

JOURNAL

Leaving the Door Unlocked

Plumbers and Pipefitters Local 296, Boise, ID

Page 8





Pictured at the dedication ceremony is Local 281 Business Manager Tom Collins with representatives from the Mission of Our Lady of the Angels and the Chicago Fire Department.

Heart of the UA

Local 281 Retrofits Fire Sprinkler System at Mission of Our Lady of the Angels



On December 1, 1958, tragedy occurred at Our Lady of the Angels School when it caught fire, killing 92 children and three nuns. This devastating fire is remembered as one of the worst school fires in U.S. history and one of Chicago's greatest tragedies. As a result of this fire, new fire codes were enacted in the City of Chicago and many other cities across the U.S. to ensure a tragedy like this would never happen again.

In 1960, a new school was built on the same site where the fire occurred and remained a Chicago Archdiocese school until 1999. Recently, the school has reopened as Mission of Our Lady of the Angels and is housing a food pantry, day care center, and afterschool programs. Joe Albergo, a retired Instructor of Plumbers Local 130, Chicago, IL, is a volunteer at Mission of Our Lady of the Angels and brought to the attention of Tom Collins, Business Manager of Sprinkler Fitters Local 281, Chicago, IL, that the building that was rebuilt in 1960 did not have an automatic fire sprinkler system. Brother Collins was in utter disbelief at this news, so he decided to take action.

Brother Collins visited the school in September of 2019 to check out the situation. He said, "It is a four-story building that only had fire sprinklers in the basement. There were no fire sprinklers or standpipe in the majority of the building. Local 281 members pledged to do everything in their power to correct this deplorable situation."

Local 281 signatory contractor United States Alliance (USA) Fire Protection and Local 281 donated the design and materials to retrofit the building with a life-saving automatic fire sprinkler system, to allow the mission to serve its community safely. To protect the property and lives of the volunteers and community they serve, members of Local 281 also provided the labor to install the new fire sprinkler system.

Several trades, including plumbers and pipefitters, volunteered labor and donated material to the mission as well.

The design, materials, and labor have a value of \$400,000—provided 100 percent free of charge for the Mission of Our Lady of the Angels. The new fire sprinkler system follows NFPA 13 and the City of Chicago Fire Codes. Brother Collins said, "Local 281 and its signatory contractors agree that this was the least we could do to honor the memory of the 92 children and three nuns who perished, the many injured, and the hundreds of families who lost loved ones and neighbors."

On October 7, 2020, during Fire Prevention Week, officials from the Chicago Fire Department joined members of Local 281 and USA Fire Protection at a ceremony to dedicate the newly sprinklered building. Chicago Fire Commissioner Richard C. Ford II delivered remarks at the dedication ceremony, stating, "We thank everyone who worked to bring this project to fruition, making the building safer for everyone at the Mission of Our Lady of the Angels." Bishop-elect Bob Lombardo is the founder and director of the mission. He and the nuns who work at the mission were also present at the dedication ceremony. "We are very grateful for the amazing support from Sprinkler Fitters Local 281 and all of its affiliate organizations," Lombardo said. "We are grateful to honor the students and the sisters who died here in 1958 by equipping the building with the best and most up-to-date fire prevention equipment via the best installers."

What may seem like a routine installation of fire safety equipment is a momentous step for a building that replaced the site of the 1958 fire. Without Local 281 and USA Fire Protection, the mission would not pass today's stricter fire codes, risking the ability to repurpose the former school building into a new outreach center.

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

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

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



THE UNITED ASSOCIATION JOURNAL

Contents



FEATURES

Leaving the Door Unlocked Plumbers and Pipefitters Local 296, Boise, ID

Within 10 years, this local union has more than doubled its membership. 8

Job Well Done

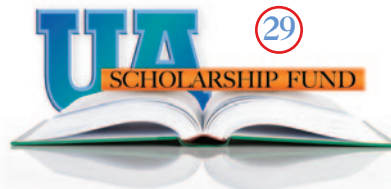
Plumbers and Pipefitters Local 441, Wichita, KS, welcomes its latest member/owner Jeffrey Ridgeway and his company, Ridgeway Plumbing, LLC, as a signatory contractor. 24

In Memoriam

International Representative Robert J. Costello passes away. 25

2021/2022 Scholarship Fund Application

The application deadline is June 9, 2021. 29



DEPARTMENTS

Report of General President Mark McManus

Victory at Last—Pension Funds Get Much-Needed Relief 4

Editorial: General Secretary-Treasurer Pat Kellett

How the Generosity of One Can Make a Difference to So Many 6

In Memoriam

We mourn the loss of our Brothers and Sisters due to COVID-19. 26

Local Union Reports

Activities of UA Members across the United States and Canada 31

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Victory at Last— Pension Funds Get Much-Needed Relief



Mark McManus
General President

It seems rare these days that I get to report really good news to our membership, but that's exactly what I'm able to do this month. Thanks to the Biden-Harris Administration and our friends in Congress, our multi-employer pension funds have been made significantly more secure at last. This is truly one of the most momentous events in several generations. It's especially gratifying that the President and Vice President made this a priority in the COVID-19 relief bill just passed. They said they would—and they did!

We have been pushing and fighting for this direct pension relief for decades. While most of our pension plans are healthy, this isn't true for many in the building trades. Those of us who serve as trustees understand very well that when a big multiemployer plan fails, it has the potential to bring others down with it. That's what we were facing, and it was an especially grim future for those whose plans were shaky at best. We've been concerned about this possibility for many years, and now that this threat is gone, we can all take a deep breath. The COVID relief bill—known as the American Rescue Plan—puts \$86 billion directly into the multi-employer pension system. It will provide help to plans both large and small.

As a result of this action, a great weight has been lifted off the shoulders of those who serve as trustees of these plans. The COVID bill allows these trustees to delay designation or extend the time period of when they would have to define these plans as endangered or

in decline. This directly protects against losses caused by the COVID-19 pandemic. In addition, the insurance premiums that plans must pay to the Pension Benefit Guaranty Corporation will be kept reasonable, thanks to this relief.

What is most important to know, however, is that your pension plans will remain secure for generations to come. That's why this relief is so transformational. It assures that no matter your age or where you are along the path to retirement—senior journeyman or brand-new apprentice—your retirement is safe. We have always believed that a secure retirement is a fundamental right of all our members. They will have that now.

I know that the United Association is composed of strong individuals with opinions that reflect the diversity of our American character. We often disagree, especially when it comes to politics. We argue and debate and occasionally get mad at each other. But this is one area where our interests align, and where labels like red state and blue state are meaningless. Pension reform affects all of us, regardless of our political affiliation.

