

# JOURNAL

## Gearing Up to Meet the Needs of the Future

Plumbers,  
Pipefitters, and  
Service Technicians  
Local 525,  
Las Vegas, NV

Page 10





Volunteers with Local 484 are pictured helping their community at the food bank in Ventura County.

## Heart of the UA Local 484 Distributes Food to the Ventura Community



Due to COVID-19, many workers in California's Ventura County community are struggling. In the wake of the pandemic and the shutdowns that followed, more than 56,000 working people in Ventura County applied for unemployment. People in the community needed help, so the Central Coast Labor Council, along with the California Labor Federation and the California Works Foundation, partnered with Food Share of Ventura County to open up a Food Distribution Center every Monday at the Operating Engineers Local 12 union hall. The food bank opened on May 11, 2020, and is being held every Monday for the foreseeable future.

For the Ventura Food Distribution Center to be successful, volunteers were needed to help hand out the boxes of food, and members of Plumbers and Pipefitters Local 484, Ventura, CA, stepped up to the plate. Every other Monday, Local 484 has had approximately 12 to 15 members hand out food, including Local 484 Business Manager Shane Boston and Organizer Tim Redondo. So far, various Local 484 members have volunteered at six of the food banks. Business Manager Boston said, "The local tries to volunteer as much as we can. We get a lot of apprentices and retirees who volunteer each week. It's tough with COVID-19; people are a little hesitant."

The distribution center is drive-thru only to help prevent the spread of COVID-19, and each week is differ-

ent depending on the level of need in the community and the food resources that are available. Brother Boston said, "The number of people driving through depends on what we get each week for the boxes from Food Share, and how much produce the produce outfitter can provide in each box." Food Share provides eggs, juice, pastas, canned foods, and dairy products—milk, yogurt, cheese, etc.—and The Berry Man, Inc., provides the produce—fruits and vegetables.

On Memorial Day, Local 484 members handed out 323 boxes of food to 205 families, helping to feed approximately 900 people in their community. On July 20, volunteers handed out 300 boxes to 1,243 people in an hour and 20 minutes. Brother Boston said, "At this point, they have it down to a science with getting everybody in and out quickly."

Local 484 is committed to helping the food bank reach its full potential and helping those struggling during these difficult times. Brother Boston said, "It feels good to help. We had a group of retirees who were super happy they came to help last week. It's rewarding."

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

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

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



THE UNITED ASSOCIATION

# JOURNAL

## Contents



### FEATURES

#### The Pulse

The UA Water Quality Program: Public Service, Professional Pride by  
*International Representative*  
*Kurt Steenboek*

8

#### Gearing Up to Meet the Needs of the Future

On the Job with Plumbers, Pipefitters, and Service Technicians Local 525, Las Vegas, NV

10

#### Begin with the End in Mind

The 2020 ITP Instructor Boot Camp and its influence on the UA response to the coronavirus pandemic.

22

#### New Appointments

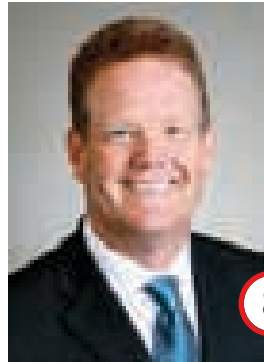
General President Mark McManus is pleased to announce three appointments: Terry Webb has been named Assistant to the General President/Canada; Stephane Favron has been appointed International Representative/Quebec; and Chad Gilbert has been named International Representative/ Pipeline and Gas Distribution

32

#### In Memoriam

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

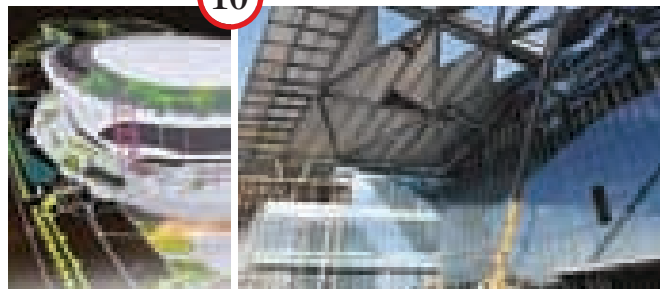
34



8



10



22



32



Terry Webb

Stephane Favron

Chad Gilbert

### DEPARTMENTS

#### Report of General President Mark McManus

The UA's Amazing Skills Will Keep Us Secure in an Uncertain World

4

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

A Call to Arms: UA Skills Vital to Safe Reopening of Our Economy

6

#### Local Union Reports

Activities of UA Members across the United States and Canada

36

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# The UA's Amazing Skills Will Keep Us Secure in an Uncertain World



**Mark McManus**  
*General President*

In 2020, the world changed, and we will never be the same. While we all acknowledge this new reality and the challenges it imposes on us, there are still some things that we can hold onto that enable us to approach some kind of normality even in these times. For the UA, one thing that will see us through these challenges is our skillsets. Our skills will *always* be needed. Indeed, our skills are essential to our quality of life—never more so than right now, during a pandemic.

UA members all across North America are continuing to perform vital jobs in hospitals, businesses large and small, schools and colleges, and manufacturing and industrial facilities. Our members are out there getting on with the work of keeping our two countries running, despite pandemic and economic hardship.

I'm optimistic about the future, because I know that our members have the skills they need to remain in demand. Canada and the United States really need those skills, now more than ever. From the earliest days of the pandemic, the UA has been preparing for the aftermath, for those days when we can once again live our lives safely. Of course, we are focused on today, on how we can continue to train and educate our members, and how we can keep them safe, both on and off the job. We also know that the pandemic will eventually end, and as our two nations move forward, our skills are going to be in high demand as buildings come back online, restaurants reopen, and all the other aspects of daily life return.

The primary goal of your General Officers has always been a good job for every member who needs one. As

long as one member is out of work, we are not satisfied. However, I was relieved early in the pandemic to see that unemployment numbers remained steady and did not rise too steeply the first few months, despite the lockdowns that were occurring all across North America. These numbers were far too high, of course, but we did not experience the massive and wholesale layoffs that so many economic sectors have endured. I'm happy to report that employment levels are almost back to what they were in February, before the shutdown began. This shows just how important our skills are to the economy of our two countries.

Just before the shutdown came, the Department of Education and Training had conducted a Boot Camp for Instructors and Coordinators on how to use technology in teaching, especially online teaching. This conference turned out to be prophetic. Shortly after the Boot Camp, the UA found itself having to gear up to implement remote training—and we were ready.

What this shows is something I've always known—the UA is committed to training and educating our members under any and all conditions. And we never give up.

The foundation for online training and learning was laid some years ago, so when the pandemic struck, we were pretty well prepared. All the Education and Training Department had to do was enhance what was already there. Our textbooks are now eBooks, so apprentices and even journeymen can have all their books at their fingertips, on their phones or notebooks.

Blackboard®, the online learning platform, was well

*Just before the shutdown came, the Department of Education and Training had conducted a Boot Camp for Instructors and Coordinators on how to use technology in teaching, especially online teaching. This conference turned out to be prophetic. Shortly after the Boot Camp, the UA found itself having to gear up to implement remote training—and we were ready.*

established and already had many users. When the lockdown came, the number of users rose significantly. In the first five months of this year, we had more users sign up for Blackboard than in all of 2019. We expect that number will double before the year is over. We currently have 25,000 users, including students and Instructors.

We were all disappointed when we had to cancel the 2020 Instructor Training Program. However, ITP classes are online, and more than 700 members have signed up for these classes or have already completed them. That's a pretty high percentage of the usual 2,000 Instructors we have in Ann Arbor. We are continuing to put more classes online, and we expect this will remain an area of growth.

One of the side benefits of our becoming so online savvy affects those locals that have large jurisdictions. Some of these locals are themselves small, but their members are spread out over hundreds of square miles. They have programs that require apprentices to quit their jobs for several weeks at a time, so they can come in person to the local for training. Now, with online learning so prevalent and accepted, these locals might be able to cut the classroom time to three or four weeks, with the rest of the learning occurring online. This would be a huge cost savings to members, as well as the locals, which often have to assist apprentices with expenses they incur. This is just one example of how unexpected advantages can come out of difficulty.

We are all becoming more adept at living in the online world. Grandparents are FaceTiming with their grandchildren. Zoom meetings are being held all over North America every hour of the day. Skype is giving us entertainment by musicians, actors, and even regular folks we would never have known otherwise. We are learning to be creative and imaginative in how we

connect with one another. Learning online is just another part of that world.

As our members returned to work, I had a chance to reflect on just how valuable a UA card in your pocket can be. That card allowed most of our members to be spared the worst of the economic effects of the pandemic. We're doing everything in our power to ensure that things stay this way.

If there is training you need to be more competitive, check out what the Education and Training Department offers. Keep those skills sharp, and you will weather this storm. I also want to say a personal thank you to all our great Instructors and Training Directors and Coordinators who are working so hard. Their efforts have made a huge difference to so many generations of UA members and will continue to do so in the years ahead. Stay safe, follow the CDC guidelines, and watch out for your families and your UA Brothers and Sisters. Our future remains bright, even if we can't quite see it all that clearly right now. Better times will come.

*Mark McManis*





# A Call to Arms: UA Skills Vital to the Safe Reopening of our Economy



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

In many ways, our country is at a crossroads—simultaneously facing devastating threats to our public health and our economy from the raging coronavirus's effects. This forces us to dig deep and pull together to protect our families and communities' safety as we struggle to reopen our ailing economy. This is also a crisis where the unique skills of the UA are needed on the frontlines.

It's hard to imagine stakes much higher. On the one hand, the pandemic has already caused over 150,000 deaths, while the number of Americans infected is fast approaching 5 million. In many areas, healthcare systems are overwhelmed. On the economic side, things are equally bleak. As the virus wreaks havoc across the globe, we see the most significant recession unfold before our eyes. Over 30 million Americans have lost their jobs, critical unemployment benefits are running out, and many businesses, especially smaller companies, are struggling to stay afloat.

What's more, all of this requires us to walk a high wire in what amounts to a balancing act. We desperately need to reopen the economy fully, yet this vicious disease is still surging at dangerous levels in far too many regions. While scientists and public health experts race for solutions, individual states and counties are forced to craft reopening plans according to their unique conditions and relative threat levels.

Yet, from our perspective, one thing is certain: As America begins to return to work, we must make sure our factories, offices, schools, and other buildings are safe for workers and the public. This is where the UA comes in. Specifically, our members' knowledge, training, and talent are essential to the safe operation of both plumbing and HVACR systems in buildings across the country.

First and foremost, we must ensure a safe work environment for everyone. To this end, we have issued detailed

guidance for protecting all members, regardless of their specific trade. These materials are on the UA's members-only website and public website. Also, since many members are employed directly in the recommissioning of water and air quality systems, we've issued a more specific bulletin for unique risks posed in this context. See *Guidelines to Protect Workers Related to Coronavirus and Other Potential Infectious Materials in Plumbing and HVAC Systems*, which is available at <http://www.ua.org/latest-news/guidelines-for-worker-health.aspx>.

Second, we have launched the UA Water Quality Program, which is designed to provide specialized education and training, as well as new skill certifications, ASSE 1260—1263, that are needed to detect and prevent water contamination. These certifications cover work on all relevant components of plumbing, fire suppression, and mechanical systems, including piping, necessary fixtures, fountains, whirlpools, and cooling towers. Spearheaded by International Representative Kurt Steenhoek, under the direction of Director of Plumbing Services Tom Bigley, this initiative is ahead of its time. An excellent overview of the Water Quality Program is provided in this month's "The Pulse" column (see p. 8). The ASSE series, which includes a contractor certification, is particularly important in this sector because it establishes a national industry credential similar to the medical gas certification.

Third, we've been developing similar proactive efforts through our HVACR department, which is being led by Director of HVACR Service Brian Kelly. The EPA reports that Americans, on average, spend approximately 90 percent of their time indoors, where the concentrations of some pollutants are often two to five times higher than those found outdoors. Related studies show

that contaminants of various types can be transmitted within buildings easily through ventilation. One key solution in this sector is creating another new ASSE air quality certification for HVACR specialists—established as the ASSE 1250 air quality certification, which will be available next year.

Ensuring public health and safety has been a core value of the United Association. The new 1200 ASSE series serves this value. A top priority moving forward will be to have these ASSE certifications incorporated into building codes and state and local legislation. For these reasons, we need all local unions to embrace these programs and encourage members and contractors to obtain these credentials.

To help address potential threats and aid UA affiliates and signatory contractors, the UA Plumbing and HVACR departments, with the help of Training Specialist Rich Benkowski, have developed joint guidelines for reopening buildings. Designed to provide a roadmap for various types of facilities and settings, the *UA's 2020/2021 Steps to Reopen and Safeguard Building Occupancy* could not come at a better time.

For example, backflow devices must be carefully inspected, and all piping systems may need to be flushed to clear stagnant water built up from lengthy closures. In some cases, more sophisticated strategies will also be required, especially in more safety-sensitive sectors, such as the health-care industry. Preparing HVACR systems requires necessary maintenance procedures, such as replacing filters and cleaning coils, and new, innovative measures. Regarding the latter, one fascinating technique for sanitizing these ventilation systems calls for the installation of ultraviolet light in ductwork. We are considering using this powerful method for the UA Headquarters.

The more advanced our society becomes, the more critical it is for us to stay ahead of the curve in industry knowledge and skill development. This is vital to ensuring that these essential systems are installed and maintained with the most considerable degree of care to prevent new threats and risks. The pandemic underscores this fact like no other things can.

*Patrick H. Kellett*



**Patrick H. Kellett**  
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# The Pulse—

## The UA Water Quality Program: Public Service, Professional Pride



*By International Representative  
Kurt Steenhoek*

From the inception of our organization, the UA has proudly maintained an unwavering commitment to protecting public health and safety. Today, one of the greatest public health challenges we face in the United States and Canada is ensuring safe water quality for our families and communities.

A basic human necessity, water is something we take for granted multiple times a day. Our country has been able to boast of having the safest water in the world for the past several decades. Unfortunately, this is no longer the case. We are now facing pervasive, systematic water quality threats unprecedented in scope.

To address these challenges, the UA, under the leadership of General President Mark McManus, has created the Water Quality Program. This is a major initiative vital to public safety, designed to help develop critically needed solutions to our emerging water quality crises. Additionally, since water systems constitute a core part of our jurisdiction, this program could create substantial work opportunities for our members.

The Water Quality Program is overseen by Director of Plumbing Services Tom Bigley, who assigned International Representative Kurt Steenhoek to take the lead on this important initiative. Director of Education and Training James Pavesic and Training Specialists Rich Benkowski and Laura Ceja are also providing valuable assistance.

Today, evidence of water quality problems in the U.S. runs deep and wide. One of the first indications of this emerged several years ago in Flint, MI, where unsafe lead levels were detected throughout the city's water supply. From the outset, the UA was at the forefront of the re-

sponse efforts to correct these problems. Local 370 Business Manager Harold Harrington did an outstanding job in organizing volunteers from his own local and sister locals to provide necessary system-wide testing and remediation services.

While Flint was a major tragedy, it turns out it is only the tip of the iceberg. A UA pilot program conducted in the aftermath of Flint surveyed several other cities and found contamination in multiple locations. Follow-up research revealed even more startling results. A comprehensive report issued by the National Academy of Sciences in 2018, which reviewed extensive water-quality data from across the country, found that up to *45 million Americans* have been relying on public water systems operating in violation of federal safety standards.

This report also showed that our water systems are not only being contaminated by metals, such as lead, but also dangerous bacteria, especially *Legionella*, and various types of unsafe chemicals. All such contaminants can cause serious illness, and in some cases, even death. Moreover, over the past few years we've seen reports emerge from coast to coast showing additional water-quality problems. Not surprisingly, a national membership poll commissioned by the UA showed water quality to be a major concern among UA members.

Numerous factors are driving this crisis, including aging infrastructure, outdated safety standards, and new types of water-based pollutants being found in modern society. Another significant finding is that threats can emerge at various points throughout *external* water supply systems—from original water sources to treatment plants to service lines—and at numerous locations within





the *internal* piping systems in our homes and buildings, including water heaters, cooling towers, showers, and other fixtures.

The UA Water Quality Program is focused on finding solutions. One priority is developing better field responses. In practice, the greatest challenge for all building owners is the compliance with the American Society of Heating, Refrigeration, and Air Conditioning Engineers (ASHRAE) and the standards and guidelines issued by the Centers for Disease Control and Prevention (CDC). To this end, we have launched an initiative for craft-specific training guaranteed to equip the craftspeople performing work on water systems with the required knowledge, skills, and protocols needed to comply with these and other applicable industry requirements.

Fortunately, the American Society of Sanitary Engineering (ASSE), a world-renowned code body, recently created a new series of specialty certifications to verify skills needed for this work. These certifications, ASSE 12060 - 12063, cover contractors and three trade classifications—plumbers, pipefitters, and sprinkler fitters—and are a critical component in the careful implementation of Water Management Programs. Our liaison for this program is ASSE Senior Director Scott Hamilton, who did an excellent job in expediting the development of this series while still maintaining effective quality control. Since the launch in 2018, numerous UA ASSE certified Instructors have been trained by master Instructors, including John Sullivan, Local 1, New York, NY; Manny Ferrer, Local 638, New York City and Long Island, NY; and Chuck Berra, Local 268, St. Louis, MO. Many UA locals are ready to train and award ASSE third-party creden-

tials to signatory contractors and members.

These certifications are being introduced to our local training programs for the benefit of our members and signatory contractors, who will now be better equipped to work with engineers and facility management in addressing water quality issues and in teaching the skills to properly install, maintain, remediate, and monitor all components of internal and external water systems.

Current field practices also require adapting and reconfiguring Water Management Programs to address new threats emerging in our water systems, which include Legionella outbreaks and potential risks from the COVID-19 pandemic. For example, UA-trained crafts persons are needed to ensure proper steps are taken when reopening facilities—that have been dormant for months—to prevent the spread of contaminants through water systems. UA skills are likewise critical for recommissioning mechanical and fire protection systems.

