	94	75	2500.00	King, Donna
Borders, James C.	85	10	2500.00	Borders, Gary	Sarah, Robert	95	75	2500.00	Hosking, Patricia
Keran, Paul R.	66	10	2500.00	Carpenter, Paige	Sudakow, David J.	72	78	2500.00	Sudakow, Joyce
Kosik, Walter J.	88	12	1250.00	Kosik, Jr., Walter	Fowler, James	83	91	1226.00	Glencoe-Hokes Bluff Funeral Home
Kosik, Walter J.	88	12	1250.00	Kosik, Thomas	Fowler, James	83	91	1274.00	Fowler, Wanda
Zella, John C.	58	12	2500.00	Flashman, Catherine	Stephens, Joseph F.	49	91	934.00	Cremation Services of East Alabama
McMinn, Robert	90	13	2500.00	Gaylord, Sheila	Stephens, Joseph F.	49	91	1566.00	Stephens, Jacob
Kautz, Leo M.	88	15	1250.00	Hamer, Debra	Whitley, Michael K.	47	91	2500.00	Lewis & Ferguson Funeral Home, Inc.
Kautz, Leo M.	88	15	1250.00	Kautz, Michael	Carpenter, Leo R.	90	98	2500.00	Carpenter, Kenneth
Young, Lawrence R.	85	15	2500.00	Young, Lucille	Payne, Cecil A.	75	98	2500.00	Perrin, Mary
Heelan, James J.	88	21	2500.00	Heelan, Genevieve	Payne, Billy J.	78	102	2500.00	Payne, Linda Ann
Lotz, Charles H.	87	21	2500.00	Lotz, Annamarie	Marchetti, Robert J.	73	104	2500.00	Presnal, Elizabeth
Hastings, Robert G.	81	23	2500.00	Hastings, Thelma	Streeter, Edward B.	89	104	2500.00	Pelkey, Jody
Ludwig, Ronald W.	87	24	1250.00	Castellano, George	Wyand, Charles	90	104	2500.00	Wyand, Nancy
Ludwig, Ronald W.	87	24	1250.00	Castellano, Thomas	Eckard, Carl V.	81	110	2500.00	Eckard, Sonya
Butenschoen, George	74	26	2500.00	Butenschoen, Myrna	Freeman, John J.	77	110	2500.00	Freeman, Nalda
Matthews, Michael E.	75	26	2500.00	Matthews, Connie	Guthrie, David H.	64	110	2500.00	Guthrie, Harriet
Aheimer, John J.	82	27	2500.00	Aheimer, Shirley	Manning, Donald L.	74	110	2500.00	Manning, Nancy
Pirone, Angelo	85	27	2500.00	Pirone, Rita	Brown, William R.	83	112	2500.00	Daniel K. Regan Funeral Home
Schauer, Edward A.	70	27	2500.00	Schauer, Kathleen	Arredondo, Marcos R.	82	114	2500.00	Arredondo, Grace
Schmidt, Gary L.	72	30	2500.00	Schmidt, Mary	Bazen, Gerald S.	82	118	2500.00	Strasser, Jeri Lynn
Law, Marcus H.	61	32	764.00	Dougherty, Christina	Cleveland, George	73	120	2500.00	Thomasville Memorial Funeral Directors
Law, Marcus H.	61	32	1736.00	Law, Dierdre	Cleveland, George	73	120	2500.00	Westry, Tina
Leonard, Donald A.	83	32	2500.00	Leonard, Beverly	Burgess, Lester M.	86	123	2500.00	Burgess, Elva
Liles, Kent V.	66	32	2500.00	Liles, Gwendolyn	Sadler, Michael E.	74	125	2500.00	Sadler, Elaine
Masoner, Gerald M.	57	32	2500.00	Forest Funeral Home - Shelton	Fischer, Bernard M.	75	130	2500.00	Fischer, Judith