About 10 million Americans participate in multi-employer pension plans. They are liberal, conservative, and everything in between. They are Democrats, Republicans, and Independents. As we know, many of these Americans are on the frontlines in the pandemic, including UA members. The last thing they need to be worrying about is whether their pension plans are safe. Instead, they should be focusing on keeping themselves

It is truly unthinkable that our pensions should ever be at risk. Our members work very hard, and they brave the dangers of the jobsite without complaint—just as they did during the pandemic when they built field hospitals and kept essential services going. Protecting the pensions of these members has been a priority for me from the earliest days of my career. It is deeply gratifying to see it finally happen in a substantive way.

and their families safe.

More than a million of those workers are in plans that are in trouble. While the UA is fortunate that most of our plans are strong, that doesn't mean we don't face many of the same challenges. The COVID pandemic has placed even more strain on our plans, so it was right that this relief was part of the American Rescue Plan. As our economy continues to recover and our manhours increase, we may see some additional pressure taken off these plans. A strong economy with plentiful jobs, as well as the \$86 billion in relief, bodes well for our funds.

I know that many of our members are still upset by some of the actions taken by this Administration, but I am pleased that the President kept his promise on pension relief, and that he fulfilled that promise so quickly. By making this part of the American Rescue Plan, the President gave it a much greater chance of passing.

It is truly unthinkable that our pensions should ever be at risk. Our members work very hard, and they brave the dangers of the jobsite without complaint—just as they did during the pandemic when they built field hospitals and kept essential services going. Protecting the pensions of these members has been a priority for me from the earliest days of my career. It is deeply gratifying to see it finally happen in a substantive way.

Of course, our collective strength has always been our greatest asset. We joined together to put people in office who support labor, and we will continue to do

that in the years ahead. We are not going to lose ground now! With our pensions secure at last, we can focus on other pressing issues, like passage of a real, comprehensive infrastructure bill. This is another issue that we've been fighting for over the last several decades, and it's about time that happened.

We're looking forward to continuing to fight for our members and for what we truly believe will be better days ahead. Today we celebrate this particular victory, but we know there are many more to come.

Mark McManis



How the Generosity of One Can Make a Difference to So Many



Patrick H. Kellett
General Secretary-Treasurer

“We make a living by what we get. We make a life by what we give.”

— Sir Winston Churchill

Many of us are familiar with this famous quote by Sir Winston Churchill, but it took on even more meaning recently because of extraordinary acts of generosity by UA members and locals in Texas. Because we have had so many natural disasters all over North America in recent years, our locals have been constantly jumping in to provide assistance. What is really remarkable is that they have been joined in this effort by our contractors as well. Of course this kind of generosity is inspiring, but what is going on in Texas has an impact that extends beyond members helping members. And this has helped restore our faith in the basic goodness of people at a time when we really needed it. And it didn't stop there.

When the big freeze struck Texas and the state's power grid failed, no one in leadership in that state was really prepared. Of course, UA members knew what to do to take care of the thousands of broken water pipes and systems that resulted from the freeze. They could do the repair work—if they could only get the materials. In Texas and every state around it, there were no pipes, fittings, and other materials to be had. They just didn't exist.

That's when the UA, the Mechanical Contractors Association of America (MCAA), and Lenny Knese, owner of National Sales Company (NSC), stepped in. NSC supplies material and equipment to the construction industry, in particular the heating, cooling, and mechanical industry. NSC is a well-established and successful com-

pany, but what happened next was a huge step for any company, big or small. Lenny Knese and NSC saw a need and stepped in to fill it. They gathered together tens of thousands of dollars' worth of piping and fittings to send to Texas. NSC employees, including office staff, worked many hours, day and night, to gather the materials. They worked over weekends as well, and NSC covered their wages and overtime. The cost of materials was shared by the UA and the MCAA.

When the trucks were loaded, UA members from Local 562 in St. Louis were ready to hit the road. International Representative Mike O'Mara, along with Brothers Dick Kellett, Vic Amidon, and Tom Malecek drove the materials to locations in Texas as quickly as they could get them there.

The people of Texas had been without water for a long time. Their homes and apartments were a mess from leaking pipes. An army of UA plumbers was ready to go—they just needed the materials to do it. When the materials from NSC arrived, they were able to get to work.

I want to express my deepest gratitude to Lenny and the employees of NSC for their generosity. At a time when we are still divided as a nation, and with the pandemic still taking far too many lives every day, this single act has helped restore my faith in humanity.

A lot of credit goes to UA locals throughout the state. Many of them have performed work for free to help those



Patrick H. Kellett
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Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO)

who cannot afford to pay for the repairs that are so desperately needed. For example, in Austin, contractors and members worked many hours in a trailer park community that is underserved by both the city and the park's owners. These are people living on the margins of life, and they would never have been able to recover without this help. Another striking example was in Houston, where a member who owns a small plumbing company was able to restore water to the home of an elderly couple, one of whom is bedridden.

These are just two examples of many. In a future *UA Journal*, we will share more details of the recovery effort.

Texas and the Gulf Coast have been hard hit in the last several years, with back-to-back hurricanes (remember Harvey?) and now this freeze. Every time, much of the recovery process has been facilitated by UA locals and members. This time it was the help of a business owner in an entirely different state that has made all the difference.

It also reflects the change in the relationship between the UA and our contractors over the past several years. While we still have our differences and our disagreements on certain things, there is no doubt that we now have a true partnership with the MCAA and our other contractor organizations. We may fight and argue, but we do so with respect for one another, and we come together when it's over.

Through it all, our contractors, the MCAA, and the UA worked together in this time of crisis, just as we did after Hurricane Harvey and the Paradise, CA, fires and more—and now, of course, during this long pandemic. It's what solidarity really means, and I know our contractors have our back, just as we have theirs.

Patrick H. Kellett



Leaving the Door Unlocked

Plumbers and Pipefitters Local 296, Boise, ID

Plumbers and Pipefitters Local 296 is in Boise, the capital of Idaho, set in the Rocky Mountain foothills and bisected by the Boise River. The local was organized on November 21, 1901, and chartered in January of 1902. Local 296 was briefly described in the March 1902 issue of the *Official Organ of the United Association* as, “A Little Local Worth Mentioning.” Local 296 has a rich history and is still a local worth mentioning but is not so little anymore. It is the oldest plumbing establishment in Boise and has come a long way since 1901. The local has grown significantly since John Kierce became the Business Manager in 2013. Within 10 years, the local has more than doubled its membership from 335 members to its current 720 members, but not without the combined efforts and expertise of Business Manager and Financial Secretary-Treasurer John Kierce, Training Director and President Mark Hosick, and Organizer Rick Gray. Business Manager Kierce said, “Other Business Managers say to me, ‘You doubled the size of your local inside of 10 years. How did you do it?’ I respond, ‘We left the door unlocked, and people started coming. They liked what they saw. They met the people who work here, and they wanted to be a part of it.’”