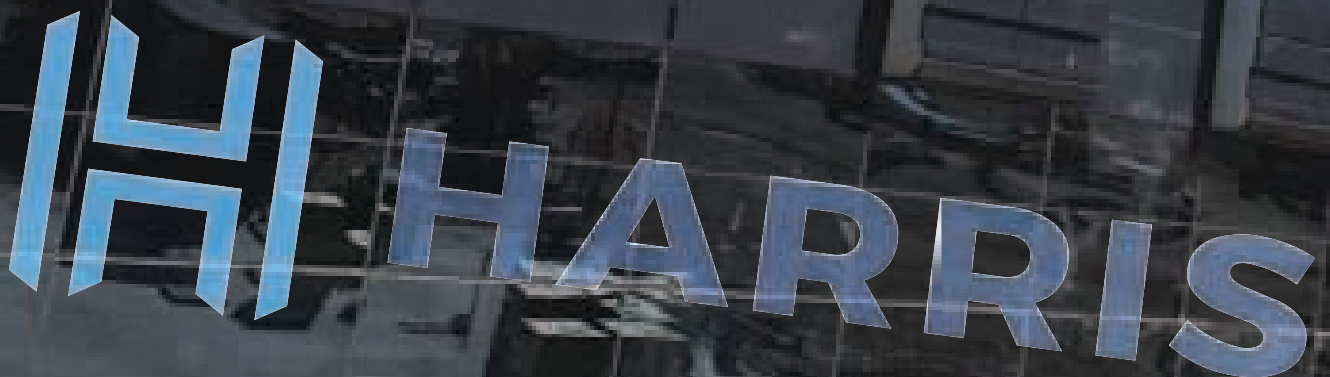
The UA Water Quality Program is also fostering efforts that will involve promoting federal infrastructure funding to ensuring better water quality from the source to the faucet through new state and local legislation. Substantial revisions to our existing plumbing, mechanical, and fire codes will also be needed using *ASSE-certified* technicians and contractors. This will allow proper field techniques to be incorporated into new water policies to protect public safety.

The UA Water Quality Program is timely and important. This is an arena in which our dedication to skills, training, and safety is more critical than ever, and we are making sure our members and contractors have the correct tools to succeed.

# Gearing Up to Meet the Needs of the Future

Plumbers, Pipefitters, and Service  
Technicians Local 525, Las Vegas, NV

The *UA Journal* team was onsite in February 2020, prior to the pandemic, and before there was a requirement to wear a face mask on a jobsite.





Justin Eighmy (BA, LU 525) and Matt Lydon (BM, LU 525)

**Abbreviation Key:**

BM	Business Manager
BA	Business Agent
S	Superintendent
F	Foreman
St	Job Steward
J	Journeyman
Ap	Apprentice

Plumbers, Pipefitters, and Service Technicians Local 525, Las Vegas, NV, was chartered in 1938 and has been an integral part of Southern Nevada through plumbing, pipefitting, and HVACR service work for more than 80 years. Local 525 has a workforce of approximately 1,800 members. Las Vegas has experienced major growth in the last five years and so has Local 525 under the progressive and experienced leadership of Business Manager Matt Lydon, and Business Agents Justin Eighmy and Dave Wood. Before becoming Business Manager, a position he has held for five years, Brother Lydon was a Business Agent for Local 525 for eight years. His first job as a Local 525 member was at the Nevada National Security Site, known as the Nevada Test Site, which to this day continues to provide Southern Nevada's union workers with fair wages and benefits.



Corey Beadle (F, Harris)



Michael Shepperson (J, Harris)



Nevada Governor Steve Sisolak deemed construction essential in Nevada during COVID-19, but the virus still had an impact on Local 525. According to Business Manager Lydon, the projects that were shuttered due to the pandemic created a significant increase in unemployment, but Local 525 was quick to respond, which protected its membership. The dispatch office continued to man calls without hesitation, which resulted in rotational opportunities for the members who got displaced. This scenario benefited members who got laid off, offering them a chance to go back to work without being out for an extended period of time. The Local 525 hall also shut down for six weeks, with the front office staff working remotely, and all union meetings have been suspended until further notice. Brother Lydon said, “Hopefully, our local economy recovers quickly after the COVID-19 shutdown so that the end-users will want to build new projects and continue to remodel the existing properties.”

Local 525 built two health clinics for its membership prior to the pandemic, which are both managed by Activate. Before the clinics were built, Local 525 had been using a health maintenance organization (HMO) healthcare plan—which was not popular with the membership—that was converted into an exclusive provider organization (EPO) plan, and now with Activate, the members are receiving concierge medical healthcare. During COVID-19, it was reported that having in-house health clinics benefited the membership immensely and will continue to do so. Brother Lydon said, “Because Activate manages clinics for three local unions—Local 525, IBEW Local 357, and Teamsters Local 14—we used one of Local 525’s clinics as a sick clinic so we could minimize exposure for

our healthy population and maintain the high level of healthcare our members expect.” Before COVID-19, Business Manager Lydon stated that the health clinics’ returns on investment were way ahead of schedule and looked fantastic. He said, “The returns on investment were supposed to be paid for by 2028, but with a 45 percent utilization, the returns on investment will be paid for by 2023.”

Local 525’s jurisdiction covers Clark County, Esmeralda County, Lincoln County, and the southern portion of Nye County, and includes the following cities: Boulder City, Henderson, Las Vegas, and North Las Vegas. With ongoing large-scale commercial projects, the Las Vegas Convention Center, and the Las Vegas Raiders Stadium, Local 525’s manhours are on the rise. Within its jurisdiction are The Las Vegas Resort World, a 3,500-room mega resort; the MSG (Madison Square Garden); phase two of six of the Google Data Center; Circa, a new resort that will be the tallest hotel in downtown Las Vegas; the Raiders practice facility; a remodel on the Virgin Hotel; Centennial Hills Hospital; and the ongoing seasonal outage work on six power plants for NV Energy. Local 525 also has \$4.6 billion worth of remodeling and new construction work on schools in the Clark County School District, as well as a host of remodels along the Strip corridor. Business Agent Eighmy said, “There’s a lot of work going on in Vegas, but unfortunately we only have about 10 percent of it. We’re working on getting more of those jobs. There are over 294 contractors, from small to large, that are non-union, and we have about 30 to 35 contractors that are union. There is a lot more non-union work in this valley than union work, so we are trying to change that.”

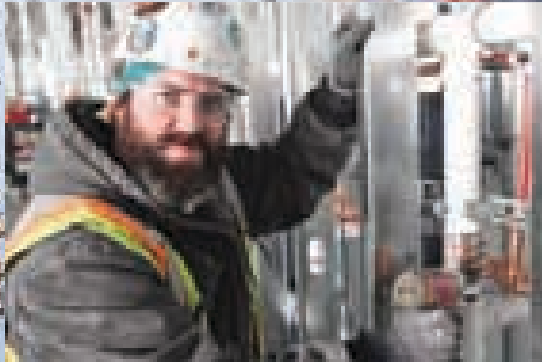


Chad Smith (J, Harris)

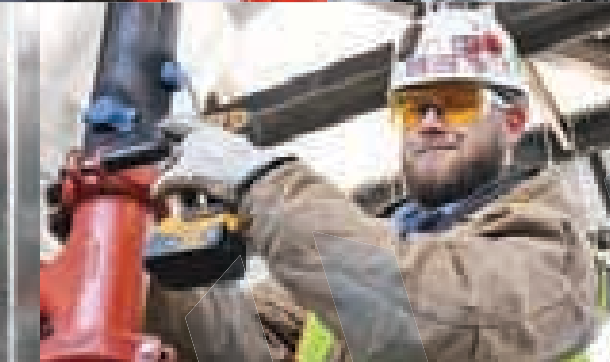




Albert Duzzie (J, Harris)



Brandon Berry (Ap, Harris)



Dyllan Blossom (Ap, Harris)



James Enos (J, Harris)

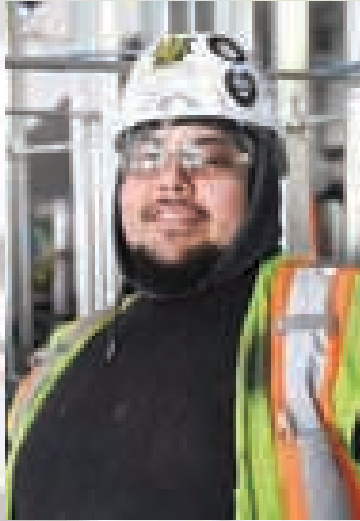
## The Catalyst for the Change

Local 525 has seen major growth in the Las Vegas Valley since the downturn in 2008, and the Las Vegas Raiders Stadium was the catalyst for that change. Four years ago, Nevada's legislature held a special session to approve a public-funding deal for the Raiders Stadium project to come to Las Vegas. Local 525 leadership lobbied hard at this special session to raise the funds by increasing the existing tax on hotel rooms. The legislature passed the deal, which created 750 million public dollars. The \$750 million is the largest public contribution to a stadium in his-

tory. Another \$400 million was also approved via a 0.8 percent increase in the room tax for the expansion and renovation of the Las Vegas Convention Center, which Local 525 leadership also lobbied for. Business Manager Matt Lydon said, "When the public decided to add the room tax, funding the public private partnership, the Raiders organization brought the stadium to Las Vegas." He continued, "They needed the public's buy-in, so it was a heavy lift, and a lot of our legislators stuck their necks out for us and got it done. It's been a domino effect, creating work."



Jeffrey Mullaney (J, Harris)



Pablo Moran (J, Harris)



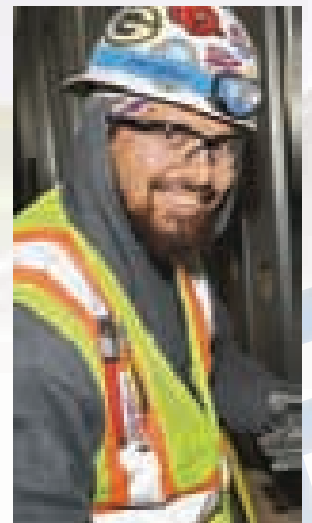
Jorge Gonzalez (J, Harris)

## The Allegiant Stadium (Las Vegas Raiders)

The Allegiant Stadium is fully enclosed and climate controlled and will serve as the home for the National Football League's (NFL's) Las Vegas Raiders and the University of Nevada, Las Vegas (UNLV) Rebels college football team. The 1.75 million-square-foot, 65,000-seat stadium will cost \$1.9 billion to build. Harris is the contractor, and they are doing all of the plumbing, pipefitting, and HVAC work. The stadium is expected to have 22 miles of HVAC piping and 47 miles of water/waste piping when it is complete. Sprinkler Fitters Local 669, Columbia, MD, members are installing the fire suppression system at the Raiders Stadium as well, working for Desert Fire Protection. When the *UA Journal* team was onsite in February 2020, there were 130 Local 525 members working, and they had been working on the project for a year and a half. They expected the job to be completed by July 2020. The stadium is currently wrapping up with 30

members remaining onsite and is expected to be complete on time at the end of July. Business Manager Lydon said, "It's a great job, and it's been a catalyst for all of the other construction that's going on here in Las Vegas. We're glad that the Raiders are here."

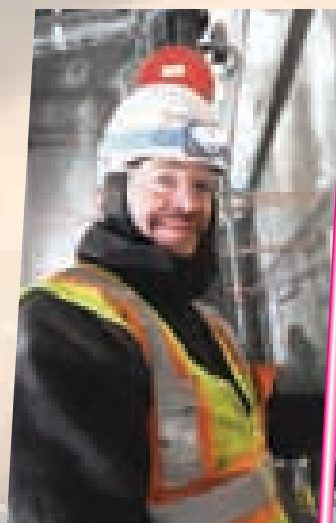
General Superintendent for Harris Mike Matey became a journeyman in 2010 during the challenging times in Las Vegas when work was scarce. He said, "I worked one job as a journeyman, and then I traveled. After leaving Las Vegas, I came back stronger, and I was given a Foreman's position almost immediately. From there, I kept working hard and tried my best to learn as much as I could." Superintendent Matey began working on the stadium in its early stages as a pipefitting Foreman—jumping into ditches and working with the underground crew. Once the stadium began progressing upwards, Brother Matey became the pipefitting General Foreman. "The Raiders Stadium is



Bronson Contron (J, Harris)



Juan Martinez (J, Harris)



Mario Huante (J, Harris)



Kevin Crawford (J, Harris)



Yeew Cornejo-Moreira (Ap, Harris)

Jesse Rich (J, Harris)



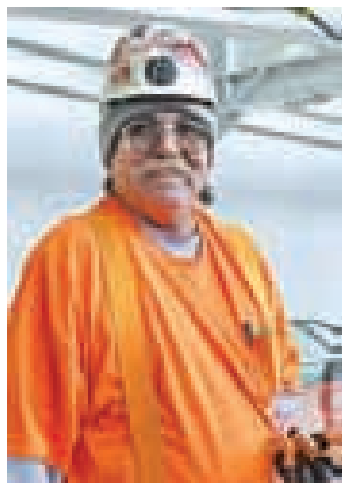
going well," he said. "It's moving extremely fast, but we're keeping up with the pace. We have great guys on this project who understand the dates that we have to hit. The timeline is crunched, but we have had many successes, and we have hit a lot of milestones so far. The UA members on this job care, and they are continually striving to hit those milestones. It means a lot to everybody to be part of the Raiders Stadium project, because we're going to be driving past it for the next 25 years, and we'll be able to say that we had a huge hand in building it." Brother Matey continued, "With the schedule being increased the way it has, it's all about personal pride right now. We want this job to come in on time and under budget, because that's the UA motto."

The utilization of three-dimensional (3D) modeling technologies had a major impact on the flow of the Raiders Stadium project. Brother Lydon said, "In the beginning, we had

to get our folks trained on Topcon. Topcon is a global positioning system that the members on the job used to set all the hangers and to locate all the piping to see where it needed to be placed. So, we geared up and held training classes to get everybody dialed in on Topcon so that they could meet the needs of our contract." Brother Matey said, "Everything has been coordinated through 3D modeling, and we're finding that it makes it a lot easier to see the building in a 3D perspective before it's built. We've used a lot of geopositioning instruments and Topcon on the job. We're still working on getting more of our membership trained in those areas, but it's something that we're all working on and helping each other with, because it's only going to help us in the future. We've used it on many aspects of the job—for the layout and the way we dropped the risers inside the cores. The CAD department made the design, and then we executed the design out in



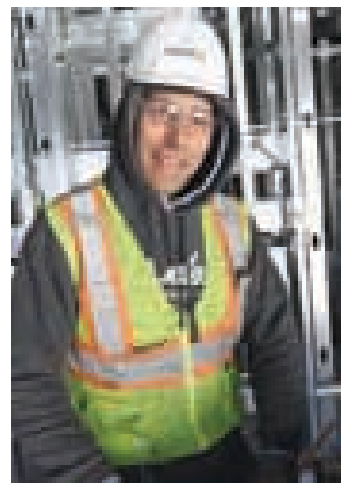
Eric Fitzpatrick (Ap, Harris)



Joseph Banuelos (J, Harris)



Trevor Fraser (LU 669, Desert Fire Protection)



Joseph Taukinufili (J, Harris)



## Terrance McGill, First-Year Apprentice

Terrance McGill is a first-year pipefitter apprentice working for Harris at the Las Vegas Raiders Stadium. Before becoming a member of Local 525, Brother McGill worked for a non-union contractor for five years at Caesars Palace on the Las Vegas Strip. He said, “I knew joining the union would be a better career move for me.” Brother McGill had a full-ride basketball scholarship to Grayson County College and played for them for two years before transferring to Mayville State, where he got injured and was forced to take a break from the sport. When he became healthy enough to play again, his daughter was born, and his priorities changed. “Injuries happen,” Brother McGill said. “I was still trying to chase the dream when my daughter was born, but the dream was getting too expensive, so it was either get a job or keep chasing the dream, and I chose to get a job. My first job was a housekeeper at the Cosmopolitan. Moving from that job to working for the UA, I feel proud to show my daughter and my two stepsons that even though I didn’t make it to where I wanted to be in basketball, I can still be a hero.” Brother McGill made the tough decision to leave his basketball dreams behind so he could provide for his family and be the father he never had for his own children. “I’m trying to teach my kids the right way to do life,” he said.

Brother McGill has been a Raiders fan his entire life, and having the opportunity as a first-year apprentice to work on the Raiders Stadium is a dream come true for him. “I’m a big sports fan,” Brother McGill said. “I became a big-time Raiders fan from my uncle who passed away. I never gave up on them, and I will always love the Silver and Black.” Brother McGill said that he is excited to take his kids to a game and be able to say that he had a hand in building the stadium.

Joining Local 525 has provided Brother McGill with a brotherhood that he appreciates. He said, “It’s a real brotherhood. You meet different people from different trades on the job, but Local 525 Brothers are just awesome. You can ask them anything, and they are willing to pitch in and give you help.” Brother McGill said that working on the Raiders Stadium as a first-year apprentice, you can’t be afraid to ask for help if you need it.

The Raiders Stadium is a big project for a first-year apprentice to take on, but according to Brother McGill, it has been a great learning experience. He said, “You really have to be on your Ps and Qs because it can be dangerous. If you follow the rules, and you do what is necessary to get the job done, then you will do great.” Looking ahead, Brother McGill is striving to be a loyal Brother and member and be the best that he can be at the end of the day.