McEntire, Melvin A.	89	32	2500.00	McEntire, Michael	Groenland, Roger W.	89	130	2500.00	Groenland, Michael R.
Muecke, Roger K.	69	33	2500.00	Muecke, Judy	Mioduski, Theodore E.	85	130	2500.00	Mioduski, Mary Ann
Carnes, Dean L.	83	38	2500.00	Carnes, Mary	Wilkins, Charles T.	69	130	2500.00	Wilkins, Chandra
Garcia, Joseph	82	38	2500.00	Garcia, Patricia	Adams, Earl D.	87	131	2500.00	Dennett, Craig & Pate Funeral Home
McFadden, John J.	87	38	2500.00	McFadden, Cecelia	Mayrinen, Allan E.	83	131	2500.00	C.E. Peaslee & Sons, Inc.
Rich, Paul	87	38	2500.00	Kinder, Rhonda	Chippis, Cecil M.	73	136	2500.00	Mason Brothers Memorial Chapel
Wolf, David R.	66	42	2500.00	Wolf, Joyce	Doan, Claude I.	69	136	2500.00	Doan, Deborah
Ward, Christine P.	70	43	2500.00	Haynes, Christal	Groff, Jack D.	87	136	2500.00	Groff, Julia
Van Scyoc, John C.	73	44	2500.00	Van Scyoc, Debra	Maxwell, Richard E.	68	140	2500.00	Livingston, Kathy
Alves, Mario	88	46	2500.00	Alves, Manuel	Moser, Robert A.	74	140	2500.00	Moser, Pennie
Boldin, Steve	96	46	2500.00	Boldin, Walter	Peel, John H.	74	140	2500.00	Peel, Jennifer
Boyd, Allan	82	46	2500.00	Fiume, Morag	Conrad, Dale	87	142	2500.00	Conrad, Mary Angela
Di Pietro, Cesare	76	46	2500.00	Di Pietro, Elena	Trevino, Eladio H.	69	142	2500.00	Trevino, Rosa Linda
Douglas, Ronald P.	94	46	2500.00	Egan Funeral Home, Inc.	Charron, Andre	77	144	2500.00	Interlino, Marcelle
Gambier, James W.	87	46	2500.00	Gambier, Michael	Walker, Jacques	82	144	2500.00	Walker, Linda
Irving, John	75	46	2500.00	Irving, Myrna	Johnson, Jerry L.	83	149	2500.00	Renner Wikoff
Sampson, Ronald	85	46	2500.00	Sampson, Michael W.	James, George R.	71	150	2500.00	James, Joyce
Shepherd, William	97	46	2500.00	Dillen, Susan	Williams, Marvin	78	150	2500.00	Williams, Susan
Harris, Leroy H.	87	50	2500.00	Berkel, Rebecca	Martin, Carl D.	90	152	2500.00	Amos Carvelli Funeral Home
Donovan, Dixon	92	51	2500.00	Donovan, III, Daniel	Harris, Danny L.	72	157	2500.00	Harris, Karen
McGuirl, Bruce D.	78	51	2500.00	McGuirl, Barbara	Boone, Johnny B.	50	159	2500.00	Turner, Darchelle
O'Neil, Scott	54	51	2500.00	O'Neil, Anne	Knudsen, William L.	78	159	2500.00	Knudsen, Janis
Ostiguy, Arthur J.	85	51	2500.00	Wasserman, Lori	Tapella, William R.	97	160	2500.00	Tapella, Juanita
Hughes, Edward	85	52	2500.00	Hughes, Berdell	Deiningner, Stephen L.	65	166	2500.00	Deiningner, Darlene
Mayock, Robert E.	95	55	2500.00	Mayock, Mary	Mendenhall, Guy W.	87	168	2500.00	Mendenhall, Olive
Mazzeo, J. C.	91	55	2500.00	Gripp, Nancy					