Training Director Hosick and Business Manager Kierce have an incredible working relationship. They have been working together for nine years, and they support and respect each other. “We complement each other,” said Brother Kierce. “We don’t want each other’s jobs. We want our jobs to be the best they can be, and I think we’ve realized now, after nine years, what a big role relationships play between the Business Manager, President, Training Director, and Organizer. At the end of the day, you all have to be in it together if you’re going to be successful. We came together 12 years ago at a coffee table and said, ‘If we ever get the opportunity, how are we going to do it?’ We had to really understand one another’s personalities and the role we would serve in order to reach the objective, which is make the UA better in Boise.”

Brother Kierce fully supports the role of President and described Brother Hosick as an active and engaged President, stating, “He’s involved in all matters of Local 296. He doesn’t just run the meetings. I think having a solid President like Mark is essential to what we do. He is in the know. He knows the strategic plan because he’s a part of it.” Brother Hosick added, “John supports me in my position and supports me in the decisions that need to be made.”

Brother Kierce and Brother Hosick bring a unique perspective and background to their leadership roles at Local 296. They care about the history of Boise and keeping the traditions

of the local intact while also trying to improve it. Neither of them was born and raised in Idaho, and Local 296 was not their first home.

Brother Hosick grew up in Las Vegas and is a part of a large family of proud Plumbers and Pipefitters Local 525, Las Vegas, NV, members. Brother Kierce grew up in the bay area of California and began his apprenticeship with Plumbers and Pipefitters Local 159, Martinez, CA. “That’s what makes us good at organizing, because we don’t look at this city as ours. We’re not protecting the city from anything; we’re sharing the city with everyone. That’s the different perspective we have,” said Brother Kierce. “We want to tell Boise’s story because it’s been a part of us. It took us in, and we’re trying to chart our own path.”

Local 296 has gained a lot of members through organizing due in part to its in-house Organizer, Rick Gray, who is willing to go on jobsites and network with non-union contractors and tradespeople. Business Manager Kierce said, “I think there are two reasons for the change in membership. Two significant things happened that were happening dif-



Alex Christensen (Ap)



Joey Winslow (Ap)





Tanner Brazil (Ap) and Blake Johnson (Ap)



Shain West (I) and
Chris Mills (Ap)



Charles Anderson (Ap)

Abbreviation Key:

BM	Business Manager
TD	Training Director
BA	Business Agent LU 669
I	Instructor
GF	General Foreman
F	Foreman
St	Job Steward
J	Journeyman
Ap	Apprentice
H	Helper
FST	Financial Secretary-Treasurer LU 296
P	President LU 296
QA/QC	Quality Assurance/Quality Control

ferently before. The first one is organizing. For the first time in a long time, we left the doors open. We were interested in organizing, which was not popular.” He continued, “We utilize a similar approach of a lot of locals in the north-west states, and we do more of a bottom-up style approach to organizing, meaning we want to reach out to the hands. Part of the reason we use that approach is we always have a need from our current contractor group. They’re always looking for more skilled tradespeople. The next thing is to have an active Organizer out tapping the jobsites and keeping abreast of those skillsets, talking to people in the trade, and contractors in the business. We utilize Rick for that.”

Business Manager Kierce explained that they utilize professional websites like Indeed, LinkedIn, Craigslist, Facebook Marketplace, and other avenues such as social media plat-

forms to organize. “We’re always tapping into potential,” said Brother Kierce. He noted that Brother Gray is looking for those with specific skillsets such as apprentice candidates, helpers, people in the utility business, college students, etc. who will fill an immediate need, and that Brother Hosick does outreach work at the junior high, high school, and college levels. Brother Kierce said, “Mark’s approach is different by design. He’s looking at it from a recruiter standpoint. He’s looking for future talent, not for an immediate need but a long-term need, and he has a very tactical, strategic approach to meeting that need.”

Brother Kierce continued, “When the three of us are working in the tripartite approach, business development, along with recruitment for the next generation of mechanics, and recruiting for immediate needs or skill-based needs—it all works together easily.”

Idaho is a right-to-work state, which creates competition in the valley, but Local 296 remains competitive by making sure its membership is skilled and trained in every facet of the trade. Training Director Hosick makes sure that happens. “Mark is a great recruiter/director of training. He understands training. It’s his passion,”



Patrick Klitch (Ap)



Michael Parker (I)



Antonio Olmos (Ap)

said Business Manager Kierce. “My job is to give him all of the tools that he needs, so he can be the best trainer.”

The training department has enhanced its practical training utilizing UA grants, offered new training opportunities, such as a BIM (building information modeling) technology training course, and is supporting a plumbing practical at their local union hall, which has been a big source for organized-in members. Brother Hosick said, “John’s on the plumbing board for the state of Idaho. It’s the first time in 40 years that we’ve had one of our members on the board, so when I became the Training Director, we decided to focus on promoting the plumbing practical for the state of Idaho at our training center. Now, plumbers who pass the written exam have the opportunity to come to our hall to take the practical. It works out great for us because we get to give all of our own members the practical, and it has persuaded some non-union tradespeople to join our local. We have gained 30 members in the last six months that way.”

Brother Hosick explained how the Local 296 training program has been working on a program with the state of Idaho called Idaho LAUNCH. “Our Idaho State AFL-CIO has looked at colleges and state-funded schools in Idaho that are getting grant money for their students who are training for their careers. They are giving \$7,500 to some of these students, and the JATCs have never been included, so recently, labor petitioned the board at the State Capital, and the board members decided that they couldn’t exclude us. It was hard to deny us, because we are training. We expect very shortly that the Local 296 apprentices will also receive some of that funding to buy their books or boots or whatever they need for training, and they couldn’t be more excited to be included in this opportunity.”

Business Manager Kierce and Training Director Hosick are expanding training in plumb-

ing and HVACR as well as increasing their number of HVACR service technicians. They have increased from two HVACR service techs to 15 in two years. They are also getting ready to build a 30 by 90 two-story expansion that will house mostly plumbing/HVACR practical operations. Brother Kierce said, “We’ve tried to change the culture of training by emphasizing everything about training, organizing, and the UA, so that it all circles back together. People know when they come in, even if they didn’t have the best training, that they’re going to get the best opportunity—all they have to do is join the UA.”

Local 296 has 130 apprentices who train three nights a week, 28 of whom will turnout at the end of March. The UA Journal team was able to see the apprenticeship school in action one evening. The apprentices are required to wear masks during school, and sanitizing practices are implemented to keep them safe. Brother Hosick said, “We have a protocol for COVID-19 we started back in September at the beginning of the school year, and we have had no sickness whatsoever, so we’ve done really well.”