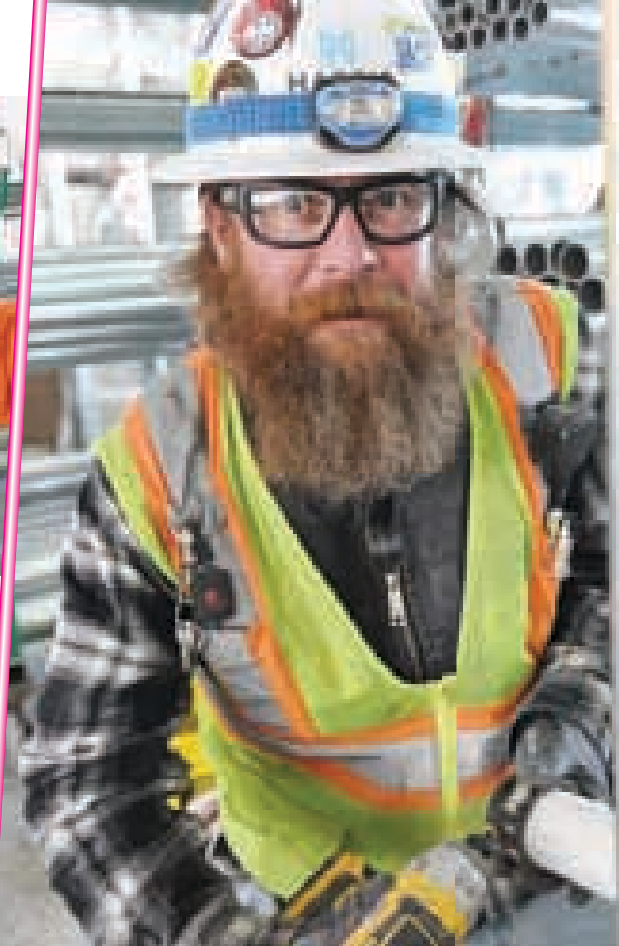




**Dominic Roach (Ap, Harris)**



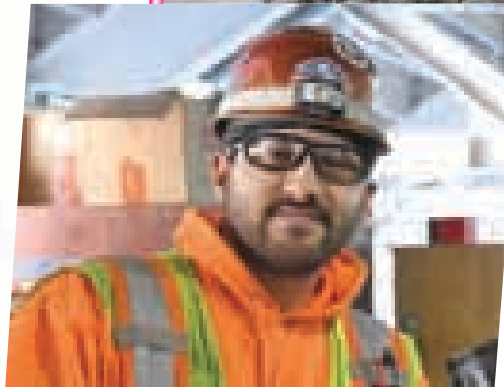
**Wayne Harper (J, Harris)**



**Jeffrey Sinclair (Ap, Harris)**



**Mike Matey (S, Harris)**



**Angel Razo (LU 669, Desert Fire Protection)**



the field. It saved us a lot of hours, and it made it a lot easier for the people installing the work.”

The Project Labor Agreement (PLA) on the Raiders Stadium project is a unique one. The PLA states that at least 15 percent of the total work hours performed per craft on the project will be performed by apprentices, and that five percent of the total apprentice work hours per craft should be performed by first-year apprentices. This apprentice ratio was put into place to provide economic opportunities and a path to middle-class careers for disadvantaged populations within Clark County. “Basically, it’s giving the apprentices a shot in the arm so we can bring up the future,” Brother Lydon said. “All the Business Managers in the building trades

stepped off the curb and took a big risk with their members for the apprentice ratio and the community workforce agreement.”

When the Raiders Stadium came to Las Vegas, it pushed the rest of the construction throughout the Las Vegas Valley into motion. Local 525 members fought hard to get the Raiders Stadium to Las Vegas and are excited for the Raiders to call Las Vegas home. Brother Lydon said, “In 2008, when everything pretty much fell out, our membership turned into a suitcase. They traveled and worked all over the United States. This project has brought our members home, and now we’re at full employment, and everybody’s working.”



Joseph Curro (J, Southland)

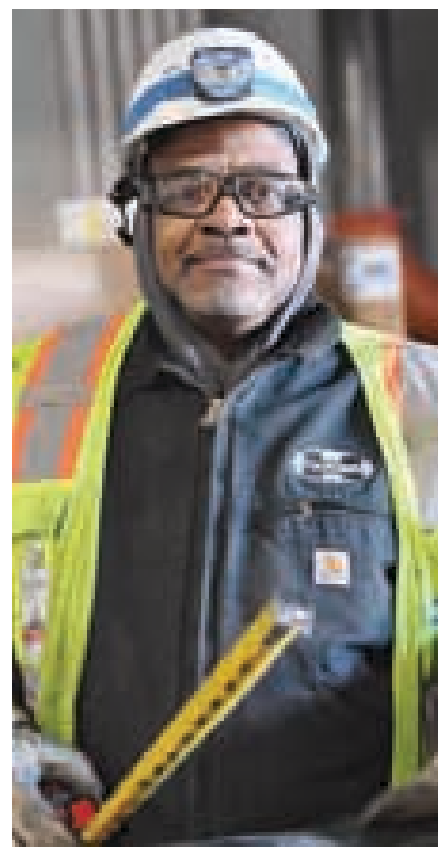


## The Las Vegas Convention Center


Southland Industries and MMC are the contractors for the Las Vegas Convention Center expansion. When the *UA Journal* team was on-site, the members were working on phase two of the project, which is an expansion of the existing convention center. The expansion will add 2 million square feet of space to the existing 3.2 million-square-foot campus. Local 525 members have been working on the convention center for a year and a half, and between Southland Industries and MMC, there are currently 100 members onsite. It is a \$4.83 billion expansion and is expected to be completed by December 2020. Phase two of the convention center is a fast-paced project—the timeline goal is two years from the design phase to completion. Phase three will begin shortly after phase two is complete and will include the renovation and remodel of the original convention center so that it is updated to match the new expansion. Phase

three is expected to take one year to complete. For phase two of the convention center, Local 525 members are installing the plumbing and piping for all of the restrooms, the exhibit spaces, the atrium, the kitchen, and the food court.

Plumbing Superintendent for Southland Industries George Greenawalt has been a member of Local 525 for 28 years. He said, “I started in the field when I was 19, so I’ve basically been doing this my whole life. It’s given me a good living, and it’s provided very well for my family.” Brother Greenawalt oversees 75 members on the job. Most of the members on the job are journeymen, but he also oversees 16 apprentices, seven Foremen, and



Gregory Williams (J, MMC)



Jon Lakin (J, Southland)

Mike Siedlecki  
(F, Southland)



one General Foreman. Brother Greenawalt explained that the size and shape of the expansion have proved challenging for the members on the job, stating, "The size of this project is unique, and it's also on a skewed angle, which makes it very difficult for layout. The elevation has been challenging safety wise. Getting materials up to the elevation of 65 feet in the exhibit hall and then in the atrium—up 130 feet—is challenging. They ended up using scaffolding. We had to get eight-inch pipe up into the scaffold area, which was difficult."

Pipefitting General Foreman for MMC Wes Richardson has been a member of Local 525 for 14 years. He also spoke about the challenges associated with the mere size of the expansion,

stating, "The high ceilings definitely make this job challenging. Everyone has a time slot to get up there and then get out as quickly as they can. It's the same situation in the exhibit hall. It's a challenging job, but we're getting it done." Conversely, Brother Richardson said that the communication between the trades has been positive and has been helpful in keeping the job on schedule. He said, "All the different trades actually communicate well, and that's what it takes on a job of this magnitude—communicating. Every morning, all the trades get together for a meeting where we figure out schedules and coordinate with one another. It works well, and we all work well together out here." Brother Richardson has been running work since he turned out as a journeyman and sees himself continuing to run work in the future, with the ultimate goal of becoming a Superintendent one day.



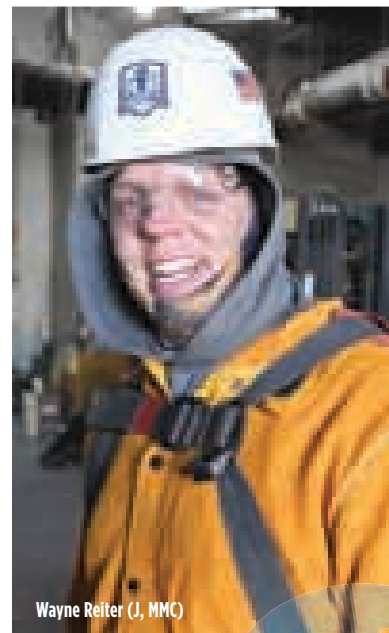
Kyle Whittaker (J, MMC), Joseph Santos (F, MMC), and Tyler Sisney (St, MMC)

## Gearing Up

Local 525 has been gearing up to meet the needs of the future by focusing on diversifying its training in the service sector. The local has been training and organizing new employers that are in the HVACR (heating, ventilation, air conditioning, and refrigeration) and plumbing service markets. Four years ago, Local 525 launched a new five-year apprenticeship program for HVACR, and it is currently building a new \$4.5 million training center that will be dedicated to service training. Brother Lydon said, "The goal is to get as many new contractors that fit in that box, along with the men and women who thrive in that sector of the market and to unionize them." Business Agent Justin Eighmy added, "Before we started this new training program, we only had one year of HVACR training. Members got their EPA certificate, and that was it—the rest of the training

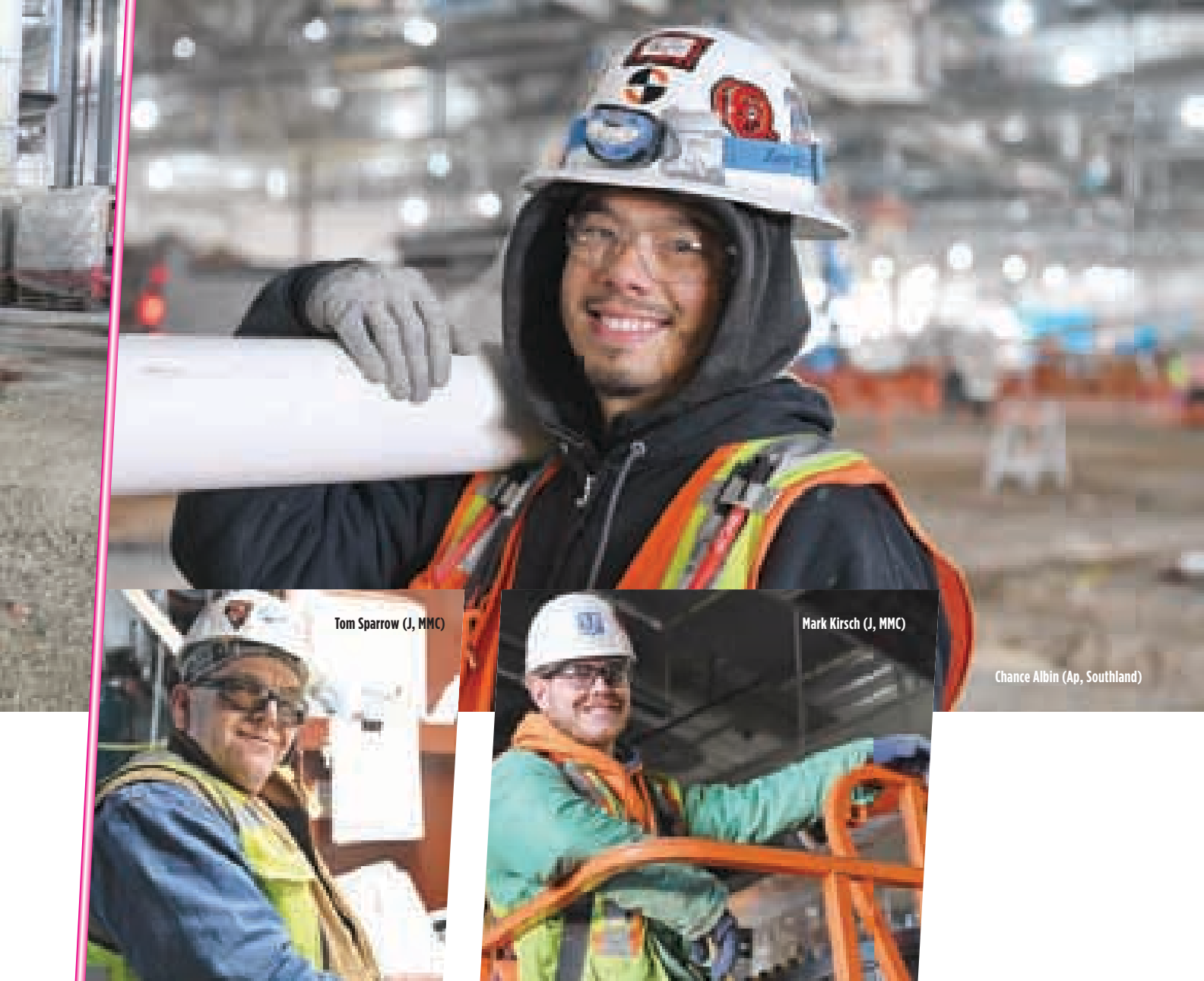
was on the job. We began service training for plumbing and HVACR so that we can be competitive in both markets." Local 525 is striving to become competitive in light and heavy commercial work, so it launched a sponsored program to bring in chiller mechanics. Four or five people are brought in each year as HVACR apprentices, and they are sponsored by a contractor. Business Manager Lydon said, "We saw a huge void, because the average age of our qualified chiller mechanics is 57, and they are all getting ready to retire, so we saw the need for this program." Business Agent Eighmy added, "It'll backfill any void that we have. We can use any of our service folks to help the contractor and help us compete in that market."

Local 525 made a commitment to organizing



Wayne Reiter (J, MMC)





Tom Sparrow (J, MMC)

Mark Kirsch (J, MMC)

Chance Albin (Ap, Southland)

in 1996 with its first full-time Organizer, and since then, it has actively been organizing in all areas of the industry. Currently, Local 525 has one Organizer, Demetrius Finister, who works directly for Local 525, along with 10 Organizers who work for the 5 States Pipe Trades Association (5SPTA). Business Manager Lydon is the President of the 5SPTA, and said that it has been a highly successful situation for all the locals within. The jurisdictional area of responsibility covers over 550,000 square miles. Local 525 also has Mike Hill, who used to be the local's full-time Organizer and is now the 5SPTA Lead Organizer. Business Agent Eighmy said, "Right now, we aren't struggling with getting people into the local, so we're focusing on getting more HVACR small contractors that do light commercial and service work that a lot of our contractors don't want to do."

With the growth in the Las Vegas Valley and the shortage of skilled manpower, Local 525 has placed itself in a position of being a major player in the industry. From the power plants that power the Las Vegas communities to the Raiders Stadium, members of Local 525 have built and maintained the piping infrastructure on which Southern Nevada thrives. Together, the leadership and members of Local 525 have raised the commitment to organizing, built a brand-new training facility, made healthcare a top priority, and constructed a new union hall to serve their membership well into the future. This past year has been a challenge for everyone, but Local 525 is showing no signs of slowing down. Its leadership is committed to finding solutions to the challenges being presented and is determined to forge a strong local union going forward.



# Begin with the End in Mind

## *2020 ITP Instructor Boot Camp*

Technology is changing faster than society is. What was once termed a convenience has now become a core element in the classroom and on the jobsite. Digital newcomers are at the doorstep waiting to be trained and brought into the realm of a technology-driven workforce. Learners must be taught how to acquire theory and competent skillsets in an interactive curriculum environment. Today's students expect to learn anything, anytime, anywhere, on any device. With the world currently battling COVID-19, the use of technology in learning environments has quickly become a necessity rather than an option.



Director of Education and Training Jim Pavesic



Assistant Director of Education and Training Ray Boyd



Training Specialist Rich Benkowski





Training Specialist Ken Schneider

The ITP Instructor Conference—referred to as the Instructor Boot Camp—was held March 3-5, 2020, in Dallas, TX, just weeks before the COVID-19 stay-at-home orders were implemented in the United States. In the weeks following the Instructor Boot Camp, due to the pandemic, the UA General Office made the tough decision to cancel this year's Instructor Training Program (ITP). Subsequently, the UA Education and Training Department elected to offer UA ITP/regional courses online that would assist local union Instructors in staying on track and up to date. In the UA Education and Training Department's June 2020 *Training News*, UA Training Specialist Rich Benkowski stated, "Everyone who plans for, instructs, and attends ITP has been disappointed to learn that the 2020 program has been canceled. However, development of new curriculum does continue within the ranks of the UA Department of Education and Training."

The Instructor Boot Camp's mission to implement technology in the classroom—allowing learning to occur anywhere on any device at any time—could not have come at a better time. Director of Education and Training Jim Pavesic stated, "One thing that the COVID-19 pan-

demic has highlighted is our department's ability to shift quickly and re-focus on alternative training platforms. We have always been ready. The pandemic forced the issue with some of the training centers, and because of that, we may have turned a corner for select training centers' willingness to embrace new technology."

One hundred and forty-six ITP Instructors gathered for this year's Instructor Boot Camp. In 2015, there was a Boot Camp geared toward getting new Instructors up to speed when it came to the technology and digital resources available to them. As the years went on, it became clear that the Instructors who attended Boot Camp—even if they were only first-year Instructors—were digitally ahead of those who had been teaching for many years. The ITF (International Training Fund) Board of Trustees and the UA Education and Training Department leadership felt that it was essential to include all Instructors in this Boot Camp. The department proposed the cost for the new Boot Camp to the ITF Board, and according to Brother Pavesic, "They didn't bat an eye and





**Dr. John J. Medina, a developmental molecular biologist,** has a lifelong fascination with how the mind reacts to and organizes information. He is the author of the *New York Times* bestseller *Brain Rules: 12 Principles for Surviving and Thriving at Work, Home, and School*—a provocative book that takes on the way our schools and work environments are designed. He gave a presentation on how the brain learns, highlighting that our attention span is only 10 minutes. We pay attention to things we can relate to, things we like or are important to us, something unusual or unexpected, and emotionally arousing events, and he explained that our brains want the meaning before the details. One of the biggest lessons he taught the Instructors was to give four, 10-minute lectures vs. a 40-minute lecture. He said, “If you have to give a 40-minute lecture, you should never give a 40-minute lecture. You should give four, 10-minute lectures and then do something at the joints if you want to keep the information interesting. What do you put at the joints? Every nine minutes and 59 seconds you have to deploy an emotionally competent stimulus (ECS).

If you do that, you can keep a group of students interested in what you have to say in 10-minute chunks all day long. ECS follows three rules: Timing—you need to keep it short at two to three minutes. Keep it relevant—refer to just-mentioned material or material about to be covered—and narrative—turn it into a story if you can.”



**Mark Rogers, COO of West Chester Mechanical and ITF Board of Trustees member,** began his career in the trades as a steamfitter in Philadelphia. He created West Chester Mechanical in 1996 and was named the MCAA’s Mechanical Contractor of the Year in 2017. He is also the recipient of MCAA’s highest honor, the Infinity Award for Distinguished Service. Mark Rogers spoke about his experience becoming the owner of a mechanical contracting company and the importance of technology in training today. He said, “We talk about UA training versus the open-shop training. It’s what separates us. Do you think the non-union right now is still teaching out of old books with old theories and old joining methods of pipe? No, they’re not. What are they doing? They have online courses. They’re using whatever they can to put visual and verbal information in front of their people. We spend more money on training than they do, so shouldn’t we be doing the same and doing it better with better tools?”