BURIAL EXPENSE BENEFITS PAID IN MARCH 2020



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Baptista, Pedro	51	170	2500.00	Baptista, Helder	Bonardi, Tiziano A.	86	333	2500.00	Bonardi, Timothy
Cote, Roland	83	170	2500.00	Cote, Sonja	Cody, James D.	64	333	2500.00	Gorsline Runciman Funeral Home
Greaves, Len	80	170	2500.00	Burgess, Crystal	Couzzins, Michael	73	333	2500.00	Couzzins, Ingrid
Lebrocq, Colin P.	86	170	2500.00	Lebrocq, Rory	Ambrose, Leonard G.	89	342	403.79	Rubinstein, Maureen
Muise, Hugh Allan	65	170	2500.00	Muise, Deborah	Ambrose, Leonard G.	89	342	2096.21	Ambrose, Nellie
Quaade, Peter A.	77	170	2500.00	Quaade, Brenda	Hagen, John F.	68	342	804.00	Mallory, Jessica
Bendel, James	72	184	2500.00	Bendel, Daniel	Hagen, John F.	68	342	1696.00	Wright, Jennifer
Harrington, Renee	62	184	2500.00	Harrington, Robert	Perez, Ginny	65	342	2500.00	Perez, Joseph
Leidecker, Billy J.	89	184	162.00	Robinson, Vickie	Walker, Earnest L.	59	342	2500.00	N. A. James Funeral Home, Inc.
Leidecker, Billy J.	89	184	2338.00	Swain, Debbie	Fricke, Roland L.	89	360	2500.00	Campagna Funeral Homes, Ltd.
McBride, Charles F.	85	189	2500.00	McBride, Kim	Athey, Brian K.	50	370	2500.00	Athey, Patricia
Heller, Daniel R.	63	190	2500.00	Heller, Judy	Chaney, Larry	73	392	2500.00	Chaney, Hendrika
Thompson, Michael A.	47	190	2500.00	Thompson, Terrie	Shepherd, Russell	88	392	2500.00	Wullenweber, Connie
Weaver, Thomas M.	73	190	2500.00	Weaver, Joanne	Sofer, Marvin J.	69	392	2500.00	Sofer-Hatchett, Charlene
Berthelot, Jessie	92	198	2500.00	Wilburt's Funeral Home	Blackstone, James C.	56	393	2500.00	The James Christopher Blackstone Family Trust
Blanchard, Russell M.	73	198	2500.00	Blanchard, Eva	Chesnut, William R.	77	393	2500.00	Chesnut, Katharine
Bossier, J. J.	92	198	416.66	Bossier, Jody	Clark, Haskell B.	69	393	2500.00	Silverman, Sarah
Bossier, J. J.	92	198	416.66	Bossier, Keith	Gaitan, Antonio G.	80	393	2500.00	Gaitan, Hortense
Bossier, J. J.	92	198	416.67	Bossier, Avery	McIntosh, Theodore	72	393	2500.00	The Theodore Ira McIntosh Rev Living Trust
Bossier, J. J.	92	198	416.67	Bossier, Larry	Purgason, John R.	53	393	2500.00	Purgason, Anjannette
Bossier, J. J.	92	198	416.67	Bossier, Ralph	Broadbridge, Lee	55	401	2500.00	Burke Funeral Home
Zito, Linda	92	198	416.67	Zito, Linda	Rankine, David	73	401	2500.00	Rankine, Marlaire
Tempanaro, Audrey	79	198	2500.00	Tempanaro, Audrey	Scott, Claude	88	401	2500.00	Scott, Betty
Graphia, Sherry	72	198	2500.00	Graphia, Sherry	Solomon, Paul J.	66	401	2500.00	Armstrong Funeral Home Limited
Keith, Carol	80	198	2500.00	Keith, Carol	Aguilar, Manuel	77	404	2500.00	Aguilar, Floripa
King, Darrel	73	198	598.92	King, Darrel	Alexander, Michael	34	404	2500.00	Alexander, Donna
King, Kevin	73	198	1901.08	King, Kevin	Dawes, John A.	93	404	2500.00	Bray, Shirley
Mertz, John	77	198	833.33	Mertz, John	Honeycutt, Hugh A.	90	412	2500.00	Honeycutt, Grace
Mertz, Todd	77	198	833.33	Mertz, Todd	Beveridge, James R.	80	417	2500.00	Beveridge, Eloise
Mertz, David	77	198	833.34	Mertz, David	Cole, John W.	80	420	2500.00	Krumanocker, Karen
Verrett, Gerard	71	198	2500.00	Verrett, Jr., Gerard	Dunlap, Lewis J.	79	420	2500.00	Dunlap, Geraldine
Moloney Family Funeral Homes	84	200	2500.00	Moloney Family Funeral Homes	Kacsur, Edward S.	87	420	2500.00	Kacsur, Ann Marie