Local 296 has a vast, rural jurisdiction across southwestern Idaho and eastern Oregon, that covers north to Grangeville, south to the Nevada border, east to Burley, ID, and west to Baker, OR. Boise, also known as the Treasure Valley, is the main hub where most of Local 296’s work is located. Two hours east of Boise, the city of Twin Falls, ID, also known as Magic Valley, provides a large concentration of work for the local as well. “You can drive about three hours in any direction from Boise and still be in our jurisdiction,” said Brother Kierce. “One of my personal goals as Business Manager was to touch all four corners of our jurisdiction, and I have.”

Local 296 has 130 apprentices who train three nights a week, 28 of whom will turnout at the end of March. The UA Journal team was able to see the apprenticeship school in action one evening.





Phillip Nielson (Ap)



Scott Hale (Ap) and Marty Smith (I)



“At DeWalt, we share and value the UA’s commitment to excellence by, among other things, creating a diverse and highly trained workforce; focusing on training, technology, safety, and sustainability; supporting the veterans’ community, and empowering women in the trades. For that and so much more, we appreciate the men and women of the United Association.”

— Jon Howland, Marketing Director, Stanley Black & Decker, Inc.



David Bennett (Ap) and Adam Campos (Ap)



Antonio Albor (Ap)

Idaho’s agricultural sector supplies many products, but the state is best known for its potato crop, which comprises roughly one-third of the nationwide yield, and while Local 296 does have a foothold in the food processing industry, specializing in potato products, the local is diverse in its work. It has anything from dairy and food processing plants, to semiconductors, to hospitals, to the county courthouse. “We do everything—building and construction, residential, schools, hospitals, etc. We don’t have a niche. Our niche is Boise. If we did one thing, we would be out of business,” said Business Manager Kierce. “We’ve put our hands on everything from Boise State University, to the houses at the top of the Boise Foothills, to the Boise Depot, and everything in between. This is what we do. This is where we do it, and we’re trying to be the best—better than anybody else—so that when we go out into our community, they recognize us for our excellence, and they want to be a part of it.”

Local 296 is also expanding its market share in the utilities sector. The local has 50 metal trades members working for Intermountain

Gas Company as meter readers, utility persons, service technicians, and LNG (liquid natural gas) operators. Another 50 members are also currently working at Suez Water Idaho as utility persons, operators, meter readers, and locators in their service and T/D (transmission and distribution) departments. Brother Kierce said, “These two groups of Brothers and Sisters keep the heat on and the water safe!”

Local 296’s four major signatory contractors are RM Mechanical, Inc., YMC Mechanical, Inc., Paige Mechanical Group, Inc., and Gem State Mechanical, Inc. All four contractors focus on industrial, commercial, residential, and institutional plumbing, pipefitting, and HVACR.

While the *UA Journal* team was onsite, we visited the RM Mechanical fabrication shop and three jobsites on which RM Mechanical is the contractor: Micron Technology, Inc., Darigold, and St. Luke’s Boise Medical Center CUP (central utility plant).



Bill Magnuson (owner, RM Mechanical)



Tracy Reeves (GF)

RM Mechanical Fabrication Shop

RM Mechanical's facility was established in Boise in 1983. It began in a small office and warehouse space. Owner of RM Mechanical William "Bill" Magnuson said, "We used our personal tools, our own personal trucks, and I borrowed \$6,000 from my mother. I paid her back in a year, and that's how we started the business."

Bill Magnuson is a third-generation Local 296 member. His father and grandfather were both members of the local. His grandfather was the first Idaho State Plumbing Inspector, and his father is approaching a 70-year membership with Local 296. Business Manager Kierce worked for RM for many years early on in his career and said that they provided him with the opportunity to excel in the trade, and they continue to provide those opportunities to the membership. He said, "Bill is very vested. He cares, and he's an integral part of what we do from top to bottom."

RM has over 400 employees, making it one of the largest contractors in Idaho. The corporate

office now encompasses 20 acres, and the mechanical fab shop boasts more than 20,000 square feet of shop space. RM has separate fabrication shops that are product-specific to carbon steel, stainless steel, PVC/PP, and UHP (ultra-high purity) and PVDF (polyvinylidene difluoride). They also have a 3,000-square-foot Class 10 cleanroom for UHP systems. The main shop is a drive-through style facility, with three overhead 10-ton capacity cranes. The facility is equipped with automated cutting stations and Pipe Worx welding machines, and is capable of MIG, TIG, stick, flux core, plasma, and orbital welding processes.

The shop currently has a dynamic crew of 18 members, with a base crew of 12 to 14 craftsmen and women who are cross trained in every shop. Even the welders have plumbing licenses. Currently, the shop is fabricating for



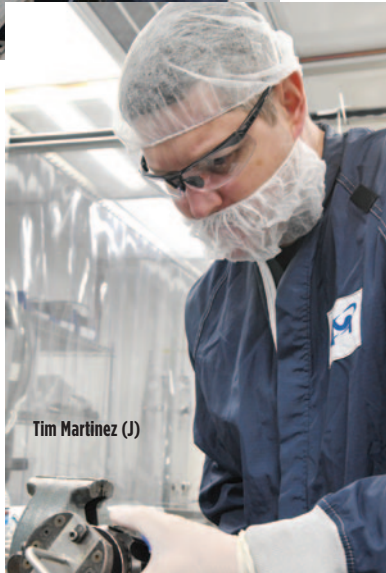
Gene Kryshevski (J)



Bryan Hammer (Ap) and Carole Sue Byers (J)



Steven Nyborg (J)



Tim Martinez (J)



John Kierce Jr. (H) and
John Kierce Sr. (BM, FST)



Dave Skeen (J) and Hugh George (St)



John Kierce (BM, FST)
and Bill Magnuson
(owner, RM Mechanical)



Brendan Bensen (F)



Eric Thomas (J)



Kyle Mills (GF)



Justin Griggs (J)



Dan Sherman (J)



Dylan Bazzle (Ap)



Tyler Moser (Ap)

West Point Dairy Products in Utah, River Point Farms onion plant in Washington, the Bang Energy manufacturing facility in Arizona, and Micron Technology, Inc. in Boise, which is their largest client. Two hundred of RM's 400 employees work at Micron in-house.

Tracy Reeves is the General Foreman at the RM fab shop. She and Business Manager Kierce have a long and strong working relationship. Brother Kierce took Tracy under his wing while on a job 16 years ago. General Foreman Reeves said, "For a while, I bounced around, because not everybody wanted the girl on their crew. John didn't care, so he

took me in. We rolled around from job to job. We'd do a plumbing job and then a 'fitting job—all kinds of different jobs—which made me well rounded and suited for the job I'm in now. John's always been a real big advocate. He sees the person, not the gender and not the

race. It took a few years, but none of my guys see me as a female foreman. They just see me as Tracy, their General Foreman."