He continued, “It takes everybody in this room to start to adapt to the times. We want to brag about being the best trade in the industry. That means, we need to be leaders in training and leaders on how people are getting trained. That’s why you’re here to learn and open your eyes to new technologies. It doesn’t mean you have to become a computer expert or a software program expert, but find someone around you who is really good at that and get them under your wing in your department. That is what will make you successful.”





said, 'Let's do it.'"

The Instructor Boot Camp offered strategies and resources intended to normalize the deployment of ITP course content utilizing various platforms. Guest speakers were featured to enhance the attendees' experiences, and the ITF staff, along with industry partners from Washtenaw Community College (WCC) and American Technical Publishers (ATP), presented workshops. Over three days, Instructors were given workshops on Faculty Procedures, Core Elements, Blackboard, Online Resources, and Digital Deployment. Guest speakers included developmental molecular biologist and author Dr. John J. Medina; Technology Manager at Pipefitters Local 597 Training Center, Chicago, IL, and MCAA Technology Committee member Mike Zivanovic; and COO of West Chester Mechanical and ITF Board of Trustees member Mark Rogers.

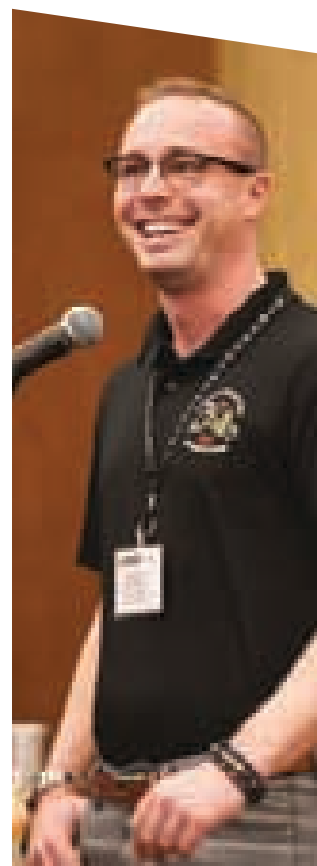
Training Specialist Ken Schneider, Instructional Technology Coordinator Lauren Friedman, and Brother Mike Zivanovic led the Digital Deployment workshop. This workshop helped the ITP Instructor develop, capture, and integrate building information modeling (BIM), mobile tools, augmented reality (AR), virtual reality (VR), and other digital resources into their ITP classes.

Logistics Director of UA Programs and Services at WCC Kim Billings, WCC Dean of Apprenticeships and Skilled Trades Training Programs Marilyn Donham, UA Registrar Cathy Merkel, ITF Administrator Jocelyn

Crowder, and Assistant Director of Education and Training Ray Boyd led the Faculty Procedures workshop. This workshop included an overview of the faculty website, which included ordering faculty shirts, classroom materials, and the submission of student grades, as well as reviewing financial forms and procedures related to wages, expenses, and other WCC processes. It also included the faculty's responsibilities, such as essential training and background checks and ITF expectations.

Journeyman possess the core elements of the UA's education. Concepts such as tell them, show them, and let them apply what they have learned were discussed. The Core Elements workshop, led by Technical Director of UA Programs at WCC Tony Esposito, Marilyn Donham, ITF Curriculum Coordinator Agatha Wolyn, and Training Specialist Mike Hazard allowed Instructors to tap into those core elements through the discussion of all aspects of the syllabus and lesson plan. The Instructors learned their goal is to understand that keeping their students engaged in the classroom is what ultimately leads to optimal success in the field.

UA Distance Learning Administrator at WCC Arista Metler and UA National Recruitment and Outreach Coordinator Laura Ceja led the Blackboard workshop, which began by providing an example of how content could be presented and uploaded to Blackboard. Next, attendees worked on their ITP week-long course by selecting one topic and one outcome to show using Blackboard. Feedback was offered



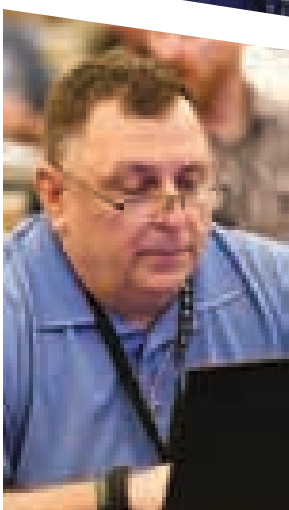


**Mike Zivanovic, Technology Manager, LU 597 Training Center and MCAA Technology Committee member**, gave a presentation on creating a forward-thinking technology culture within the UA. He said, “On the 21st century jobsite, project schedules are being compressed now more than ever.

Fabrication is moving off the jobsites into fabrication shops, and we are trade stacking more than ever. Where does that start? That starts with us. What are we doing to embrace that? This is about us coming together and understanding that if we don’t move forward together and embrace what’s going on here, we’re going to get left behind. It is no surprise that technology is becoming more evident in what we do. In fact, technology is moving way past what we’re doing in the computer lab.”

Brother Zivanovic spoke about technologies that are meant to aid—rather than replace—Instructors in teaching their courses. He said, “Those of us who teach welding back home know that when you have a booth full of apprentices and you are trying to show them the welding process, only one apprentice can see what’s going on. The other five or 10 cannot see, so they step back and become disengaged. But, we found a piece of technology—a welding camera—that can see the weld just as well as the welder can. So now we can pull the apprentices into a classroom environment, talk to them about the welding process, and then go into the shop and use it in a practical sense. This technology is not replacing the Instructor; it is aiding the Instructor.”

Brother Zivanovic spoke about the importance of leveraging the apprentices’ abilities and allowing them to help in the classroom if needed. He said, “Why are we not leveraging apprentices for what they can bring to the table? One of the best things I ever heard was, ‘You don’t hire smart people to tell them what to do. You hire them so they can tell you what to do.’ I’m not saying to let them tell you how to do your job. The point is, let them come in and help you. Let them take an ownership. Subliminally, you are showing them what solidarity is all about.”



regarding presentations, videos, quizzes, and other relevant subjects.

The United Association Online Learning Resources (UAOLR) is an online portal that provides Instructors with resources needed to build curriculum successfully and enhance hands-on learning. The Online Resources workshop led by Director of Product Development at ATP Learning Solutions Carl Hansen, Training Specialist Mike Galfano, and Training Specialist Randy Gandy provided Instructors with a practical overview of the UAOLR system. Specific methodologies were offered for

each Instructor to create a UAOLR experience for delivery during the UA ITP.

On Day One of the Instructor Boot Camp, UA Director of Education and Training Jim Pavesic welcomed the attendees and thanked the Instructors who took time off from their full-time positions to attend. He also thanked Rich Benkowski for leading their team, and the Training Specialists and Office Professionals for the work that they put into making the Instructor Boot Camp possible.

Director Pavesic revealed the main goal for the week, stating, “We want you to look at tech-



### Youth to Leadership Initiative panel

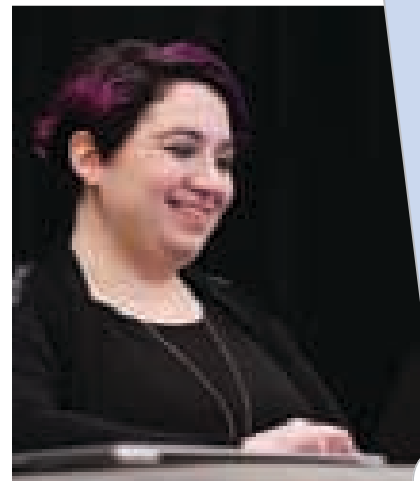
From left are fifth-year apprentice Changsoo Lim (LU 100), fifth-year apprentice Tanya Peddy (LU 100), fourth-year apprentice Michael Bledsoe (LU 100), UA Instructional Technology Coordinator Lauren Friedman, fifth-year apprentice Derek Williams (LU 100), and Assistant Director of Education and Training Ray Boyd.

nology as a new tool to use in the classroom and on the jobsite. Let's face it, there are a lot of new technologies coming out on jobsites that are making us more competitive and our contractors more competitive, and if we don't embrace them, somebody else will, and we'll be on the outside looking in. Our goal this week is to make you comfortable and more proficient in how to use these technologies. We want you to use them, even if it's just a little bit at a time." He continued, "You are the craft experts. You know your trade, but I want you to deliver information in the 21st century. As these young men and women come into our trade, they have already been exposed to technology, and we don't want them to come into our apprenticeship programs only to take a step backward because we're not utilizing the technology. If the technology is available, we want to keep them engaged."

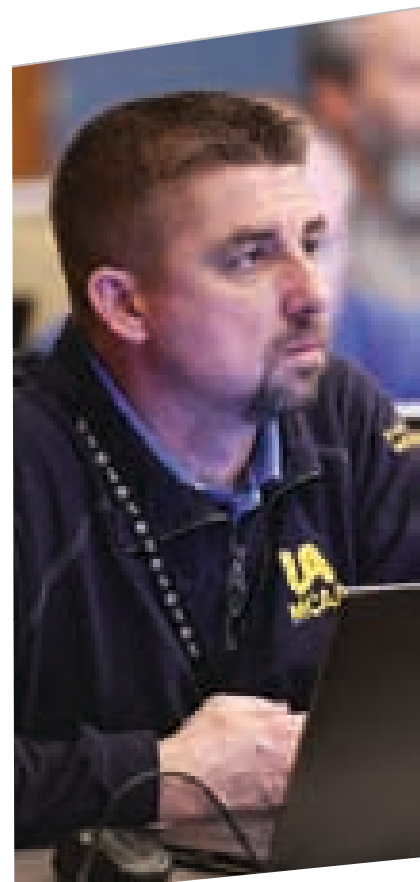
UA Training Specialist Rich Benkowski gave an overview of the conference, stating, "Everything that ends up in Ann Arbor begins here. So, we begin with the end in mind. From this moment until you walk into your classroom at ITP, we will be working to sustain that leading-edge position you've already established from the UA. For the next three days, all of the resources needed to secure your continued success in the classroom are available." He continued, "This program will offer strategies and techniques to augment the deployment of the materials. All attendees will participate in five rotating workshops. Each workshop will promote an idea and a lot of time to develop that idea to be deployed at ITP. These ideas will be inserted into your 2020 syllabus and your 2020 lesson plan to meet the minimum academic requirements for credits to be awarded."

Training Specialist Benkowski spoke about the importance of allowing learning to take place by anyone, anywhere, at any time, on any device. He said, "Self-acceleration does happen with or without our guidance, but do we want to manage that message? Do we want to direct the acceleration that will direct our mutual benefit for the UA, the contractors, and ultimately our collective customer? This conference is going to offer all of us a chance to give the next applicant—yet uncategorized—the best opportunity to become a member and a part of the most productive workforce in the building trades. The challenge for you is to unleash that talent and embrace self-acceleration. Steve Jobs made a very telling remark: 'Technology is nothing. What's important is that you have faith in people.' That is what we are basing this on. We have faith in people that once we normalize technology as a tool, it's going to be used properly."

Assistant Director of Education and Training Ray Boyd and Instructional Technology Coordinator Lauren Friedman engaged four apprentices in a "Youth to Leadership Initiative" panel discussion. They told their stories about how they joined the UA and answered a series of questions by the moderators and the attendees. The panel discussion theme was, "Begin with the end in mind"—apprentices being the end in mind. The four apprentices—Tanya Peddy, fifth-year plumbing apprentice, Plumbers and Pipefitters Local 100, Dallas, TX; Changsoo Lim, fifth-year pipefitting apprentice, Local 100; Michael Bledsoe, fourth-year pipefitting/welding apprentice, Local 100; and Derek Williams, fifth-year HVAC apprentice, Local 100—attended the



With the overall goal of the Instructors becoming more comfortable using technology, **UA Instructional Technology Coordinator Lauren Friedman** introduced Slido as a tool for the Instructors to utilize during the conference. Slido is a polling software that is Cloud based, anonymous, and phone compatible. Instructors used Slido to ask questions during their workshops and general sessions. Instructors had the ability to use Slido through the app on their phone or their computers, and it increased the overall audience interaction.





Each apprentice from Plumbers and Pipefitters Local 100, Dallas, TX, reflected on his or her experience at the ITP Instructor Boot Camp.



**Changsoo Lim** is a fifth-year pipefitting apprentice who went through the VIP program. He is from South Korea, and in 2010, Changsoo decided to come to the U.S. with his wife and his two daughters. In 2012, he joined the Army because he had military service experience back in South Korea. Four years later, in 2014, he decided to get out of the Army and was accepted into the VIP program. In 2016, he graduated from the VIP program and joined Local 100. He said, "I really appreciate the things you have shown me from the first day to the last day—it was great motivation for us. I thank you for sharing your great success stories and your passion for teaching. I put the things I learned in my heart, and I'm going to share that with other apprentices as much as I can when I go back to my local and the training center."



**Tanya Peddy** is a fifth-year plumbing apprentice. Sister Peddy joined the Army in 2011 when she was 18. When she decided it was time to get out, she was one of two women to apply for the VIP program at Fort Campbell and got accepted. She said, "Thank you for having us here in Dallas. It was great to learn what's going on behind the scenes, and we really appreciate you guys taking our feedback. Thank you for all you have done and for what we have gotten to observe here to take back home to our local."



**Derek Williams** is a fifth-year HVAC apprentice. He began his journey in the trades at a young age, but then decided to attend college. He graduated with a degree in economics, but ultimately decided he loved the trades and joined the UA again. He said, "It's an honor to see that the UA cares so much about technology. Robert Norris, who is an Intel co-founder, said, 'Knowledge shared is power multiplied.' A lot of you are an older generation, and it makes me sad to think you won't always be around to teach us the tricks of the trade. Technology can be daunting, but I want to say, just continue to embrace technology and figure out how to digitally archive that. Leave us something and use it in a way that we can keep it forever."



**Michael Bledsoe** is a fourth-year pipefitting/welding apprentice. He began his journey in the trades straight out of high school, joining Local 100 when he was 18. He said, "Thank you to everyone who allowed us to participate in this event. It's an eye-opening experience to see everything that you guys do. For us apprentices, it's been great to be a part of this awesome organization. You guys are the backbone of our training, and without you all, there wouldn't be any of us to teach. We appreciate everything you guys are doing, and it's great to be a union pipefitter."



remainder of the conference to observe the workshops offered to the Instructors to give them a full understanding of the process.

Day One ended with the Instructors completing two of the five workshop rotations. On Day Two, Instructors headed straight to their workshops. By the afternoon, Instructors had completed the remaining three workshops and were required to upload their 2020 syllabus and lesson plan to Blackboard. On the third and final day, all Instructors were required to prepare a five- to six-minute presentation on their related subject matter. Their materials had to be uploaded to the conference Blackboard site, and then each Instructor delivered his or her presentation to the workshop audience.

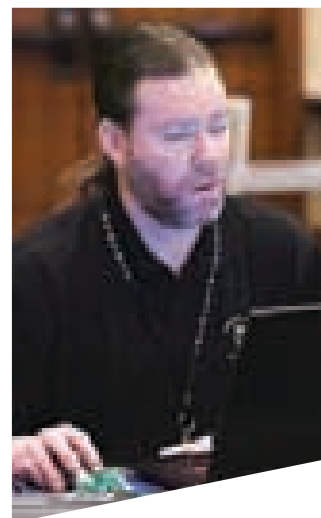
The ITP Instructor Conference concluded with a panel discussion to review the strategies, outcomes, and deployment of lessons learned for the 2020 ITP. Attendees had the opportunity to address the ITF and WCC staff with their questions, concerns, thoughts, and ideas after experiencing the Instructor Boot Camp. The feedback from the Instructors was glowing. An Instructor gave his thoughts on the conference, stating, “I really appreciate the opportunity to get to meet other Instructors who are teaching different things from different parts of the world. I think that is priceless, because that will improve our abilities as teachers to grab hold and understand the best practices that other Instructors use, and we can bring those practices into our world.”

Although ITP 2020 will not be held this year,

the educational experiences during Instructor Boot Camp were not all for naught. The lessons that were learned during that week in March will carry over to ITP 2021, and more importantly, have already proved to be useful in the current state of the world in which we now live. Because traditional classroom training has not been an option for the last five months—and most likely into the near future—remote training that requires the use of technology has driven UA Instructors into utilizing the platforms they were taught during the Instructor Boot Camp.

Training Specialist Benkowski said, “The goals were met. Because of the crisis, two collateral benefits surfaced—one being, when many of the Instructors got home, they became the local subject-matter expert on digital deployment. They were relied on by the other Instructors in their local. Two, the staff became empowered because of how successful the event in Dallas was. It helped build confidence at the staff level when dealing with the syllabus and lesson plan submissions. I felt the ITF training staff benefited from the energy and positive responses from the Instructors. Everyone responded to the challenge because I believe we gave them all the tools and resources necessary for them to be successful in their classroom.”

Brother Benkowski said that since Instructor Boot Camp, the ITF staff has been reviewing the syllabus and lesson plans submitted during Boot Camp with WCC staff. He said, “August 2020 was the target to have all of the syllabus





and lesson plans set up in the data bank so that credits could be approved more efficiently for 2020. But the work that the Instructors did

during Boot Camp and the work submitted now are still relevant and will be from this day forward.”

The Education and Training Department sent out a survey for the attendees to complete after the Instructor Boot Camp. The results and responses were incredibly positive. One attendee stated, “The conference was extremely valuable to the attendees. As Instructors, we rarely interact with other Instructors. It was nice to have the opportunity to discuss best and worst practices. I especially appreciated the staff’s ability to break down the tasks at hand into workable activities. If we had simply been given the assignments using the standard practices of education, most of us would have been helpless. Thank you for giving us this opportunity. It not only is going to make for a better ITP, but it is what is necessary

to keep us relevant in the future.” Another attendee stated, “As a newer Instructor who did not have the chance to attend Boot Camp last year, this was extremely informative and helpful in getting up to speed with Blackboard as well as the other technologies. I feel more comfortable and capable after Boot Camp.”