Stueber, Elaine	92	200	595.49	Stueber, Elaine	Keene, Paul L.	82	420	2500.00	Keene, Priscilla
Hubner, Gloria	92	200	1904.51	Hubner, Gloria	Kielkucki, Richard J.	74	420	2500.00	Kielkucki, Raymond
Conable, Patricia	84	208	2500.00	Conable, Patricia	Massaro, Thomas J.	96	420	2500.00	Massaro, Bernice
Dionigi, Virginia	92	208	2500.00	Dionigi, Virginia	Newcomer, Marlin	82	420	2500.00	Gregory, Tracy
Green, Jason	70	208	2500.00	Green, Jason	McGrew, Billy W.	80	421	2500.00	Austin & Barnes Funeral Home & Crematory
Peppler, Mildred Maxine	83	208	2500.00	Peppler, Mildred Maxine	Windham, Albert H.	84	421	2500.00	L. Harold Poole Funeral Service & Crematory
Glines, Lori	60	210	2500.00	Glines, Lori	Holderfield, Billy J.	86	430	2500.00	Holderfield, Shirley
Jenkins, Shirley	80	211	2500.00	Jenkins, Shirley	Rickabaugh, Everett W.	66	430	2500.00	Hopkins, Jr., Farland
Kight, Consuelo	88	211	2500.00	Kight, Consuelo	Walker, Charles N.	82	430	2500.00	Integrity Funeral Service
Morehead, Patsy	84	211	2500.00	Morehead, Patsy	Weisbrodt, Richard F.	89	439	2500.00	Mecurio, Kate
Mitchell, Geraldine	88	213	2500.00	Mitchell, Geraldine	Henderson, Brandon J.	32	441	2500.00	Prickett, Jacqueline
Lilly, Anna Sue	90	219	477.00	Lilly, Anna Sue	Humbolt, Lee A.	72	441	2500.00	Humbolt, Roberta
Secor Funeral Home	90	219	2023.00	Secor Funeral Home	Myers, Jack A.	64	441	2500.00	Myers, Hailey
Swain, Cathy	59	230	2500.00	Swain, Cathy	Warren, Joe T.	96	441	2500.00	Horton, Stacy
Brabham, Tonya	23	234	2500.00	Brabham, Tonya	Zahourek, James C.	95	441	2500.00	Penwell Gabel Cremations, Funerals & Receptions
Lewis, Geraldine	81	234	2500.00	Lewis, Geraldine	Barbera, Mario M.	79	447	2500.00	Barbera, Shirley
Morrow, Karen	84	247	2500.00	Morrow, Karen	Hill, Gerald	76	447	2500.00	Hill, Lance
Davis, Ella Allene	85	247	2500.00	Davis, Ella Allene	Parsons, Frann L.	92	447	2500.00	Frann L. Parsons Revocable Trust
Acuna, Ben	87	250	2500.00	Acuna, Ben	Sieber, Joseph P.	102	447	1250.00	Cortapassi, Rosalyn
Baptiste, Angeline	62	250	2500.00	Baptiste, Angeline	Sieber, Joseph P.	102	447	1250.00	Marquardt, Maryann
Ruppert Rose, Marti	80	250	2500.00	Ruppert Rose, Marti	Carver, Richard E.	63	449	2500.00	Carver, Laura
Knipper, Marion	88	274	2500.00	Knipper, Marion	Krivaneck, David	35	449	2500.00	Warchol Funeral Home, Inc.
McKenna, Elizabeth	83	274	2500.00	McKenna, Elizabeth	Baht, James C.	90	455	2500.00	Baht, June
Moreno, Greg	77	274	2500.00	Moreno, Greg	Burkhardt, Joseph A.	84	464	2500.00	Korisko Larkin Staskiewicz Funeral Home
Leipzig, Iris	57	281	2500.00	Leipzig, Iris	Swinney, Bill R.	74	467	2500.00	Swinney, Erica
Davis, Laurie	60	286	2500.00	Davis, Laurie	Alegria, Carlos A.	73	469	2500.00	Alegria, Cecilia
Hedman, John	104	290	2500.00	Hedman, John	Clemishire, Ronald L.	82	469	2500.00	Clemishire, Priscilla
Lines, Linda	69	290	2500.00	Lines, Linda	Olea, Henry M.	82	469	1250.00	Olea, Donald
Dupont, Donald	89	295	915.00	Dupont, Donald					
DuPont, Jane	89	295	1585.00	DuPont, Jane					
Retterath, Gloria	82	300	2500.00	Retterath, Gloria					
Rone Funeral Service	67	322	2500.00	Rone Funeral Service					
Kline, Diane	68	322	2500.00	Kline, Diane					
McIntyre, Linda	57	325	2500.00	McIntyre, Linda					