The shop has had challenges getting materials on time due to COVID-19. Sister Reeves said, "There's been some changes due to COVID, and here at the fab shop, getting materials in has been a nightmare. They shut down plants, so all of a sudden, there are limited resources. The price of metal also went up. When we can't get the materials to build, the client can't do the installation, so it's a domino effect." Despite these challenges, RM has a solid group of craftsmen and women at the fab shop who have worked countless hours of overtime to get a job done when materials have arrived late.

Sister Reeves values her crew—some of whom she has worked with for many years. She said, "I've been privileged to work with and learn from a bunch of talented people who I now get to lead the charge with. It's a dream situation, because I grew up with these people, and now, I get to stick with them and take care of them. Leadership's not just about being in charge. It's responsibility, and it's doing right by the people you work with."

Local 296 and Local 669—Bridging the Gap

Plumbers and Pipefitters Local 296's leadership team and Sprinkler Fitters Local 669, District 40 Business Agent Kristopher Winget are forging a strong relationship and bridging the gap between the plumbers and pipefitters and sprinklerfitters. Business Manager Kierce and Training Director Hosick view Brother Winget as an important member of their team, so they invited Business Agent Winget to join them for the *UA Journal* team's visit to Local 296.

Business Agent Winget's district, District 40, covers the state of Utah and southern Idaho. Brother Winget was first elected Business Agent in 2014 and was re-elected in 2017 and again in 2020. He is a sprinklerfitter by trade and began his apprenticeship with Local 669 in 1999. For 15 years, he was on the road working for Delta Fire Systems in many different parts of the country. In Idaho, he was working as a Foreman/Superintendent on the project for J.R. Simplot, when he decided he would run for Business Agent of District 40. Brother Winget said, "I got to know all of the people in Idaho and Utah, and when the election cycle came up again, I had a lot of members asking me if I would run, so I did."

Business Manager Kierce described Brother Winget as being dedicated to his work and to his members, stating, "Kris does a fantastic job. He drove six hours so that seven of his members would be recognized in the *UA Journal*. That's commitment, and that's the dedication that people don't see behind the scenes. He does the same thing for the building trades meetings because it's important to southern Idaho. When everyone else is busy talking about how Idaho has low wages, Kris is trying to make it better. He's putting in the effort, and I have respect for that. I appreciate everything he does for us—he's a part of our team."

Local 669 currently has members working on a large number of projects in southern Idaho, including Micron, the ALS GeoThermal Facility, EIRMC Hospital, Walmart, the Nampa School District, and service work at the Boise VA Medical Center, to name just a few. "It's a different dynamic how Local 669 operates compared to city locals, because we are a road local, and we have a giant territory," said Brother Winget. "Taking care of the membership is also different. We have a large membership, but it's spread throughout a larger jurisdiction." With 13,851 members, Local 669 has the largest membership in the UA. The Local 669 membership in District 40 is up 91 percent since June 2014, from 132 to 252 members.

Because Local 669 is considered a road local, Business Agent Winget didn't have a brick-and-mortar building in Idaho until he met Brothers Kierce and Hosick. Brother Winget said, "In District 40's jurisdiction, we put members on travel card, whether they are Local 140 members or 296 members. Locals 140, 296, and 648—we all work well together. Local 296 has been amazing for us to work with. John and Mark let us use their hall for training, and whenever I'm in town, I make sure to stop by and see them." Business Manager Kierce added, "We support one another. I can't say what his predecessor did any more than I can say what mine did. I just know what Kris, Mark, and I are doing collectively."

What was once a historically inconsistent relationship between Local 296 and Local 669 has become a thriving relationship thanks to the broad-minded and dedicated leadership of Brothers Kierce, Hosick, and Winget. "What I've always respected and appreciated about Kris is his effort to come to Idaho and really get to know his membership, work within our local, and work with us," said Brother Kierce. "We're all trying to bridge the Local 669/Local 296 gap."



Mark Hosick (TD, P), John Kierce (BM, FST), and Kristopher Winget (BA, District 40, LU 669)





Pictured are members of Plumbers and Pipefitters Local 296 on the job at Micron. From left are John Kierce (BM, FST), Ignacio Alcantar (F), Jeremy Allen (J, Safety), Zac Schwendiman (F), Bruce Clancy (F), Wally Schneider (J, QA/QC), Casey Rider (F), Jason McGee (F), Bobby Campos (F), Buddy Logan (F), Shaun Briscoe (F), Corey Mundy (J, QA/QC), Troy Rawlings (F), Jeff Thompson (GF), Jordan Jolley (F), Bob Robbins (F), Jim Wassler (F), Zach Kohler (GF), Kevin Pierce (F), Shane McCarthy (F), Cory Wesselman (J, Safety), Kip Smith (F), and Mark Hosick (TD, P).



Pictured are members of Sprinkler Fitters Local 669 on the job at Micron. From left are Doug Funk (J), Emir Jakupovic (J), Matt Kaschmitter (Ap), Ryan Grever (Ap), Shane Holaday (F), Nick Curtis (Ap), and Kristopher Winget (BA, District 40, LU 669).

Micron Technology, Inc. Semiconductor Plant

For more than 40 years, Micron has been instrumental to the world's most significant technology advancements, delivering optimal memory-storage systems for a broad range of applications. Local 296's contractor group has been working in-house at Micron since 1985.

Micron bought a piece of land in southern Idaho to build a semiconductor plant because of the ample supply of water that runs down from the mountains. An ample supply of water is important for Micron's process in making microchips, and even more important is the purity of that water, so the lines that run to the machines that clean the microchips are UHP lines, which are fabricated in a Class 10 cleanroom.

The Micron semiconductor plant is currently being utilized as a research and development (R and D) facility. Jeff Thompson has been working at Micron since 1991 and has been a General Foreman on the job for 15-plus years. He said, "It's a perpetual remodel. As soon as we're done with one remodel, they change their

recipes. We tear out the old equipment and re-install the latest and greatest equipment." Because it is a perpetual remodel, Brother Thompson said that Micron views them as partners, not just its contractor. "I have a great bunch of guys, and Micron really appreciates what we do," said Brother Thompson. "We do all of the facility installs and internal work for them now. This internal work isn't for everybody, because it's clean. There are a lot of rules to follow, and that's a challenge for some. We have to follow all the procedures and protocols the way they ask us to. It's a precise plant."

Of all the building trades, Local 296 has the largest footprint at Micron, with 185 members working in-house, seven of whom are Local 669 sprinklerfitters. Business Manager Kierce said, "We have plumbers, fitters, welders, and everything under the sun. We work millions of man-hours, and have an impeccable safety record to show for it."