In the UA Education and Training Department’s June 2020 *Training News*, the department addressed how it has been functioning during COVID-19. Director Pavesic said, “When push came to shove, the resources we utilized worked. Online Learning Resources, Blackboard, and WebBook usage are being reported up by 30 percent.” He continued, “As training centers had to adapt to remote training platforms, it has given our Instructors and Directors/Coordinators an indication of what works remotely and what doesn’t. As we move forward, if we are confronted with a continuing pandemic or other challenges that affect traditional classroom training, we will be better prepared because of what we have learned through this process.”

# New Appointments



## Terry Webb

*Administrative Assistant to the General President/Canada*

General President Mark McManus announces the appointment of Terry Webb to the position of Administrative Assistant to the General President, effective July 1, 2020. Brother Webb is assigned to Canada.

Prior to his appointment, Brother Webb had been assigned to work with the General Presidents' Maintenance Committee and the National Maintenance Committee for Canada.

Prior to joining the General Office, Brother Webb was the Business Manager/Financial Secretary-Treasurer of Plumbers and Pipefitters Local 628 in Thunder Bay, ON.

He was initiated into Local 628 in 1982. He was elected to the Executive Board in 1990 and served as a trustee on the local's Pension and Benefit Plans. In 2002, he was elected Business Agent, a post he held until 2009 when he was elected Business Manager/Financial Secretary-Treasurer. He was also Vice President and President of his local.

Brother Webb fulfilled his apprenticeship obligations, working at Clow Darling, a Thunder Bay union mechanical contractor. He worked in residential construction and became a journeyman in 1983. After that, Brother Webb began working on industrial projects such as paper mills and power plants and was Shop Steward for several projects.

After being elected Business Manager, Brother Webb was appointed to serve on the Canadian Strategic Planning Committee. He was also a trustee of the National Pipeline Pension Fund, as well as the Pipeline Training Trust Fund. He served for three years as President of the Ontario Pipe Trades Council, which represents 10 UA locals in that province. For five years, Brother Webb was President of the local building trades.







## Stephane Favron

### *International Representative*

General President Mark McManus named Stephane Favron to the position of International Representative. He had previously been a Special Representative of the UA protecting the interests of members in the province of Quebec. His appointment was effective July 1, 2020.

Brother Favron began his apprenticeship in Montreal, QC, in 1987. He worked as a pipe fabricator at a shop in Montreal, and was officially initiated into Plumbers and Pipefitters Local 144, Montreal, in 1998.

He was a Job Steward for Banister Foundation on pipelines in Montreal, and also worked as a spacer fitter. In 2000, Brother Favron began working as a pipefitter at Petro Canada (Suncor) refinery. In 2001, he became a Foreman for Petro Canada for Ganotec, and again, from 2002 to 2006, Brother Favron worked as a Foreman at Ganotec.

He was also a General Foreman and Superintendent at Petro Canada in Montreal. In 2007, he became a Pipeline Foreman for the Louisbourg Pipeline, part of TransCanada. Then, in January 2008, he was appointed a Business Agent for Local 144.

In that position, Brother Favron was responsible for the heavy industrial sector, pipe shops, travelers concerns, pre-job markups, and jurisdiction. He also served on the Quality Control Council of Canada (QCCC) as a representative for the province of Quebec. In his role as Business Agent, Brother Favron was also responsible for building strong relationships with other UA locals across Canada.



## Chad Gilbert

### *International Representative*

General President Mark McManus announces the appointment of Chad Gilbert to the position of International Representative, effective July 1, 2020. He is assigned to the Pipeline and Gas Distribution Department, where he had served as a UA Special Representative.

Brother Gilbert has been a member in good standing of UA Local 798 for 30 years. He has worked on many pipeline projects as a Helper, Rig Welder, Welder Foreman, and Union Steward. In 2005, he was elected to the Office of Recording Secretary of Local 798, and in 2008, appointed Business Agent, where he continued to serve until his appointment as a Special Representative of the UA. He was elected as a Delegate to UA Conventions in 2006, 2011, and 2016.

Brother Gilbert has served on the Nal-Nishii Labor Federation of the Navajo Nation, the Advisory Board for the Colorado Oil and Gas Association annual Summit Conference, and currently sits on the Leadership Board of the Waterhorse LLC, Flaming Gorge Water Pipeline for UA Local 798.

Brother Gilbert has testified over 20 times on pipeline projects across the U.S., including the Keystone XL, Enbridge Line 3, and Ruby Pipelines. He is also an AWS-CWI and has attended FERC Pipeline Training.

Brother Gilbert has signed five signatory pipeline contractors to the National Pipeline Agreement while a Business Agent.



# *In Memoriam*

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

Plumbers Local 1, New York, NY

*Edward Callenderg  
John Caputo  
Michael Costanzo  
Richard Damico  
Satash Deonarine  
Albato Fleming  
John Herrmann  
Herman Kaiser  
Ardadiy Khanyutin  
Thomas LaRosa  
Fred Osonitsch  
Angel Pineda  
Arthur Shelby  
Salvatore Tardio  
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 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  
Louis Malito*

Steamfitters Local 420,  
Philadelphia, PA

*Barry E. Waren*

Plumbers and Pipefitters  
Local 524, Scranton, PA

*Frank Natale*

Pipefitters  
Local 636, Detroit, MI

*Gene Machcinski, Jr.  
Ron Erdman*

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  
Thomas E. Nelson  
Charles Redstone  
John Smiddy  
Luis Villacres*

Sprinkler Fitters  
Local 669, Columbia, MD

*William A. Gordon  
Paul F. Siefert  
Terrence L. Ward*

Sprinkler Fitters  
Local 696, Newark, NJ

*Gilbert C. Earnest*

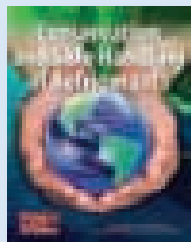
*\*As of August 4, 2020*

# INTERNATIONAL PIPE TRADES JTC

## UA Members Order Form

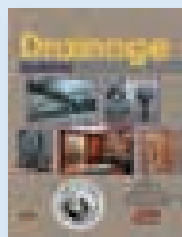
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations.  
Please be sure to include your Local Union and UA Card number.

### Conservation and Safe Handling of Refrigerants



The growth of modern-day air conditioning and refrigeration is a technological advance that has contributed to a better life for everyone. The increased need for air conditioning and refrigeration in the manufacture, distribution, and sale of most commodities have created an ever-growing demand for skilled craftsmen and women to build, maintain, and repair refrigeration equipment. The **Conservation and Safe Handling of Refrigerants** manual helps train UA journeyworkers and apprentices in those skills, as well as prepare them for success in the EPA-approved refrigerant handling certification examinations.

### Drainage Systems



The **Drainage Systems** manual contains 11 chapters on the various types of drainage systems installed and maintained by pipe trades journeyworkers. Included are chapters covering historical perspectives on drainage; glossary; drainage waste and vent materials, fittings, and supports; traps and fixture connections; the building drainage system; vent systems; DWV sizing; storm drainage systems with sizing; sewers and sewage treatment; private sewage disposal systems; and alternate sources drainage systems.

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

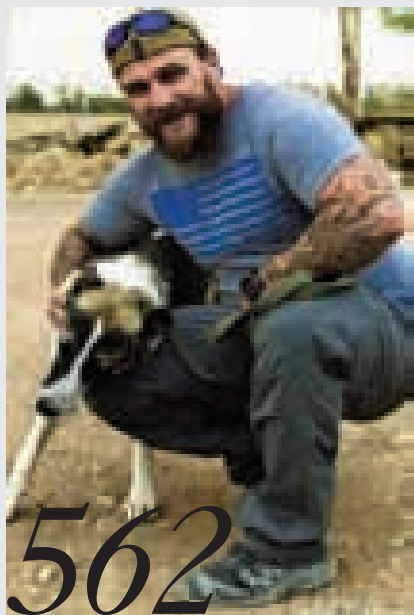
NOTE: The UA online bookstore is available to all active UA members at

**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)	
		<b>US \$ TOTAL</b>	

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



Scotty Wirtz, a Navy Seal for 10 years, is shown with the dog he rescued during his deployment. Scotty paid the expenses to have the dog sent back home.

## ST. LOUIS, MISSOURI

### Thank You for Support of the Scotty Wirtz Memorial Golf Tournament

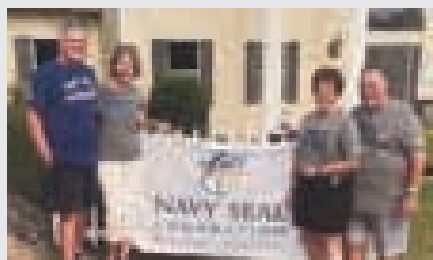
Family and friends of Scott (Scotty) Wirtz would like to send a sincere thank you to all the unions that supported and donated to the Scotty Wirtz Memorial Golf Tournament held at Sugar Creek Golf Course on September 15, 2019.

Scotty Wirtz—the son of retired Plumbers and Pipefitters Local 562, St. Louis, MO, member David Wirtz and his wife, Fran, and Scotty's mother, Sandra Wirtz—was a decorated, retired Navy Seal. Scotty earned multiple awards and commendations and is remembered by those he knew as a fearless and humble warrior, allowing his actions to speak for themselves.

After serving eight years in the Navy, with tours in Iraq and Afghanistan, Scotty joined the Defense Intelligence Agency as an Operations Support Specialist. He was serving his third deployment in the Middle East when he was killed by a suicide bomber in Manbij, Syria, on January 16, 2019.

The golf tournament raised \$25,000, which was donated to the Navy Seal Foundation and to other veterans programs in Scotty's memory. Special recognition goes out to retired Local 562 members Brothers David Wirtz and Dan Benoist, who were instrumental in putting together the golf tournament. The 2nd Annual Scott Wirtz Memorial Golf Tournament will be held on September 26, 2020, at Normandie Golf Course, Glendale, MO.

We honor Scott Wirtz for his years of service and for his sacrifice. We will not forget. HOO-YAH!

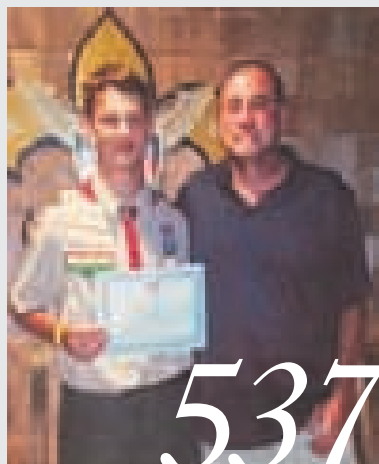


Pictured from left to right displaying the flag of the Navy Seal Foundation are retired Local 562 member David Wirtz, his wife, Fran, and Laura and Dan Benoist, also a retired Local 562 member.

Scotty Wirtz is laid to rest as fellow Navy Seals and service-members kneel and pray in honor of Scotty's service and sacrifice.



Michael Curran is pictured holding his Eagle Scout certificate.



Joseph Curran is pictured with his father, Brother James Curran.

## BOSTON, MASSACHUSETTS

### Local 537 Member's Sons Achieve Eagle Scout

James L. Curran, a member of Pipefitters Local 537, Boston, MA, is proud to announce that both of his sons have achieved the highest rank of Eagle Scout.

Joseph Curran (18 years old) and Michael Curran (17 years old) are both members of Troop 68, Hanson, MA. Joseph, with the help of his father, welded several handrails and constructed staircases at the town sports fields. Joseph received generous donations from mechanical contractor C.G. Mechanical Inc. Michael constructed five handicap-accessible picnic tables to be placed at all the ball fields in town.

Congratulations, Joseph and Michael, on achieving the rank of Eagle Scout!



# PITTSBURGH, PENNSYLVANIA

## Local 449 Member is Proud of His Daughter

Member of Steamfitters Local 449, Pittsburgh, PA, Jeffrey Heelan is proud of his daughter, Kaellie Heelan, 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.

Congratulations on receiving the Gold Award, Kaellie!

*Brother Heelan is pictured dressed as Santa Claus for the Veterans of Foreign Wars (VFW) Post 1425's yearly Children's Christmas Party.*



*Kaellie is pictured with her parents, Brother Heelan and Terry Heelan, after receiving her Girl Scout Gold Award.*

# SAN MATEO, CALIFORNIA

## Local 467 Honors an Ironman

Jack Hayes, a steamfitter member of Plumbers and Pipefitters Local 467, San Mateo, CA, was honored and recognized for being the longest-working member of Local 467. Local 467 presented Brother Hayes with the Longest Professional Careers Award.

Brother Hayes worked in the pipe trades for over 48 years after his initiation into Local 467 on April 13, 1971. He worked for a few contractors until 1978, when he started working for Anderson Rowe & Buckley Inc. (AR&B), a long-established San Francisco Bay Area UA contractor, where he worked for over 41 years before retiring on October 1, 2019.

Brother Hayes has served on Local 467's Finance Committee since 1994 and continues to do so. He grew up in a UA household; his dad, Connie, was a UA member from 1947 until his passing in 1994, and his brother, Norm, is a 47-year UA member.

AR&B Plumbing and Piping Superintendent and UA member Dave Ceccanti said, "Jack has been an integral part of AR&B's success over many years. His knowledge, mentoring, teaching, and willingness to help, advise—and just be an outstanding person—will truly be missed. Jack's career was no doubt a success story, from large-scale, out-of-the-ground projects, hospitals, cooling towers, boilers, and steam plants, to downtown tenant-improvement proj-



*Brother Hayes is pictured with Local 467 Business Manager Mark Burri, President Pete Dufault, Business Agents Scott Beale and Eric Tassio, and Recording Secretary Don Wagner.*

ects. On every job, Jack's professionalism and knowledge are nothing short of impressive."

Congratulations, Brother Hayes, on receiving the Longest Professional Careers Award. We thank you for your many years of service!

**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](mailto: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.**



13

## ROCHESTER, NEW YORK

### Local 13 Generations Come Together

Last year, four generations of the Yatteau and extended Yatteau family, many of whom are members of Plumbers and Pipefitters Local 13, Rochester, NY, had the opportunity to come together.

Pictured from left to right are Charles Yatteau, Bill Kurtz, Dylan Yatteau, Steve Yatteau, Dan Yatteau, Gary Yatteau, Frank Yatteau, Jim Yatteau, John Yatteau, John Yatteau, Richard Yatteau, Garrett Yatteau, Bill Yatteau, and Rusty Yatteau.

Pictured below from left are Tom Campion, AJ Campion, Kyle Campion, Andrew Yatteau, Andrew Kurtz, Robert Yatteau, Fred Yatteau, Thomas Yatteau, Frank Yatteau, and Walt Young.

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

## SANTA BARBARA, CALIFORNIA

### Local 114 Members Build Bikes

Members of Plumbers and Pipefitters Local 114, Santa Barbara, CA, partnered with the Chumash Foundation to build bikes for CASA (Court Appointed Special Advocates), which helps foster kids with advocates while their parents navigate the court system.

Local 114 had some generous donations from its contractors, which allowed the local to purchase 42 bikes for all ages. On November 2, 2019, more than 35 members and their families came together to build the bikes. All of the bikes were built and test ridden to ensure they were properly assembled. The charity bike build was a huge success, and the bikes were given out for Christmas.

A great way to get involved and volunteer your time! We are proud to call you our Brothers and Sisters.



Members of Local 114 are pictured with the assembled bikes.

114



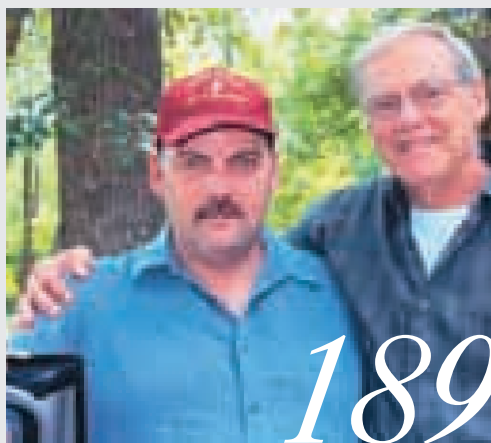
## COLUMBUS, OHIO

### Local 189 Member Wins Builders Exchange Craftsmanship Award

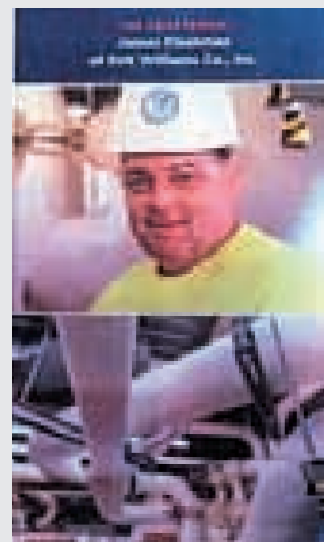
James Fleshman, a 35-year member of Plumbers and Pipefitters Local 189, Columbus, OH, won the Builders Exchange 2019 Craftsmanship Award for his work installing the new cooling towers servicing the Greater Columbus Convention Center.

Brother Fleshman's father, Eugene "Jude" Fleshman, who is a 60-year member of Local 189, said that he gives credit to the UA Training Program for his son's success.

Congratulations, Brother Fleshman, on receiving the Craftsmanship Award. You deserve it!



James Fleshman is pictured with his father, Jude Fleshman.



## PHOENIX, ARIZONA

### Local 469 Pays Tribute to Henry Olea

Brother Henry M. Olea, Jr. passed away at 82 years old on January 7, 2020. Brother Olea was a 60-year member of Plumbers and Pipefitters Local 469, Phoenix, AZ, a former Business Agent, and the founding Chairman of the Local 469 Political Action Committee (PAC). UA members from across the country will remember Brother Olea, who was a 10-time delegate at the General Convention and was featured in the September 2016 issue of the *UA Journal's* coverage of the 39th General Convention.

Brother Olea was an active leader at Local 469, and he was a role model and mentor to generations of UA members, union leaders, and political figures throughout Arizona—even in retirement. As a young man, Brother Olea was a professional boxer with a record of 48 wins and 16 losses. He joined Local 469 while he was in college—encouraged by his brother and uncle who were also in the trades. Brother Olea served as a Local 469 Business Agent from 1974 to 2001. "The local is the best thing that ever happened to me," Brother Olea once said. "It's a brotherhood—people take an oath to stick together and take care of each other."