BURIAL EXPENSE BENEFITS PAID IN MARCH 2020

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Olea, Henry M.	82	469	1250.00	Trimmer, Diana
Thatcher, Melvin J.	87	469	2500.00	Thatcher, Priscilla
O'Brien, John J.	103	475	2500.00	O'Brien, Nancy
Melton, Mervin J.	92	484	2500.00	Melton, Helen
Dougherty, Patrick T.	68	486	2500.00	Dougherty, Margaret A
Meseke, Robert L.	82	486	2500.00	Meseke, Madeline
Parsons, Charles H.	79	486	2500.00	Parson, Cecilia A
Schoennagel, Robert D.	75	486	2500.00	Schoennagel, Carol L.
Sparr, Adam A.	50	486	2500.00	Sparr, Stephen F.
Viers, Gene C.	80	486	2500.00	Plasted, Sandra M.
Fleming, Harold	62	488	2500.00	Fleming, Danny
Hubick, Don W.	59	488	2500.00	Hill, Stanley
Kirk, Marlin	72	488	2500.00	Kirk, Kathryn
Olson, Todd D.	46	488	2500.00	Nadeau, Marie
Paquin, Rene V.	90	488	2500.00	Paquin, Anne
Petruniak, Fred	81	488	2500.00	Petruniak, Frederick
Rilling, Richard F.	80	488	2500.00	Lavalley, Richard
Rosenfeldt, Ken	70	488	2500.00	Rosenfeldt, Colin
Perez, Jose E.	61	495	2500.00	Thorn-Black Funeral Home
Lee, On W.	100	496	2500.00	Lee, Marilyn
Topley, George	75	496	2500.00	Topley, Marlene
Hawkins, Raymond W.	83	502	2500.00	Hawkins, Brian
Smith, John W.	78	519	2500.00	Smith, Toronto
Chesney, Frank R.	92	520	2500.00	Davis, Judith
Paulus, Richard E.	58	520	2500.00	Boyer Family Funeral Home
Wurster, Robert C.	90	520	625.00	Hemphill, Jane
Wurster, Robert C.	90	520	625.00	Novoy, Ann
Wurster, Robert C.	90	520	625.00	Reiprish, Barbara
Wurster, Robert C.	90	520	625.00	Wurster, Jr., Robert
Kisor, Randall K.	59	521	2500.00	Kisor, Tammy
Adamezyk, Leonard	83	524	2500.00	Rowan, Roslyn
Haas, Gary	75	524	2500.00	Thomas P. Kearney Funeral Home, Inc.
Schutter, Richard T.	78	524	2500.00	Schutter, Jill
Gail, Stephen M.	73	525	2500.00	Gail, Karen
Lunt, Joe H.	77	525	2500.00	Lunt, Connie
Nantais, Robert	84	527	2500.00	Mifsud, Andrea
Peacock, Tom E.	83	527	367.25	Dods & McNair
Peacock, Tom E.	83	527	2132.75	Peacock, Shirley
Lo Cicero, L. J.	93	537	2500.00	Lo Cicero, Stephen
Mahoney, Arthur L.	81	537	2500.00	Mahoney, Sean
Thompson, Graham G.	75	537	2500.00	Candilieri, Kimberly
Norman, Alfon B.	97	539	2500.00	The Estate of Alfon B. Norman
Ruprecht, Charles F.	71	539	2500.00	Ruprecht, Jean
Myers, Gerald L.	86	553	2500.00	Myers, Michael C.
Haile, Alvin S.	86	562	2500.00	Haile, Jeff
Jones, Gerald D.	95	562	2500.00	Cohen, Toni
Meyer, Raymond E.	85	562	2500.00	The Estate of Raymond E. Meyer
Naumann, Eugene	83	562	2500.00	Naumann, Maxine
Pogue, Bryan A.	37	562	2500.00	Carter-Ricks Funeral Home
Smith, Fred T.	40	562	2500.00	Bier, Shelby
Tacke, Clifford C.	95	562	625.00	Allen, Nancy
Tacke, Clifford C.	95	562	625.00	Schoen, Laura
Tacke, Clifford C.	95	562	625.00	Wandling, Debra
Tacke, Clifford C.	95	562	625.00	Zito, Susan
Vogel, David E.	79	562	2500.00	Vogel, Marsha
Lamb, Donald F.	87	565	1250.00	Deem, Deborah
Lamb, Donald F.	87	565	1250.00	Lamb Jr., Donald
Yeater, Lawrence C.	74	565	2500.00	Yeater, Carolene
Borchert, Wallie E.	82	572	2500.00	Stockdale Malin
Louallen, Floyd C.	70	572	2500.00	Louallen, Ira
Tubbs, Carl R.	69	572	2500.00	Tubbs, Rita
Climmer, James H.	68	577	2500.00	Climmer, Rebecca
Rhodes, Garland H.	97	582	2500.00	Seabolt, Vicki
Tran, Viet M.	65	582	119.97	Tran, Michael
Tran, Viet M.	65	582	2380.03	Tran, Lily Hue