Dennis Weeks (J) and Johnny Vega (Ap)



Darigold

One of the largest U.S. dairy processors, Darigold, produces a full line of dairy-based products for retail, foodservice, commodity, and specialty markets. Local 296 members have been on the job at Darigold for more than a year, working on phase two of a potential three-phase project. Phase two is an expansion for Darigold's new line of milk, aseptic milk, which is milk that is made shelf stable. Aseptic milk is made shelf stable by pasteurizing it at a higher temperature. The combination of UHT (ultra-high temperature), pasteurization, and sterile bottle packaging ensures that the milk lasts longer without refrigeration.

Cameron Gumm, who began his career with Local 296 as a helper at a young age, has been the General Foreman on the Darigold project for seven months. He said, "I was able to get a couple of good crews of people who worked really well together, and as long as the parts were here, my crew killed it. The biggest challenge we've experienced lately is getting our hands on parts we need. I've waited 14 days for one-and-a-half-inch Schedule 40 stainless-steel pipe, which is just not something we're used to."

The phase two expansion involves lots of stainless-steel piping. Local 296 members on the job are running everything from half-inch hand-bent stainless-steel tubing up to eight-inch TIG welded stainless-steel water lines. "Most of the piping in the packaging area supplies process air to operate the valving and equipment used for packaging. We also added a few new water lines for emergency showers and handwashing sinks," explained Brother Gumm. Phase two is expected to be complete in a month, and Brother Gumm is hopeful that Local 296 will win the work for phase three on the Darigold project.



Craig Booher (J)



Dylan Sawyer (Ap)





Cameron Gumm (GF)



Leo Garcia (St)



Gary Karr (GF)

St. Luke's Boise Medical Center CUP

A year ago, when COVID-19 struck, St. Luke's Boise Medical Center was deemed essential and filled with patients. Not only were the 437 hospital beds essential, but the Local 296 members working on the new CUP (central utility plant) for St. Luke's were essential. The new CUP will service the entire downtown Boise hospital campus. The plant will link in via underground tunnels, which will allow essential building utilities and logistics to travel to and from the hospital more efficiently. The CUP across the street will be taken offline and demolished to make way for a future medical office plaza and North Tower.

The CUP is expected to be complete in a few

weeks, so 10 of the original 50 members remain on the project working for RM Mechanical. Gary Karr, Local 296 General Foreman, has been on the job for almost a year. He said, "They've needed this for many, many years. That old CUP is in terrible shape. I worked on it when I was an apprentice."

When COVID-19 first hit, and St. Luke's CUP was deemed an essential project, Local 296 wanted to keep as many of its members working as possible, so 13 apprentices were placed on the project. Brother Karr recalled some of the challenges they faced on the job, mostly due to COVID-19, stating, "It killed us. We couldn't get any parts delivered. Everything



shut down, and all our guys went through the fear of what would happen if they touched somebody and got it.”

Aside from the challenges, Brother Karr stated that the best things about this project were the cooperation and flexibility of the crew he oversaw. “COVID was by far the biggest hurdle,” he said, “but the accomplishment was how the men reacted to that change, and how they overcame it. They were flexible and willing to keep pushing forward. They are a super great crew of guys.” He continued, “A lot of the people who put their heart into this job are on other jobs now. I wish they could be here to see the final product, because it’s really their project and their commitment. We’ve worked a lot of hours here. These men really stepped up, and they’re all so proud of what they accomplished.”

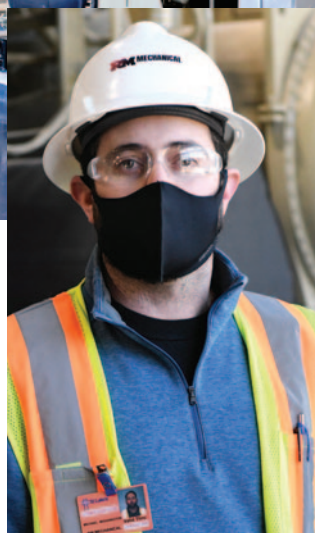


Martin Rivera (J)





Derek Mitchell (J)



Mike Woodington (J)



Martin Yingling (F)



Devin Demeyer (F)



Flipping the Script

Together, the leadership and members of Local 296 have raised the commitment to organize, train, and leave the local in better shape for the next round of leadership. Business Manager Kierce said, “You have to organize, and you have to train. You have to leave the door open in order to get every worker, because when you get 80 percent of the market share in this valley, you own it.” Brother Karr, who has been a member for 25 years, said, “There was a point where the members of our local thought we could do better, and a lot of us were unhappy, so we made the decision that we are going to leave this local better than we found it. I think John is one of the most recent Business Managers who came

straight off the tools. John represents us well, and he’s a great ambassador for the union in this right-to-work state. People know who Boise Local 296 is now.”

Local 296’s young and motivated leadership is determined to shape a strong, successful local union, and they are willing to do whatever it takes to make that happen. Brother Kierce remarked, “I said to the membership, ‘If we’ve been doing it the same way for years and it doesn’t seem to be working, then let’s flip the script. Let’s try something from somewhere else that worked and see if we get different results.’ Diversity, training, organizing, and community—that’s the recipe.”





JOB WELL DONE

Plumbers and Pipefitters Local 441, Wichita, KS, would like to congratulate and welcome fourth-generation member Jeffrey Ridgeway and his company, Ridgeway Plumbing, LLC, as its newly signed signatory contractor.



From left are Ivan D. Ridgeway, possible fifth generation member; Jeffrey Ridgeway, fourth generation and new signatory contractor; Business Agent Russel Ridgeway; and Tracy Ridgeway, third generation and retired.

The Ridgeway family has had a long history with Local 441 and the United Association. In 1898, first-generation Bill Gibbs and Bill Porter were charter members of Local 165, now Local 441. The family's second generation included Chet Gibbs, along with Fred, William, Clifford, Frank, and Roy Ivan Ridgeway. It was reported that Roy Ivan was the first paid Business Manager of Local 165, Clifford was a Business Agent, and Frank started a plumbing business in 1933 and was a signatory contractor until he retired. The third generation of

Ridgeways includes Dale, Roy Darrell, Leslie, and Tracy, who were all signatory contractors. The family's fourth generation includes Steve, Russel, and Jeffrey. Russel is currently the Business Agent for Local 441. Jeffrey's son, Ivan, is interested in the apprenticeship, so the family is hopeful that there could be a fifth generation.