Inspired by his father's involvement in Arizona politics, Brother Olea was a lifelong volunteer and advocate for working families. As the founding chair of the Local 469 PAC in Arizona, which began in 1991, he would visit workers on jobsites, at union events, and at their homes to register them and their family members to vote. Brother Olea was a regular at UA events and made many trips to Washington, D.C., to meet with members of Congress to advocate for workers' rights, fair wages, and safe working conditions. He was inducted into the Arizona Democratic Party Hall of Fame in 2012.

On January 17, 2020, Local 469 members, friends, and community leaders joined the Olea family to say goodbye to Brother Olea and to celebrate his life. City of Phoenix Mayor Kate Gallego proclaimed January 17, 2020, Henry Olea Day, and family members and friends spoke about the impact he made on all who knew him.

The United Association extends its sympathy to the family of Henry Olea. We recognize and appreciate Brother Olea's extraordinary life and career.



Brother Olea is featured in the September 2016 issue of the *UA Journal*.

# BURIAL EXPENSE BENEFITS PAID IN APRIL 2020

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Clarke, Brian D.	58	1	2500.00	Hanley Funeral Home, Inc.
Davis, Joseph W.	59	1	2500.00	Katzen, Gary
Mooney, Dennis J.	78	1	2500.00	Fred H. McGrath & Son, Inc.
Oraa, Mark E.	58	1	2500.00	Oraa, Patricia
Shapiro, Edward	82	1	2500.00	Shapiro, Ely
Smith, Frederick J.	72	1	2500.00	Smith, Caterina
Szewczyk, Jacek	39	1	2500.00	Ulidowska-Szewczyk, Ewa
Brown, Gerald L.	41	5	2500.00	Briscoe-Tonic Funeral Home, P.A.
Borchert, John G.	81	6	2500.00	Borchert, Amy Jo
Kunz, Dale E.	64	6	2500.00	Kunz, Deborah
Ciszak, Richard	82	9	2500.00	Ciszak, Janet Ann
Provost, Jeff	62	11	2500.00	Provost, Brenda
Weinstein, Harold V.	97	12	2500.00	Weinstein, Lorraine
Moore, Dennis J.	82	15	2500.00	Moore, Ronni
Polfliet, John A.	74	15	2500.00	Polfliet, Karen
Schmidt, Richard L.	91	15	2500.00	Bryan, Lisa
Givens, David A.	72	16	2500.00	Givens, Karen
Walters, Donald E.	89	16	2500.00	Donald E. Walters and Dorothy J. Walters Tr of 2007
Gallucci, George A.	90	21	2500.00	Gallucci, Ruth
Seager, Peter F.	80	22	2500.00	Seager, Sharon
Di Giovanni, John C.	82	23	2500.00	Tony Gasparini Funerals, Ltd.
Vuttera, Richard	70	23	2500.00	Vuttera, Donna
Debald, Marc S.	68	24	2500.00	Holz, Tammy
Perno, Patrick R.	75	24	2500.00	Perno, Beverly
Sircovitch, Robert	60	24	2500.00	Sircovitch, Kathleen
Tryon, Ferris	86	24	2500.00	Tryon, Barbara
Hurlbut, F. C.	89	25	2500.00	Hurlbut, Johanna
Johnson, Raymond E.	95	25	2500.00	Johnson, Verna
Medema, Joel A.	60	25	2500.00	Bosma-Renkes Funeral Homes
Madden, Jack P.	91	26	2500.00	Webster, Cheryl
Friedberg, Michael K.	79	27	2500.00	Friedberg, Christopher
Quimby, Michael C.	62	27	2500.00	The Estate of Michael C. Quimby
Stebler, Dennis D.	37	27	2500.00	Devlin Funeral Home
Easter, David	79	34	2500.00	Easter, Patricia
Hanson, Howard	83	34	2500.00	Hanson, Patricia
Husnick, Eugene P.	74	34	2500.00	Husnick, Laura
Haver, Richard	74	38	2500.00	Haver, Daniel
Lehane, James M.	64	38	2500.00	Lehane, Debra
Stevenson, Richard M.	87	38	2500.00	Stevenson, Marlene
White, Gilmore	86	43	2500.00	Moyers, Alex
Reed, Irvin S.	80	44	2500.00	Reed, Wendy
Biggar, Gary	72	46	2500.00	Biggar, Leslie
Henderson, Glyn	78	46	2500.00	Henderson, Jean
Hisson, Lee D.	84	46	2500.00	The Estate of Lee Hisson
Kemritz, Terry T.	80	50	2500.00	Kemritz, Nancy
Lewis, James J.	82	50	2500.00	Haynes, Ginny
Atturio, Charles	78	51	2500.00	Atturio, Elaine
Fischer, Frank F.	89	55	2500.00	Fischietto, Anthony
Grande, Thomas D.	93	55	2500.00	Grande, Phyllis
Sarna, Donald E.	81	55	2500.00	Asmus, Daisy
Dort, Malcolm	78	56	2500.00	Simmons, Jacqueline
Fougere, Michael R.	46	56	2500.00	Lapointe, Patricia
Moore, Richard T.	76	56	2500.00	Arimathea Funeral Cooperative
Turner, Jeff W.	41	56	2500.00	Etinger Funeral Home
Lytell, Manuel M.	92	60	2500.00	Bennett, Marilyn
Menant, Joseph R.	73	60	2500.00	Menant, Monica
Ponthieux, Paul F.	87	60	2500.00	Ponthieux, Rose
Binkley, Thomas	74	67	2500.00	Binkley, Kim
Fittante, Tom	73	67	2500.00	Fittante, Helen
O'Donnell, Edward L.	80	67	2500.00	O'Donnell, Emma
Fisher, Kenneth F.	84	68	2500.00	Fisher, Clifford
Haarmeyer, Woodrow	84	68	187.00	Gore, Cynthia
Haarmeyer, Woodrow	84	68	187.00	Haarmeyer, Kenneth
Haarmeyer, Woodrow	84	68	187.00	Haarmeyer, Woodrow
Haarmeyer, Woodrow	84	68	1939.00	Haarmeyer, Woodrow
Herrin, Steven R.	65	68	2500.00	Herrin, Marie
Hickman, Randal L.	69	68	2500.00	Hickman, Paula
Lockett, Thomas	92	68	2500.00	White, Annie
McShan, Sky J.	36	68	2500.00	Tribute Insurance Assignment
Coulas, Arnold B.	87	71	2500.00	Coulas, Ruby

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Nilson, C. A.	85	71	2500.00	Wiens, Norine
Brown, Robert T.	31	72	2500.00	Brown, Lea Lavon
Phillips, Herman	79	72	2500.00	Phillips, Barbara Ann
Gerritson, Dennis G.	77	75	2500.00	Gerritson, Judy
Speidel, James G.	82	83	2500.00	Speidel, Beverly
Wells, Dwain R.	86	98	2500.00	Hayden, Linda
Chance, Charles M.	76	100	2500.00	Chance, Wynona
Gresham, Tommy L.	63	100	2500.00	Gresham, Justin
Walters, Kenneth G.	47	110	1207.52	Walters, Brent
Walters, Kenneth G.	47	110	1292.48	Walters, John
Kintner, Martin J.	62	112	1250.00	Kintner, Christopher
Kintner, Martin J.	62	112	1250.00	Kintner, David
Croxton, Riley L.	78	123	2500.00	Croxton, Kathleen
Powell, Randall R.	62	123	2500.00	Powell, Hyun Joo
Brand, Edward D.	78	130	2500.00	Brand, Patricia
Giles, James L.	89	130	549.00	Kenosha Funeral Home
Giles, James L.	89	130	1951.00	Giles, Darlene
Hefler, Edward M.	68	130	2500.00	Hefler, Martha
Johnsen, Edwin R.	87	130	2500.00	Johnsen, Joann
Kamish, Jack	90	130	2500.00	Kamish, Scott
Kullmann, Rudolf A.	89	130	2500.00	Kullmann, Agnes M.
Macey, Joseph A.	78	130	2500.00	Macey, Ruth
Maestorgio, Charles D.	82	130	2500.00	Maestorgio, Anna Marie
McGuire, Thomas	89	130	2500.00	The Estate of Thomas McGuire
Mulrenin, John M.	76	130	2500.00	McNulty, Elizabeth C.
Rocks, John E.	89	130	2500.00	Clark, Sheila
Sherlock, Thomas J.	69	130	2500.00	Sherlock Jr, Thomas J.
Stirling, Roger J.	84	130	2500.00	Stirling, Barbara A.
Stuyvesant, Paul W.	78	130	1250.00	Barber, Steffanie
Stuyvesant, Paul W.	78	130	1250.00	Schroeder, Samantha
Sullivan, Martin	87	130	2500.00	Baumgartner, Madeline S.
Urich, O. H.	91	130	2500.00	Urich, Lois A.
Russell, Dwight D.	53	131	2500.00	Chandler Funeral Home & Cremation Services
Becker, Burlyn L.	72	137	2500.00	Becker, Marilyn
Downey, Daniel E.	78	137	2500.00	Downey, Frances
Gowin, Ernest R.	80	137	2500.00	Gowin, Janet
Merz, Seral M.	87	140	2500.00	Trust Fund, Seral Merz
Smith, Scott H.	68	140	2500.00	Smith, Hunter
Sorenson, Roger L.	81	140	2500.00	Sorenson, Sue
Byrd, Joe H.	89	141	2500.00	Byrd, Terri
Grubbs, S. C.	93	141	2500.00	Grubbs, Janice
Murray, Joe	90	141	2500.00	Murray, Dana
Lopez, Benjamin E.	25	142	2500.00	Lopez, Katherine
Smith, Aubrey J.	20	150	2500.00	Beggs Funeral Home
Messinger, Patrick E.	87	152	2500.00	Little, Julie
Yost, Russell D.	89	152	2500.00	Dering-Henson Funeral Home
Lybarger, Larry	77	155	2500.00	Roach, Susan
Baughman, Ryan J.	42	157	2500.00	Bruhy, Dakota
Bian, John	85	157	2500.00	Morgan & Nay Funeral Centre
Mahan, Jerry L.	78	157	2500.00	Greiner Funeral Home
Weir, Richard E.	73	157	30.00	Weir, Judy
Weir, Richard E.	73	157	2470.00	Fitzpatrick Funeral Home
Jones, Zack	82	159	2500.00	Jones, Ardith
Zwinggi, Bruno J.	63	159	2500.00	Zwinggi, Marina
Bergman, Mike J.	39	162	2500.00	Bergman, Michael
Diehl, Robert C.	66	162	2500.00	Diehl, Sue Ann
Trice, Thomas P.	71	162	775.00	Pierce, Pamela
Trice, Thomas P.	71	162	1725.00	Ervin Funeral Chapel
Lines, Frederick L.	77	166	2500.00	Lines, Phyllis
Duncan, C.	88	170	2500.00	The Estate of C. Duncan
Duplin, Donald R.	85	170	2500.00	Duplin, Elaine
Govorchin, Edward	85	170	2500.00	Govorchin, Paul
Jamieson, James	92	170	2500.00	Gibbs, Linda
Malmer, Donald	86	170	2500.00	Malmer, Marlene
Marshall, Jack B.	88	170	2500.00	Marshall, Penelope
Savage, Robert J.	57	170	2500.00	Ratzlaff, Dorothy
Vonconruds, Hagen R.	85	170	2500.00	Vonconruds, Veronica
Thomas, John M.	93	177	2500.00	Thomas, Veronica
Fisher, Lloyd W.	75	179	2500.00	Fisher, Eileen
Bean, W. J.	85	188	2500.00	Bean, McKensie





# BURIAL EXPENSE BENEFITS PAID IN APRIL 2020



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
McCord, Donald J.	59	188	1035.00	McCord, Sr., Donald	Eldert, Clifford D.	83	353	2500.00	Eldert, Connie
McCord, Donald J.	59	188	1465.00	McCord, Marilyn	Stanton, Norman C.	75	353	2500.00	Stanton, Clifford
Sabo, Mark L.	29	189	2500.00	Schoedinger Funeral & Cremation	Nicely, Mark G.	70	364	686.00	Nicely, John
Hemenover, Harry L.	99	192	2500.00	Hemenover, William	Nicely, Mark G.	70	364	1814.00	Nicely-Dilauri, Sarah
Naffziger, Larry L.	80	192	2500.00	Naffziger, Lorraine	Mendenhall, Johnny L.	75	367	795.00	Hiler, Kimberly
Bonvillain, E. E.	86	198	625.00	Bonvillain, Edward	Mendenhall, Johnny L.	75	367	1705.00	Mendenhall, Michael
Bonvillain, E. E.	86	198	625.00	Bonvillain, Lance	Galu, Anthony P.	72	373	2500.00	Galu, Doreen
Bonvillain, E. E.	86	198	625.00	Bonvillain, Robert	Wren, Gordon W.	98	373	2500.00	Wren, Jr., Gordon
Bonvillain, E. E.	86	198	625.00	Fontenot, Cornelia	Kleingers, Donald	90	392	2500.00	Scholle, Mary
Gill, James D.	87	198	2500.00	Burge, Yvonne	Necamp, Robert	87	392	2500.00	The Estate of Robert Necamp
Kyles, Michael W.	66	198	2500.00	Kyles, Jr., Michael	Ponza, Anthony	50	393	894.00	Ponza, Kirsten
Sutherlin, William	79	198	2500.00	Sutherlin, William	Ponza, Anthony	50	393	1606.00	Ponza, Alice
Leahy, John S.	60	200	1000.00	Doherty, Mary	Crogan, Edward J.	72	396	2500.00	Crogan, Victoria
Leahy, John S.	60	200	1500.00	Leahy, Partick	Barkley, Larry	89	398	2500.00	Barkley, Ruth I.
Timm, Harvey C.	70	208	2500.00	Timm, Christine	LePage, George	95	401	2500.00	LePage, Joseph Paul
Kusmierz, Stanley L.	88	210	2500.00	Kusmierz, Judith	Lee, Robert F.	70	412	2500.00	Lee, Margaret
Vandertuuk, Timothy D.	79	210	2500.00	Vandertuuk, Charlotte	Pacheco, Rodney L.	48	412	1168.64	Foster, Francelia
Ivey, Bobbie R.	90	211	2500.00	Ivey, Gladys	Pacheco, Rodney L.	48	412	1331.36	Pacheco, Delilah
King, Paul G.	83	211	2500.00	King, Wanda	Wheeler, Bryan B.	44	412	1250.00	Wheeler, Max
Wilson, Peter	78	213	2500.00	Wilson, Lee	Wheeler, Bryan B.	44	412	1250.00	Wheeler, Linda
Phillips, Robert B.	84	219	2500.00	Phillips, Pauline	Beck, Albert J.	73	420	1250.00	Beck, Albert
Crossin, Thomas H.	70	228	2500.00	Crossin, Sylvia	Hyndshaw, Harry J.	48	420	2500.00	Hyndshaw, Andrea
Landis, Newman	98	234	2500.00	Landis, Edith	Jenerette, Peter M.	73	420	2500.00	Estate of Peter M. Jenerette
Nugent, Keith W.	54	247	2500.00	Nugent, Barbara	Satterlee, Charles B.	81	420	2500.00	Bean Funeral Homes & Crematory
Davey, Syl R.	84	250	2500.00	Davey, Jean	Siravo, Joseph	72	420	2500.00	Siravo, Joseph
Garcia, Onne J.	71	250	2500.00	Garcia, Haydee	Winter, Jacob P.	78	420	2500.00	Baldwin, Kristen
Kanuse, Phillip E.	32	250	2500.00	Kanuse, Carmen	Abbott, Lynwood E.	81	421	2500.00	Garner Funeral Home
Larsen, Larry W.	77	250	2500.00	Larsen, Jerryl	Lemons, Steven A.	72	421	2500.00	Bumgarner Family Funeral Service
Maples, Roy P.	95	250	2500.00	Maples, Jr., Roy	Arkison, Floyd H.	94	430	2500.00	Wyatt, Linda
Park, Bruce C.	70	250	2500.00	Park, Kathleen	Barber, Jerry	83	430	2500.00	Barber, Darlene
Simpson, Scott R.	59	254	2500.00	Simpson, Diana	Butler, Robert A.	84	430	2500.00	Mallett Funeral Home & Crematory
Cates, Michael I.	77	267	2500.00	Robert D. Gray Funeral Home	Hendricks, Scott L.	61	430	2500.00	Mowery Funeral Service
Crance, Jack	90	267	2500.00	Crance, Terrie	Seymour, Francis R.	80	430	2500.00	Thornton, Vicki
Dooley, James F.	65	268	2500.00	Dooley, Kimberly	Baker, Chris	62	440	2500.00	Baker, Amanda
DeCarlo, Angelo J.	91	274	2500.00	DeCarlo, Frances	Breese, Michael	68	440	2500.00	Shelton, Amy
Jahrling, Peter W.	69	274	2500.00	Bailey Funeral Home	Guerrettaz, George E.	73	440	2500.00	Guerrettaz, Shirley
Lange, Edward G.	78	274	2500.00	Lange, Donna	Nolte, Robert L.	85	440	2500.00	Insko, Inez
Migliaccio, Ralph R.	77	274	2500.00	Migliaccio, Thomas	Staab, Michael L.	63	440	2500.00	Staab, Carol
Beres, Daniel G.	77	281	2500.00	Beres, Cynthia	Toombs, Don E.	84	440	2500.00	Toombs, Eunice
Mayer, Don	86	281	2500.00	Mayer, Marilyn	Copp, Charles	88	441	2500.00	Copp, Romona
Stout, Lynn C.	72	286	2500.00	The Lynn C. Stout, Sr.Trust	Watkins, Charles E.	80	441	2500.00	Watkins, Shirley
Meisner, George D.	94	290	2500.00	Meisner, Dwight	Bauguess, Jerry W.	73	442	2500.00	Born, Kimberly
Varga, Norman S.	81	290	2500.00	Varga, Patrick	Davis, Thomas W.	72	447	2500.00	Davis, Denise
Abrusia, Thomas J.	96	295	2500.00	Abrusia, Thomas	Dorton, Robert	82	447	2500.00	Neverov, Angelina
Sutherin, Kelly G.	23	295	2500.00	Sutherin, Caitlyn	Hebert, Paul V.	62	447	2500.00	Alferos, Diana
Whitmarsh, Jedadiah J.	34	295	2500.00	Scudder, Kyle	Mabry, Robert J.	83	447	2500.00	Delgado, Stacey
Franklin, Robert B.	92	300	625.00	Franklin, Aimee	Durham, Mark L.	63	449	2500.00	Durham, Terry
Franklin, Robert B.	92	300	625.00	Franklin, Greg	Mutkus, T. Michael	56	449	1250.00	Mutkus, Derrick
Franklin, Robert B.	92	300	625.00	Franklin, Paul	Mutkus, T. Michael	56	449	1250.00	Mutkus, Zakariah
Franklin, Robert B.	92	300	625.00	Franklin, Thomas	Perlik, William O.	28	449	2500.00	Perlik, Grace
Morris, Rodney P.	75	300	2500.00	Thompson Funeral Home	Quigley, Larry G.	77	449	2500.00	Robert W. Waid Funeral Home, Inc.
Shadrick, Ronald W.	69	322	2500.00	Senlick, Beverly	Stajger, Jonathan B.	37	449	2500.00	Maloy-Schleifer Funeral Home, Inc.
Foster, Thomas W.	77	324	2500.00	Foster, Donna	Appert, Pat	66	455	333.73	Appert, Maureen
Enbody, Benjamin A.	41	333	2500.00	Enbody, Tracy	Appert, Pat	66	455	2166.27	Starkson Family Chapel
Baker, William A.	94	342	2500.00	Baker, Chris	Thom, Michael L.	72	455	2500.00	Thom, Diane
Brooks, Carl M.	79	342	2500.00	Brooks, Shirley Ann	Alexander, Jerry P.	72	460	2500.00	Fanucchi, Julie Lynn
McFadden, Charles D.	69	342	575.92	Basra, Dharminder	Algys, Joseph T.	81	464	2500.00	Algys, Nancy
McFadden, Charles D.	69	342	1924.08	McFadden, Michele	Cartwright, Jerry D.	75	464	117.92	Haden, Kelley
Montgomery, Virgil R.	85	342	2500.00	Oftedal, Melanie	Cartwright, Jerry D.	75	464	2382.08	Heafy-Hoffmann-Dworak-Cutler
Perryman, Mark A.	53	342	2500.00	Perryman, Brittany	Casteel, Lloyd L.	87	464	2500.00	Brandt Funeral Home
Samford, Joe	91	342	2500.00	Kennedy, Bennie	LaBarge, Bennie J.	61	467	2500.00	LaBarge, Denise
Tague, Gene D.	69	342	2500.00	Tague, Jie	Edwards, D. E.	89	469	2500.00	Edwards, Joyce
Raty, Stephen F.	79	343	490.50	Raty, Gregory	Hughes, Bobbie L.	91	469	2500.00	Peterson, Sophia
Raty, Stephen F.	79	343	490.50	Raty, Kevin	Patterson, Bobby J.	48	469	2500.00	Walker, Jo Carol
Raty, Stephen F.	79	343	490.50	Raty, Steven	Sayers, Charles W.	97	469	2500.00	Emerson, Connie
Raty, Stephen F.	79	343	1028.50	Raty, Steven	Schmoll, Clarence W.	87	469	2500.00	De La Huerta, Laura
Starr, Wayne M.	76	343	2500.00	Starr, Teresa	Smith, Leonard H.	88	469	234.30	The L and E Smith Revocable Family Trust
Dossey, Lawrence	95	344	2500.00	Wilson, Shirley	Smith, Leonard H.	88	469	2265.70	De Long, Donna
Glass, Phillip L.	64	344	2500.00	Glass, Debra	Grant, Robert A.	67	483	2500.00	Grant, Joan
Hudson, Kenneth R.	54	344	2500.00	McMahans Funeral Home	Strasser, Craig	60	483	2500.00	McThorn, Dianna
Benfield, Jerry D.	73	353	2500.00	Naile, Deborah					
Carter, William E.	86	353	2500.00	Carter, Bonnie					