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Borowski, Denis	77	597	2500.00	Borowski, Aaron
Hannigan, John M.	92	597	2500.00	Hannigan, Robert
Lawson, Daniel C.	72	597	2500.00	Lawson, Jacquelyn Ann
Oakleaf, Ronald G.	90	597	2500.00	Westland, Michael
Poplawski, Leonard M.	86	597	2500.00	Phelps, Cathy
Weiss, Donald	73	597	2500.00	Weiss, Mary
Werner, Richard P.	81	597	2500.00	Welsch, Constance
Bennet, Rufus	41	602	2500.00	Bennett, Cheryl
Dintino, Alfred M.	83	602	2500.00	Dintino, Nancy
Staats, Holly F.	82	602	2500.00	Staats, Dona
Ward, Roger C.	80	625	2500.00	Ward, Margret
Leiva, Juan C.	53	630	2500.00	Leiva, Jacqueline
Lumpkin, Cloyce W.	83	630	2500.00	Lumpkin, Charles
McGuire, Daniel J.	65	636	2500.00	McGuire, Kevin
Whitmore, John G.	85	636	2500.00	Akey, Carrie
Elliott, Victor	80	638	2500.00	Elliot, Barbara
Joy, Thomas J.	60	638	2500.00	Gentile, Patricia
Kirby, William T.	50	638	2500.00	Kirby, William
Murphy, Peter J.	90	638	2500.00	Mainarich, Barbara
Pellegrino, Leonard J.	90	638	2500.00	Struzzieri, Leah
Battista, Italo	81	663	2500.00	Williams, Lianne
Gravel, Gordon N.	90	663	2500.00	Gravel, Irene
O'Neill, Charles D.	93	663	2500.00	Tate, Kelly
Fowler, Bob M.	83	669	2500.00	Fowler, Bernice
Hone, Scott G.	62	669	2500.00	Carter, Terri
Jordan, Winford L.	91	669	2500.00	Adkison, Malcome
Kitchens, Michel D.	75	669	2500.00	Kitchens, Donna
Lindley, Gerald J.	83	669	2500.00	Lindley, Pierrette
Price, Stephen H.	69	669	2500.00	McBride, Patricia
Wood, Dallas R.	73	669	2500.00	Wood, Loretta
Hall, Bernard P.	76	682	2500.00	Hall, Johnena
Knoebel, James T.	72	690	2500.00	Moskal, Brandy
Sodke, Adolf	89	690	2500.00	Sodke, Elizabeth
Ingram, Richard H.	61	696	2500.00	Ingram, Michele C.
Fees, Clayton D.	84	709	2500.00	Verbree, Margaret
Wiemann, Gary L.	77	709	2500.00	Wiemann, Sherry
Baragar, Jack	83	716	2500.00	Baragar, Joan
Davison, William H.	79	719	2500.00	Hogan, Charlene
Horvath, Emerich	89	719	2500.00	Horvath, Eva
Steers, Frederick H.	86	719	2500.00	Steers, Jacoba
Gosse, Harrison	73	740	2500.00	Gosse, Marjorie
Rumbolt, Sterling	77	740	2500.00	Rumbolt, Derrick
Sooley, Craig	59	740	2500.00	Barrett's Funeral Home
Barnett, Paul W.	86	760	2500.00	Barnett, Faye
Remy, Errol M.	86	776	2500.00	Remy, Cynthia
Durkin, William J.	86	777	2500.00	Durkin, Sylvia
Hannifin, Bruce J.	77	777	2500.00	Hannifin, Maureen
Brockman, Thomas H.	65	787	2500.00	Murdoch, Manuela
Kulendran, Samuel M.	77	787	2500.00	Kulendran, Ranjithamalar
Kuter, Gerhard	87	787	2500.00	Kuter, Ian
Lew, Gerald	87	787	2500.00	Lew, Andrea
Papiez, Lawrence	73	787	2500.00	Papiez, Denise
Campbell, Martin W.	62	798	2500.00	Peterson's Funeral Home
Hizer, George J.	72	798	2500.00	Kuter, Diana
Schnebly, James C.	81	798	2500.00	Schnebly, Jeff
Warren, James R.	81	798	2500.00	Warren, Alice
Williams, Cassel H.	97	798	2500.00	Williams, Betty
Jencks, Leo F.	78	821	2500.00	Jencks, Marjorie