Jeffrey Ridgeway said, "We have held, at one time or another, every office in the local, from Business Manager to Guard. Roy I. Ridgeway started the apprentice school and was an Instructor for over 50 years. Steve and Tracy were also Instructors, plumbers, fitters, steamfitters, apprentices, and signatory contractors. We have had, and hope as a family to have, another 123 years of local union and United Association membership. It has been, and is, an honor and privilege being part of the local union and the United Association."

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

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



Retired International Representative Robert J. Costello Passes Away

General President Mark McManus is saddened to announce the passing of retired International Representative Robert J. Costello. Brother Costello passed away on February 19, 2021. He was 95 years old.

Brother Costello's UA career began with Plumbers and Pipefitters Local 38, San Francisco, CA, in 1954. Prior to that, he had served as a Navy Seabee in the Pacific during World War II. As a member of Local 38, he served in many important capacities from 1954 until 1978, when he became an International Representative.

He was Business Agent and later Assistant Business Manager with Local 38. He further served his local as a member of the Negotiating Committee, as a delegate and Executive Board member of the San Francisco Building and Construction Trades Council, and in those same capacities with the San Francisco Central Labor Council. He also served as Secretary-Treasurer of the Marin County Building and Construction Trades Council. Brother Costello was also a San Francisco Parks and Recreation Commissioner, as well as President of the San Francisco Public Utilities Commission (PUC). Brother Costello attended UA General Conventions for many years and served on the Sergeant-at-Arms Committee at the 1971 and 1976 conventions.

Brother Costello is survived by his four children, and many grandchildren and great-grandchildren. He was an avid fisherman who fished from Alaska to Hawaii. His UA career was long and distinguished. On behalf of all the members of the United Association, General President Mark McManus expressed his heartfelt condolences to the Costello family, as well as his UA family at Local 38.

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
John P. Ciminelli
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**

*Daniel L. Brown III
John Coyle Sr.
Charles Donnell
James F. Hepner
Robert Weber*

Plumbers Local 12, Boston, MA

*Charles Bamberg
Richard "Dickie" Craig
Edgar Hardy
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 38, San Francisco, CA**

Dreamius Cosby

**Plumbers and Pipefitters
Local 44, Spokane, WA**

*Harvey Waller
Ronald Schaefer*

**Plumbers and Pipefitters
Local 45, St. Joseph, MO**

Tom Angold

**Plumbers and Pipefitters
Local 50, Toledo, OH**

*Joseph Depinet
Timothy Nash
Jack L. Taylor
James Staley
George Stuller*

**Plumbers and Pipefitters
Local 51, Providence, RI**

Raymond Davignon

**Plumbers and Pipefitters
Local 52, Montgomery, AL**

James Colburn

**Plumbers and Pipefitters
Local 56, Halifax, NS**

Donald Singer

**Plumbers and Pipefitters
Local 60, New Orleans, LA**

*Charles Burke
William J. Ertel, Jr.
Godfred Hooqe
Joseph Johnson, Sr.
Paul Metzler, III
Thaddeus Valentine*

Plumbers Local 68, Houston, TX

*Charles Cooper
Daniel Martinez
Daniel Ontiveros
Charlie Thompson
Federico Villarreal*

**Plumbers Local 78,
Los Angeles, CA**

Eric Mercado

**Plumbers and Steamfitters
Local 81, Syracuse, NY**

Steven P. St. Laurent

**Plumbers and Steamfitters
Local 91, Birmingham, AL**

Obie Owen

**Plumbers and Pipefitters
Local 100, Dallas, TX**

*Otis Capps
Michael Hall
Fred Martinez
JD Peyrot
Frankie Smith*

**Plumbers and Pipefitters
Local 104, Springfield, MA**

*Richard Spath
Michael Trombley*

**Plumbers and Pipefitters
Local 114, Santa Barbara, CA**

Rick Velasquez

**Plumbers and Pipefitters
Local 119, Mobile, AL**

James D. Jackson

Plumbers Local 130, Chicago, IL

*William R. Hildebrand
William Martin*

**Plumbers and Pipefitters
Local 136, Evansville, IN**

*Donald Gardner
Ronald Simmons
Bobby Spidel
Carroll Spillman*

**Plumbers and Pipefitters
Local 155, State of Arkansas**

*Lesley T. Benton
Orval Floyd
Glenn B. Keener*

**Plumbers and Pipefitters
Local 157, Terre Haute, IN**

Ross "Bill" Elliott

**Plumbers and Pipefitters
Local 178, Springfield, MO**

Eddie Tate

**Pipefitters Local 208,
Denver, CO**

*Thomas Dugan
Floyd Fernandez*

**Pipefitters Local 211,
Houston, TX**

*Joe Barnett
Jimmy Chandler
Erich Doreck
Joe Jordan
James Rawlinson
Dekani Richie
Victor Rodríguez
Richard Sable
Millard Stringer*

**Plumbers and Pipefitters
Local 246, Fresno, CA**

Noel Oscar Teague

**Plumbers and Pipefitters
Local 286, Austin, TX**

Estevan Hernandez

**Plumbers and Pipefitters
Local 322, Southern New Jersey**

Bruce J. Rudilosso

**Plumbers and Pipefitters
Local 333, Lansing, MI**

*Steve Lipko
Louis Malito*

**Plumbers and Pipefitters
Local 342, Oakland, CA**

Frank Perez

**Plumbers and Pipefitters
Local 343, Vallejo-Napa, CA**

Harry Lynn Sample

**Plumbers and Pipefitters
Local 350, Reno, NV**

*Jack Allen
Beryl Axtell
George Patterson
John Snead*

**Plumbers and Pipefitters
Local 364, Colton, CA**

Robert Von Pertz

**Steamfitters Local 420,
Philadelphia, PA**

*Lawrence Cary
Daniel Loque
Nicholas Matregrano
Barry E. Waren*

**Plumbers and Pipefitters
Local 441, Wichita, KS**

Steve Ingram

**Plumbers and Pipefitters
Local 459, Missoula, MT**

Charles Schwab

(Continued on page 28)

In Memoriam

(Continued from page 27)

Plumbers and Pipefitters
Local 484, Ventura, CA
Jose Mendoza

Plumbers and Pipefitters
Local 524, Scranton, PA
Frank Natale

Pipefitters Local 533,
Kansas City, MO
Joseph Bernard
Earl Moffett

Plumbers and Pipefitters
Local 538, Johnson City, TN
Ivan W. Brown

Plumbers and Pipefitters
Local 562, St. Louis, MO
Steven Morrow

Pipefitters
Local 636, Detroit, MI
Ron Erdman
Gene Machcinski, Jr.