# BURIAL EXPENSE BENEFITS PAID IN APRIL 2020

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Grosh, Edward E.	96	486	2500.00	Grosh, Gene
Harrison, Arnold	77	486	2500.00	Harrison, Hillie
Jordan, Trevor A.	72	488	2500.00	Jordan, Jr., Trevor
Ryan, Raymond A.	61	488	2500.00	Pier Community Funeral Home
Desrosiers, Dean G.	60	496	2500.00	Cronshaw, Denise
Willoughby, Patrick A.	61	502	2500.00	Willoughby, Jacqueline
Spangler, William O.	77	520	2500.00	Spangler, Kevin
Kostelnik, Michael J.	78	524	2500.00	Kostelnik, Faye Ann
Koontz, George A.	68	525	2500.00	Koontz, Wesley
Schmidt, Jason M.	40	525	2500.00	Schmidt, Allen
Cochrane, Robert E.	87	527	2500.00	Cochrane, Jr., Robert
Frankenfield, James R.	77	533	2500.00	Frankenfield, Constance
Hamilton, John M.	75	537	2500.00	Hamilton, Melissa
Jordan, Arthur	81	537	2500.00	Dacey, Connie
Kearney, William R.	71	537	2500.00	Kearney, Jane
Ridge, Joseph R.	77	537	2500.00	Ridge, Sharon
Johnson, Arthur L.	94	538	2500.00	Johnson, Nancy
Maser, Dean L.	77	539	2500.00	Dean Leonard Maser Estate
Pavloff, John C.	74	539	2500.00	Pavloff, Sharon
Sawyer, Daniel R.	58	539	2500.00	Roberts Funeral Home
Carey, Richard	79	550	2500.00	Burbank, Catherine
Borgmann, Daniel A.	87	562	2500.00	Borgmann, Verna
Britton, Jim W.	80	562	1250.00	Britton, Michael
Britton, Jim W.	80	562	1250.00	Britton, Michael
Britton, Jim W.	80	562	1250.00	Britton, Terry
Clewis, Garrick J.	65	562	2500.00	Clewis, Gilbert Terry
Fox, Trellis C.	89	562	2500.00	Fox, Estelene
Kellett, Richard H.	85	562	2500.00	Kellett, Kathleen
Kneib, Marvin G.	86	562	2500.00	Kneib, Maria
Lootens, Ronald L.	79	562	2500.00	Lootens, Bryan
Ruble, Thomas W.	91	562	2500.00	Eaton, Jeremy
Thurman, Mark E.	30	562	2500.00	Thurman, Sr., Mark
McKeone, John B.	55	572	2500.00	McKeone, Cheryl
Dingus, Paul M.	72	577	2500.00	Dingus, Paul
Haller, Thomas G.	74	582	2500.00	Haller, Biona
Billings, Richard L.	76	597	2500.00	Billings, Jeffrey
Dollear, Jerome A.	79	597	2500.00	Dollear, Winifred
Fisher, John R.	68	597	2500.00	Fisher, Nancy Lynne
Gallagher, Arthur	86	597	2500.00	Allen, Jerry
Gaskey, James	73	597	2500.00	Gaskey, Kathie
Junak, Jerry	67	597	2500.00	Junak, Linda
Keyser, Lawrence R.	81	597	2500.00	Keyser, Jeannette
Kilinskis, John J.	88	597	2500.00	Kilinskis, Donna
Kowal, Robert	65	597	2500.00	Kowal, Ruth
Maddox, Phillip	89	597	2500.00	Maddox, Gladys
Minnis, Gordon R.	70	597	2500.00	Minnis, Justin
Morgan, Joseph E.	75	597	2500.00	Morgan, Jr., Joseph
Murray, James F.	83	597	2500.00	Murray, Grace
O'Connor, Wayne M.	83	597	2500.00	O'Connor, Phyllis
O'Donnell, Patrick C.	80	597	2500.00	O'Donnell-Fout, Amy Jo
O'Reilly, James J.	62	597	2500.00	O'Reilly, Sandra
Parker, Weston L.	89	597	2500.00	Parker, Catherine
Redding, Robert L.	85	597	2500.00	Redding, Dorothy
Schliep, William G.	82	597	2500.00	Schliep, Marie
Sesterhenn, Hans	87	597	2500.00	Sesterhenn, Ute
Siss, Frederick E.	85	597	2500.00	Ciciora, Caryn
Sliwa, Edward M.	91	597	2500.00	Sliwa, Roseann
Turney, John J.	62	597	2500.00	Turney, Nora E.
Whittington, Rodney F.	72	597	2500.00	Whittington, Catherine
Fifarek, Wallace T.	88	601	2500.00	Williams, Daphne
Jozefczyk, Charles	72	601	2500.00	Kusz, Merry
Sanders, Jeremy	38	601	2500.00	Sanders, Heather
Beckett, Paul F.	85	602	2500.00	Beckett, Edna
Clay, William H.	76	602	2500.00	Clay, Betty
Stokes, Charles F.	76	602	1250.00	Denton, Brenda
Stokes, Charles F.	76	602	1250.00	McManus, Sherry
Taylor, William R.	72	614	2500.00	Haymond, Kelly
Townsend, Charles N.	88	619	2500.00	Townsend, Opal
Ranson, Jerry C.	67	625	2500.00	Ranson, Elizabeth (Betsy)
Saunders, Charles F.	87	625	2500.00	Tyler Mountain Funeral Home
Brown, Henry F.	92	630	2500.00	Marth, Elaine

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Cummins, Arvin B.	77	630	2500.00	Cummins, Michael
Dawes, Charles G.	89	630	2500.00	Dawes, Evelyn
Heinlein, Thomas H.	31	630	2500.00	Heinlein, Thomas
Kennedy, Lawton J.	83	630	2500.00	Kennedy, Evelyn
Stevens, Jack N.	87	630	2500.00	Stevens, Linda
Beeding, John M.	84	636	2500.00	Beeding, Barbara
Dunn, Michael R.	63	636	2500.00	Dunn, Joseph
Kovach, Kurt	64	636	2500.00	Bowers, Gail
Stempien, Edward T.	78	636	2500.00	Koczara, Patricia
Arden, Richard	86	638	2500.00	Arden, Marquerite
Grimes, John A.	51	638	2500.00	Grimes, Tracy
Kirby, William K.	77	638	2500.00	Kirby, Dorothy
Herron, Edward B.	60	648	2500.00	McNabb, Barbara
Groves, Kenneth	91	663	2500.00	Groves, Grace
Stenkamp, Werner	80	663	2500.00	Stenkamp, Bernd
Acuff, Cecil W.	67	669	2500.00	Acuff, Catherine
Eggers, Larry L.	69	669	2500.00	Eggers, Sherri
Hall, Bobby G.	85	669	2500.00	Hall, Joseph
Hatcher, Lowell D.	79	669	2500.00	Hatcher, Audrey
Jackson, Robert C.	74	669	2500.00	Hackson, Gayle
Knight, Rocky S.	60	669	2500.00	Knight, Patricia
Knuffke, Milton J.	76	669	2500.00	The Estate of Milton J. Knuffke
Landin, Alfred V.	70	669	2500.00	Landin, Barbara
Marcus, James C.	75	669	1054.66	Rigg, Buddy
Marcus, James C.	75	669	1445.34	Marcus, Amber
McCullough, David N.	62	669	2500.00	Stephen J. Sherman Funeral Home
Nutter, Ronald R.	82	669	2500.00	Nutter, Kathleen
Stewart, Charles T.	66	669	2500.00	The Estate of Charles T. Stewart
Strother, Jimmy C.	72	669	2500.00	Parham, Gabriele
Tillery, Fred W.	58	669	2500.00	Tillery, Patricia
Trynosky, Francis F.	77	669	2500.00	The Estate of Francis F. Trynosky
Crabtree, Edward A.	82	671	2500.00	Thompson, Miriam
Inasaki, Glenn H.	67	675	2500.00	Inasaki, Morris
Nakayama, Roy S.	76	675	2500.00	Nakayama, Charlotte
Mehoke, John D.	72	704	2500.00	Carravallah, Deborah
McGinnis, Dean T.	87	716	2500.00	McGinnis, Kathryn
Gurreonero, Giuseppe	36	725	2500.00	Hicks, Stephanie
Dooley, William	80	740	2500.00	Caul's Funeral Home
White, Michael A.	90	740	2500.00	White, Scott
Albright, Donald F.	83	760	2500.00	Bretherick, Teresa Donnell
Danley, Carl E.	90	760	2500.00	Danley, Carl Butch
Looney, Alvin D.	71	760	2500.00	Looney, Pansy
McCrary, Donald G.	69	760	2500.00	Goodwin, Mark
Miller, Marlan G.	78	760	2500.00	Spry Funeral Home Of Athens, Inc.
Turner, Kenneth H.	50	760	2500.00	Williams, Darlene
Mahoney, Edward J.	76	761	2500.00	Mahoney, Brian
Ferraro, Fred J.	78	777	2500.00	Moretti, Patrick
McCoy, James J.	70	777	975.00	Geel, Sheldon
McCoy, James J.	70	777	1525.00	McCoy, Kenton
Provost, Leonard H.	82	777	2500.00	Provost, Helen
Scaturchio, Anthony	58	777	2500.00	Scaturchio, Enza
Thomas, Richard T.	85	777	2500.00	Thomas, Kenneth
Gruszczynski, Henryk	62	787	2500.00	Gruszczynski, Anna
Cox, Bobby O.	89	798	2500.00	Cox, Kathryn
Hawkins, Linda G.	70	798	2500.00	Cox Funeral Home
Hoefsmit, Wayne F.	78	798	2500.00	Hoefsmit, Linda
Lake, Spencer C.	22	798	2500.00	Campbell-Plumly-Milburn Funeral Home
Mathis, Charles W.	79	798	2500.00	Mathis, Jr., Charles
McCollom, Robert L.	84	798	.01	Holbert, Sarah
McCollom, Robert L.	84	798	2499.99	Chaput-Buoy Funeral Home
Morek, Robert J.	76	798	2500.00	Morek, Edna
Tharp, Danny R.	21	798	2500.00	Tharp, Sr., Danny
Sutherland, Robert W.	61	800	2500.00	Loughheed's Limited
Hunter, David L.	85	803	2500.00	Hunter, Dorothy
Viscardi, John	86	853	2500.00	Viscardi, Gloria
Vanbeveren, Abraham	98	855	2500.00	Van Beveren Jr., Abraham