Total Amount: \$872,500.00

THE GREAT OUTDOORS



Plumbers Local 98, Detroit, MI, 25-year member Brother Brad White took this mature mule deer buck on October 27, 2019, in the northern Idaho wilderness during a horseback hunt. With 45 minutes left in the trip, Brother White reports the buck was taken at the elevation of just over 8,000 feet in 10-degree weather.



Brother Keith Mang, a nine-year member of Plumbers and Pipefitters Local 32, Seattle, WA, reports he caught this winter King Salmon while fishing in the Puget Sound.



Plumbers and Pipefitters Local 179, Regina, SK, Business Agent Mike McLean shows off his first fish of a lifetime. The 10-lb., 15 oz., walleye measured 29" and was caught and released while ice fishing in Last Mountain Lake, SK, on December 28, 2019. Brother McLean says he hopes to catch her again.



After five early morning hunts, Brother Chris Burrows, a lifetime 51-year member of Plumbers and Steamfitters Local 401, Eastern-Central, ON, took this buck on the second to last day of muzzleloader season in Victoria Count in southern ON. Brother Burrows followed the trail left by does crossing an open field to track the buck. After spotting the buck, Brother Burrows waited 20 minutes for him to come into range.



Brother Steve Bugden, an apprentice with Sprinklerfitters Local 853, Toronto, ON, is pictured at the Mount Everest Base Camp in Nepal. Brother Bugden did Mount Everest Base Camp, along with three high mountain passes during a 21-day trek.



Brother Fred Young, a retired 22-year member of Plumbers and Pipefitters Local 648, Pocatello, ID, took this majestic 7x8 trophy elk that scored 400 Boone & Crockett. While hunting with his son, Brother Young harvested the elk 33 miles from his home in the Blackfoot Mountains near Blackfoot, ID.



Plumbers Local 130, Chicago, IL, 26-year member Brother Jim Rickard and his 13-year-old son, Mason Rickard, show off the monster 10-point buck they harvested. Mason dropped the buck at 7:20 a.m. while hunting on open ground with no blind. The buck was taken from 15 feet away with a crossbow. Mason is also the nephew of Jim Burnett, a retired 41-year member of Local 130.

SHOW PRIDE IN THE UA



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

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

281 & 282 Short Sleeve T-shirt: 100% cotton, orange and royal blue. Made with the new UA Built on Excellence program logo imprinted on the front left chest and the Standard for Safety, Excellence, and Productivity on the back in full color. Price for the shirts is:

Size	Price	Size	Price
S - XL	\$18.00	3XL	\$20.00
2XL	\$19.00	4XL	\$21.00

280 Long Sleeve T-shirt: The same logos and placements as the short sleeve version. Price for the long sleeve shirts is:

Size	Price	Size	Price
S - XL	\$23.00	3XL	\$25.00
2XL	\$24.00	4XL	\$26.00

102

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



101

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



103

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



304K



121



221



**120MK
120WK**

**120MS
120WS**



282

281

NEW

280 Long Sleeve Orange T-shirt

301

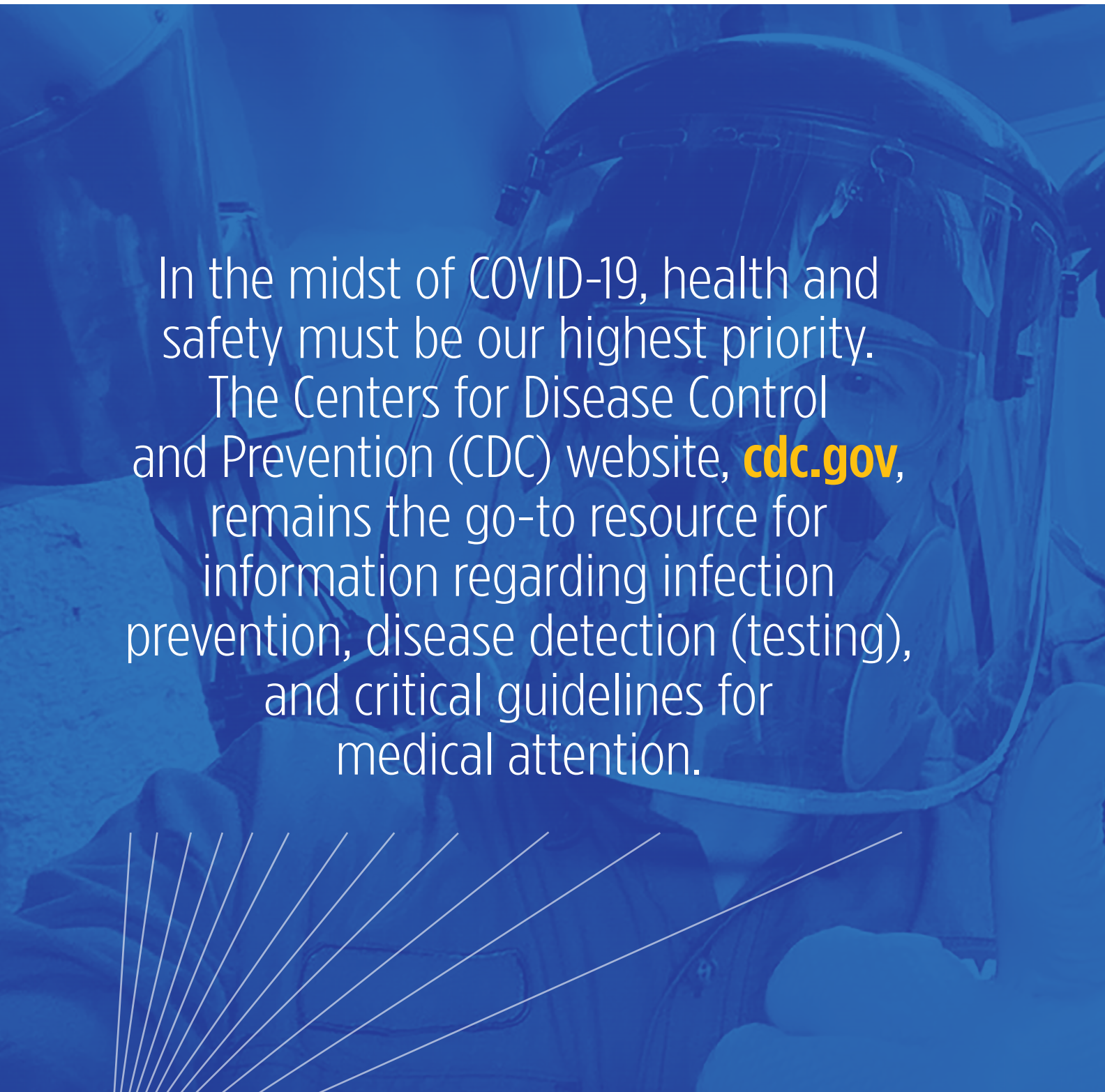


360S

360W

360B

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



In the midst of COVID-19, health and safety must be our highest priority. The Centers for Disease Control and Prevention (CDC) website, [cdc.gov](https://www.cdc.gov), remains the go-to resource for information regarding infection prevention, disease detection (testing), and critical guidelines for medical attention.