Total Amount: \$957,500.00

# BURIAL EXPENSE BENEFITS PAID IN MAY 2020

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Esposito, Michael	97	1	2500.00	Esposito, Dennis	Cassady, Michael H.	65	189	2500.00	Ware Funeral Home
Paternella, Paul	77	1	2500.00	Paternella, Carmen	Kosier, K. G.	83	189	2500.00	Henderson Van Atta Stickle Funeral
Sweeney, James J.	84	3	2500.00	Zimmer, Sandra	Burgard, James R.	78	208	2500.00	Burgard, Donna
Nuccio, Leonard P.	87	8	2500.00	Devaul, Carol	Womochil, Lyle D.	90	208	2500.00	Womochil, Ethel
Schurr, Dean	77	8	2500.00	Schurr, Kevin	Copeland, David L.	76	211	2500.00	Clayton Funeral Home
King, Cornelius	71	9	2500.00	Robinson-King, Gloria	Fairchild, Keith	66	211	2500.00	Fairchild, Beverly
Craig, Richard B.	82	12	2500.00	Craig, Noreen	Kirkpatrick, Ollie M.	80	211	2500.00	Kirkpatrick, Deanna
Dillon, James P.	49	12	2500.00	Dillon, Jamie	McGehee, Roy S.	66	211	2500.00	McGehee, Dorothy Carlene
McCarron, Robert J.	92	13	2500.00	McCarron, Irene	O'Quinn, Michael E.	75	211	2500.00	O'Quinn, Margaret
Carlson, Richard O.	93	23	2500.00	Carlson, Roger	Bradshaw, Frederick B.	63	213	2500.00	Fundy Funeral Hoame
Bruno, Richard A.	65	24	2500.00	Hutson Funeral Home	Brown, Rory A.	58	213	2500.00	Brown, Brenda
Garbutt, James L.	48	24	2500.00	Garbutt, Joann	Kazee, Roger H.	88	248	2500.00	Preston Family Funeral Home
Mayzun, Peter J.	57	24	2500.00	Mayzun, Mary Ann	Hendertilo, William A.	82	250	2500.00	Hendertilo, Jr., William
Rizzo, Victor	62	24	2500.00	Rizzo, Sharon	Modjeski, Jeff	62	254	2500.00	Modjeski, Siobahn
Spataro, Louis	66	24	2500.00	Spataro, Noreen	Dinehart, John E.	91	267	2500.00	Foster-Hax Funeral Home
Cruz, Daniel G.	66	25	2500.00	Schilling Funeral Home	Sullivan, Robert D.	64	274	2500.00	Sullivan, Evelyn
Davison, George P.	87	25	300.00	Wheelan-Pressly Funeral Home and Crematory	Franecke, Edmund S.	87	290	2500.00	Franecke, Susan
Davison, George P.	87	25	2200.00	State Of Iowa Department of Human Services	Kofoed, Joseph W.	72	290	2500.00	Kofoed, Thomas
Heapes, Joseph F.	75	26	2500.00	Heapes, Rita	Hissett, Paul M.	58	295	500.00	Hissett, Heather
Megown, Gerald F.	83	27	2500.00	Megown, Elizabeth	Hissett, Paul M.	58	295	2000.00	Hissett, Matthew
Miles, Joseph S.	63	32	836.97	Miles, Lindsay	Peltier, Edward R.	71	300	230.06	Peltier, Nathan
Miles, Joseph S.	63	32	1663.03	Miles, Kelsey	Peltier, Edward R.	71	300	2269.94	Peltier, Dianne
Porter, Stanley K.	69	32	2500.00	Wright Porter, Suzie	Unruh, Harold	93	300	2500.00	Unruh, Lila
Long, Randall	61	43	2500.00	Long, Carol	Cleghorn, Robert M.	73	325	2500.00	Cleghorn, Anne
Charlebois, Murray	72	46	2500.00	Charlebois, Vivian	La Crosse, Fred D.	91	340	2500.00	Stulen, Sandra
Cliche, Norman	78	46	2500.00	Cliche, Marsha	Cummins, John B.	72	342	2500.00	Cummins, Jr., Johnny
Gomes, Faustino	91	46	2500.00	Gomez, Maria	Palomino, Paul A.	70	342	2500.00	Palomino, Celia
Lawless, Thomas	81	46	2500.00	Lawless, Maura	Raines, Terry M.	74	342	2500.00	Raines, Edna
McNeil, Stephen C.	63	46	2500.00	Nash, Christina	Shields, David A.	49	342	2500.00	Shields, Arthur
Norn, Steve	58	46	2500.00	Hnatiw, Kim	Dockery, Danny	76	372	2500.00	Dockery, Lynn
Sinko, Ernest	85	46	2500.00	Sinko, Maria	Cronin, John P.	87	373	2500.00	Cronin, Rita
Smit, Johan C.	85	46	2500.00	Kroon, Linda	Logan, Richard H.	62	373	2500.00	Logan, Patricia
Spagnuolo, Francesco	78	46	2500.00	Spagnuolo, Doreen	Aleardi, James A.	93	420	2500.00	Estate of James Aleardi
Underwood, Dan	52	46	2500.00	Underwood, Debra Marie	Dugan, Roger A.	100	420	2500.00	Dugan Barlow, Ruth
Weller, Carol E.	70	46	2500.00	Rop-Weller, Jane	Haines, George B.	86	420	2500.00	Haines, Margaret
Campbell, Charles R.	87	50	2500.00	Campbell, Velica	Houser, Joseph H.	82	420	2500.00	Houser, Nancy
Paquette, Leon H.	93	51	2500.00	Paquette, Leonne	McGehean, William B.	77	420	2500.00	McGehean, Joan
Foston, Ernest G.	66	56	2500.00	A.L. Mattatall Funeral Home	Michenfelder, Robert	85	420	2500.00	Michenfelder, Gloria
Woodworth, John A.	82	56	154.00	Roy, Elizabeth Claire	Plasha, John	85	420	2500.00	Pagano Funeral Home
Woodworth, John A.	82	56	2346.00	Atlantic Funeral Home Dartmouth by Arbor Memorial	Tinges, George H.	75	420	2500.00	Tinges, Doris
Ertel, William J.	73	60	2500.00	Ertel, Marlene	Huff, Jerry W.	70	430	2500.00	Trout Funeral Home & Crematory
Guillot, Denny P.	80	60	2500.00	Guillot, Dorothy	Williams, Jimmie F.	91	430	224.20	Hutchins-Maples Matherly Funeral Home
Dancsecs, Frank	95	67	1250.00	Dancsecs, Csaba	Williams, Jimmie F.	91	430	2275.80	Luther, Blake
Dancsecs, Frank	95	67	1250.00	Dancsecs, Frank	Martin, Robert W.	82	434	1250.00	Christenson, Carla
Morley, Michael	59	67	2500.00	Morley, Julie	Martin, Robert W.	82	434	1250.00	Martin, Steven M.
King, J Loyd	89	72	2500.00	King, Oreltha	Grigsby, Mike M.	61	440	2500.00	Grigsby, Tammie
Pope, Richard E.	82	72	418.70	Pope, Beverly	Nading, Morris	76	440	2500.00	Nading, Cheryl
Pope, Richard E.	82	72	2081.30	Mowell Funeral Home & Cremation Service	Urbine, Steven P.	57	440	2500.00	Urbine, Denise
Haines, James	82	112	2500.00	Haines, Esther	Fulton, Edward	82	447	2500.00	Fulton, Ludencita
Ritter, Jim A.	60	112	2500.00	Ritter, Ann	Petsick, David L.	80	447	2500.00	Petsick, Margaret
Jackson, James D.	83	119	2500.00	Jackson, Michael	Cumberland, Marshall B.	78	449	2500.00	Hoffman, Elizabeth
Berland, Conrad L.	65	130	2500.00	Bowman, Karen	Domachowski, Leo A.	83	449	2500.00	Domachowski, Mary
Paulsen, Steven A.	64	130	2500.00	Paulsen, Debra	Smith, Richard C.	67	449	2500.00	Bohn-Matich Funeral Home
Smith, Harry E.	92	131	2500.00	Smith, Robert	Honsa, James E.	68	455	2500.00	Honsa Family Funeral Home
Jackson, Leon R.	91	140	2500.00	Bosch, Camille	Greenlee, Bobby J.	89	460	2500.00	Revocable Trust of Bob and Willeva Greenlee
Parkin, Dan K.	63	142	2500.00	Parkin, Michelle	Gonzales, Arthur B.	79	469	2500.00	Gonzales, Jr., Arthur
Bertrand, Serge	67	144	1029.03	Myette, France	Facinelli, Ray	89	475	2500.00	Facinelli, Yolanda
Bertrand, Serge	67	144	1470.97	The Estate of Serge Bertrand	Melendez, Rafael E.	66	475	2500.00	Melendez, Maria Delarosa
Desjardins, Albert	84	144	2500.00	The Estate of Albert Desjardins	Bruce, Rodney W.	80	484	2500.00	Bruce, Joyce
Haught, Alan R.	78	152	2500.00	Haught, Judy	Brown, Ian G.	81	488	2500.00	Brown, Nick
Kintz, Ronald G.	74	157	2500.00	Jackson, Kara	Defoe, Gordon N.	30	488	2500.00	Defoe, Gordon Norton
Tolley, William R.	87	157	2500.00	Frist Funeral Home, Inc.	England, Ronald	87	488	2500.00	England, Sylvie
Reedy, Donald R.	66	159	950.00	Reedy, Kyle	Harrington, Murray E.	52	488	2500.00	Harrington, Daryl
Ferguson, Frances E.	80	170	2500.00	Ferguson, Ryan	Pelletier, Pierre L.	73	488	2500.00	Pelletier, Melanie
Pierron, Larry M.	66	170	2500.00	Pierron, Julie	Plachy, Frank	67	488	2500.00	Plachy, Nicole
Music, William C.	70	177	2500.00	Music, Amy	Sivers, Keith	97	488	872.85	Sivers, Taylor
Myatt, John H.	77	184	2500.00	Myatt, Jacqueline	Sivers, Keith	97	488	1627.15	Sivers, Norma
O'Donley, David L.	70	184	2500.00	O'Donley, Sherre	Willier, Greg	58	488	2500.00	Willier, Michael
Wright, Edward C.	74	188	2500.00	Wright, Jeanette	Allen, Donald R.	65	496	2500.00	Allen, Thomas
					Embre, Clifford D.	98	496	2500.00	Embre, Rodney
					Gillespie, Barry L.	80	520	2500.00	Leroy R. Leber Funeral Home

# BURIAL EXPENSE BENEFITS PAID IN MAY 2020

## BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Cartwright, John M.	44	525	2500.00	Cartwright, Amy
Grummett, Michael	34	527	2500.00	Grummett, Gerald
Watkins, Dave	81	527	2500.00	Watkins, Barbara
Gieringer, G. J.	69	533	2500.00	Gieringer, Teresa
Harnois, Donald E.	59	537	2500.00	Harnois, Elaine
Mahoney, Patrick J.	57	537	2500.00	Farmer & Dee, Inc.
Richardson, Albert J.	78	537	2500.00	Richardson, Judith
Murray, James P.	93	538	2500.00	Hyder, Robert
Price, Larry W.	72	538	2500.00	Price, Sandra
Fredrickson, Andrew C.	98	539	2500.00	Anderson, Janice
Crangle, Robert J.	73	562	2500.00	Crangle, Mary Jo
Frazier, Joseph A.	83	562	2500.00	Frazier, Leanne
Musmann, Richard B.	65	562	2500.00	Stanley, Linda
Przybylski, Kenneth	84	562	2500.00	Przybylski, Margaret
Lukshin, Nikolai A.	74	565	2500.00	Lukshin, Lucinda
Furlong, Edward W.	96	597	2500.00	Furlon, Arlene
Martinotti, Daniel	62	597	2500.00	Martinotti, Sheila
Moreno, Jose A.	50	597	2500.00	Moreno, Maria
Nelson, Charles E.	76	597	2500.00	Nelson, Mary
Simpson, Carrol E.	77	597	2500.00	Simpson, Paula
Chittim, Charles L.	100	598	2500.00	Newton, Deanna
Fones, Lee K.	59	598	2500.00	Mueller's Tri Cities Funeral Home
Inscore, Larry D.	80	598	2500.00	Inscore, Jr., Larry
Erickson, Ben	22	601	2500.00	Erickson, Cheryl
Stamp, James S.	90	602	2500.00	Richardson, Rebecca
Ditto, Jack E.	93	614	411.59	Brown, Patricia
Ditto, Jack E.	93	614	411.59	Hardin, Elizabeth
Ditto, Jack E.	93	614	411.59	Williams, Rebecca
Ditto, Jack E.	93	614	1265.23	Trombly, Nancy
Hanna, James C.	72	625	2500.00	Batman, Rita
Vanbibber, David K.	74	625	2500.00	Vanbibber, Alta
Tudorachi, D.	96	628	2500.00	Estate of Dan Tudorachi

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Turecki, Michael B.	78	628	2500.00	Turecki, Jr., Michael
Finley, William R.	83	630	781.00	Finley, William Gregory
Finley, William R.	83	630	1719.00	Finley, Betty
Garner, Cecil E.	82	630	2500.00	Mills, Michele
Cahill, John J.	67	638	2500.00	Cahill, Patricia
Cummings, Peter F.	78	638	2500.00	Cummings, Carol
Fanning, John	84	638	2500.00	Fanning, Diane
McFarland, James E.	84	638	2500.00	McFarland, Helen
O'Brien, Richard M.	61	638	2500.00	O'Brien, Lisa
Wald, Dewitt J.	96	638	2500.00	Olson, Victoria
Weiss, Morris	93	638	2500.00	Weiss, David
Zappalo, Michael J.	87	638	2500.00	Zappalo, Greg
Marlatt, Gerald M.	93	648	2500.00	Sward, Linda
Sudworth, William	64	682	2500.00	Sudworth, Helen
Earnest, Gilbert C.	70	696	2500.00	Earnest, Patricia
Wilcox, Clifford	50	699	2500.00	Wilcox, Westin
Herman, Gary M.	79	704	2500.00	Herman, Nancy
Baker, Stafford W.	81	740	2500.00	Noel's Funeral Home
Goodyear, William A.	94	740	2500.00	Goodyear, Chris
Power, Raymond	84	740	2500.00	Hoskin's Funeral Home
Mason, Russell L.	75	776	2500.00	Mason, Marsha
Perkins, Lawrence G.	78	776	2500.00	Schlimm, Joe
Trabert, Kenneth	81	776	196.00	Engle-Shook Funeral Home
Trabert, Kenneth	81	776	2304.00	Trabert, Shirley
Carlson, James R.	94	777	2500.00	Zito, Catherine
Bourassa, Normand	72	800	2500.00	Bourassa, Laurette
Davies, Brian E.	78	800	2500.00	Arthur Funeral Home
Jamieson, Michael G.	33	853	2500.00	Jamieson, Anna

Total Amount: \$458,450.00



## MOVING? Take Us With You

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

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

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

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

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

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

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

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

ATTACH LABEL HERE  
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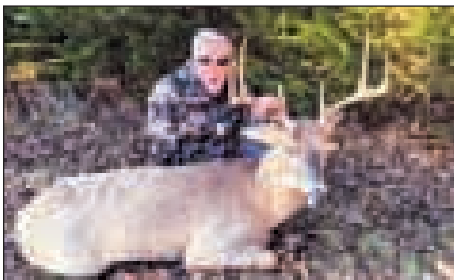
# THE GREAT OUTDOORS



Brother Monty Snow, a 12-year member of Plumbers and Pipefitters Local 140, Salt Lake City, UT, reports he drew a limited entry buck permit on the West Desert, Vernon. Brother Snow, along with his best friend, came across a group of trophy bucks. Although there was a larger buck in the group than the one pictured above, Brother Snow chose this buck for its unique horns. The four-point buck was taken at 450 yards and measured 159½ inches for three points.



Plumbers and Pipefitters Local 213, St. John, NB, retired 44-year member Brother Leonard Doyle took this buck with his Remington 30-06, not far from his house, on October 30, 2019.



Brother Dan DeLozier, a retired 37-year member of Steamfitters Local 449, Pittsburgh, PA, is shown with the buck he took on the third day of the 2019 rifle season in La Cygne, KS. Brother DeLozier reports this was his best buck shot yet.



Plumbers and Pipefitters Local 7, Albany, NY, 10-year member Brother Michael Lawlor is pictured with the eight-pointer he harvested on opening day on his property in Berlin, NY.



Brother Aldo Bucci, a 37-year member of Plumbers Local 1, New York, NY, reports he took his first mule deer in Ellsworth, NE, on the second day of a five-day trip. The buck was taken at 110 yards with a 7mm Browning. Brother Bucci is looking forward to more hunting out west.



Brother Mike Tjulander, a retired 23-year member of Plumbers and Pipefitters Local 60, New Orleans, LA, caught this black drum while fishing in Crystal River, FL, last fall. Brother Tjulander lives in Inverness, FL.



Brother Scott Buckley, a retired member of Pipefitters Local 597, Chicago, IL, and Brother Tony Fisher, a retired member of Plumbers Local 130, Chicago, IL, show off the two-man limit of sandhill cranes they took on a recent hunting trip to Texas.



Brother Nicholas Schroeder (left), a 13-year member of Pipefitters Local 539, Minneapolis, MN, and his father, Brother Kurt Schroeder, a retired 34-year member of Sprinkler Fitters Local 417, Minneapolis, MN, show off the beautiful 11-point buck taken on their 80 acres of land in northern MN. This father-and-son team report that they also took a buck in northern MN (Atkins county).

# 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

**NEW**



281

**280 Long Sleeve Orange T-shirt**



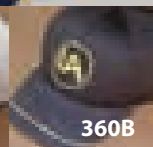
301



360S

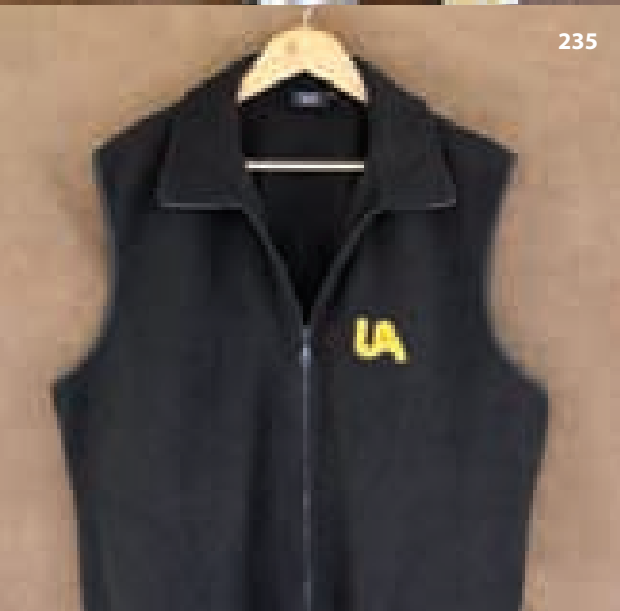


360W



360B

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



**NEW**  
Limited Edition  
items—only  
available at  
[www.ua.org](http://www.ua.org).  
This includes  
ladies clothing.

**304K New Buck Knife:** The knife is 3 3/4" with a 2 3/4" stainless steel blade. It has a black thermoplastic handle with finger grooves, a belt clip, and laser engraving on the blade. \$28.00

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

12oz. 100% cotton sweatshirt with full front  
imprint in navy.

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

**Signet Ring:** 10k gold finish with two panels for engraving. (Specify L.U. number and ring size when ordering). (Call for pricing)

**Silver Signet Ring:** Sterling Silver Ring with two panels for engraving. (Specify L.U. number and ring size when ordering).

**M-\$225.00, W\$210.00**

made of 600 denier poly nylon has two end and one side-zippered pockets. UA embroidered on the side and comes with a shoulder strap. **\$40.00**

Poly skull cap with thinsulate lining and UA embroidered in gold.	\$12.50
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Adjustable white six panel pro style mesh hat with UA embroidered on the front in navy, subliminal imprint on curved visor and United Association on back velcro closure.

**360B** UA black mesh hat with gold UA. 18.00

full front. Ash with black print and navy with white imprint.

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

**T-shirt** w/UA logo and United Association imprinted in silver on full front and left sleeve.

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

Bracelet band w/gold and silver finish.	
UA logo in gold face.	\$118.00

\$118.00

fleece vest w/two side pockets and waist band.  
UA embroidered on left chest.

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

ITEM NUMBER	SIZE	QTY	PRICE (EACH)	TOTAL
Item Total				
MD Residents add 6% Sales Tax				
VA Residents add 5.3% Sales Tax Northern VA and Hampton Roads Regions add 6% Sales Tax				
Shipping Costs (see below)				
Total Remittance (US Funds)				
Canadians (Can.) Foreign Exchange Add 25% Only				
Total Remittance (Can. Funds)				

**Name** \_\_\_\_\_

Card No. \_\_\_\_\_ L.U.No. \_\_\_\_\_

**Street** \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**Phone Number ( \_\_\_\_\_ ) \_\_\_\_\_**

Please make all checks/money orders payable to:

## The United Association

(Sorry, no cash or CODs) Mail with Order Forms to:

**General Secretary-Treasurer**

### Three Park Place

Annapolis, MD 21401-3153

To order merchandise online and pay with a credit card go to **www.ua.org** and click the link for UA Merchandise

**Shipping (UPS Ground) and Handling Costs:**

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

**Please Allow 3-5 weeks for delivery.**

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

**Canadian members, please note:**

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

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

Printed in the U.S.A.



The UA is Proud to Partner with Our Nations' Cities in the Challenge to Safely Reopen Buildings and Facilities that Have Been Dormant for Months Due to COVID-19. The Skills of UA Members Will Be Essential for the Safe Recommissioning of Water and HVACR Systems Throughout Our Two Nations.