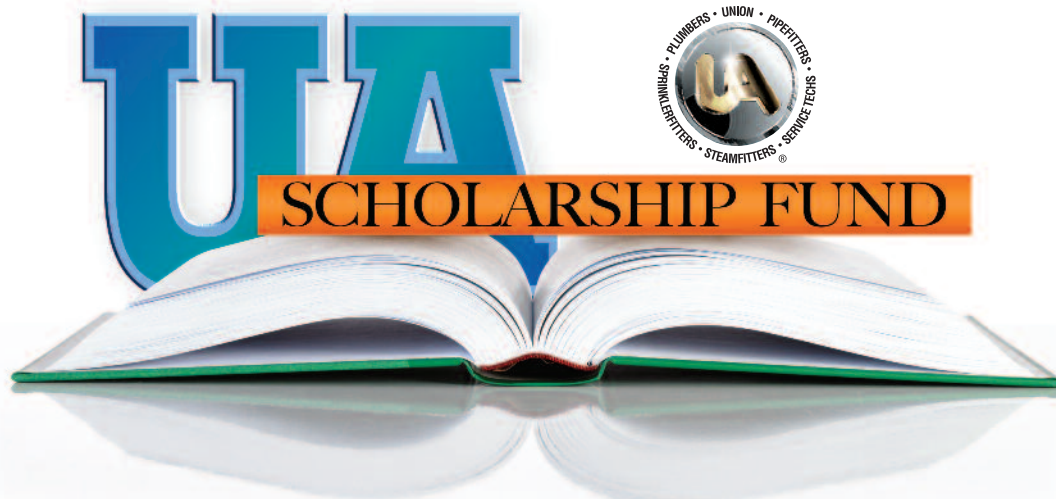
Enterprise Association of
Steamfitters Local 638,
New York City & Long Island, NY
Harold Blackwell
Rawle Brazzier
John Cahill
Peter Cummings
Patrick Curran
Richard Harnish
Keith Harris
Frederick Lawrence
Daniel Linfante
James McFarland
Parmanand Moses
John Murray
Thomas E. Nelson
Charles Redstone
John Smiddy
Luis Villacres

Sprinkler Fitters
Local 669, Columbia, MD
Jeffrey Gonzales
William A. Gordon
Ross Mathes
Glenn Platz
John Reger
Paul F. Siefert
Terrence L. Ward
Harold J. Williams

Sprinkler Fitters
Local 696, Newark, NJ
Gilbert C. Earnest

Sprinkler Fitters Local 709,
Los Angeles, CA
Alberto Jimenez

**As of March 17, 2021*



Application Deadline is June 9, 2021

We are pleased to announce that the United Association Scholarship Trust Fund is gearing up for the 2021/2022 academic year scholarship awards. Generally, dependents of UA members who are pursuing a post-high school education at an accredited college or university may apply for a scholarship (please see eligibility requirements and award criteria in the detailed instructions found with the application). The deadline for submitting applications is June 9, 2021.

Applications are exclusively accepted electronically through <https://uascholarshipfund.communityforce.com>. Potential applicants should check that website beginning February 16 for additional instructions to access and submit applications for the 2021/2022 academic year.

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

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

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

- The applicant must be planning or already attending post-high school education at an institution of higher learning for the Fall 2021 semester.
- Applicant must have completed or be about to complete high school or be a college student.
- Applicant must have been accepted for admission or be enrolled in an accredited college or university. Enrollment certification will be required prior to scholarship funds being disbursed to the successful applicant.
- A personal statement of 500 words or less is required. The applicant has a choice of the topics listed in the application.
- Two letters of recommendation or reference letters are required to be submitted directly by the reference. One of these letters must be from a teacher or individual who is in a position to evaluate the applicant's academic performance.
- The most recent official transcript of the student must be submitted.

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

The United Association Scholarship Trust Fund continues to draw substantial interest, with more than 450 applications submitted for the 2020/2021 academic year. We would like to thank everyone for their support to the Fund, and look forward to awarding our next round of scholarships to our deserving UA students.

INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

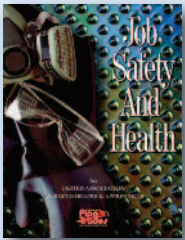
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees, and members of sponsoring Employer Organizations.
Please be sure to include your Local Union and UA Card number.

Applied Science of Instrumentation



A joint effort of the IBEW and the UA's Education and Training Department, the *Applied Science of Instrumentation* manual was designed to provide a foundation of knowledge for the prospective instrumentation technician. Instrumentation is a vast field requiring the technician to become proficient in the physical principles that form the foundation of complex process control systems. The interactions in a multi-craft environment require a breadth of knowledge across converging disciplines including mechanical, electrical, and chemical systems.

Job Safety and Health



The *Job Safety and Health* manual includes information concerning many types of work processes in the pipe trades that can lead to occupational safety and health hazards and how to eliminate these hazards or safeguard against them. The manual is designed to meet two important training needs. The first is to provide practical, up-to-date text materials that can be easily added or adapted to pipe trades apprenticeship and journeyworker training programs. The second important purpose is to provide a refresher course for journeyworkers.

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
<https://shop.iptbookstore.com>

ONE COPY LIMIT ON EACH MANUAL/CD

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

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

LEXINGTON, KENTUCKY

Local 452 Honors Retirees

Plumbers and Pipefitters Local 452, Lexington, KY, honored its retirees at a pre-COVID-19 breakfast. There was more than 1,000 years of UA membership in attendance, and several members were recognized with “Years of Service” certificates and pins.

Pictured in the front row from left are Troy Ellis, Mike Furnish, Jack Preston, Cecil “Sheep” Conley, Jerry Hicks, Lewis Boggess, and Marty Fletcher. Pictured in the second row from left are Phillip Broadus, Jimmy Patrick, Ron Brumback, Steve Anderson, Tom Walker, Don Owens, Walter “Poncho” Johnson, and Jeff Wireman. Pictured in the third row from left are Ewell Howard, Tim Slaughter, Steve Skaggs, Bob Burge, Henry Slayer, and Garry Miller. Pictured in the fourth row from left are Harry Ashcraft, Everitt Cord, Tod Slaughter, Eugene Ellis, and Gary Sams.

Local 452 would like to thank all the retirees for their many years of hard work and dedication who have made the UA what it is today. Congratulations, Brothers, on your retirement!



CONVENTION CALLS

Minnesota State Pipe Trades Association

The Minnesota State Pipe Trades Association will hold its 100th Annual Convention beginning Wednesday, June 16, 2021, through Friday, June 18, at Madden's on Gull Lake in Brainerd, MN, (800) 642-5363. Should COVID-19 impact the scheduling of this event, notification will be sent as soon as possible to our delegates and guests.

Convention delegates and guests are invited to the following events:

Wednesday Evening:	Reception
Thursday:	Golf Outing
Thursday Evening:	Annual Dinner
Friday:	Convention

A block of rooms has been reserved for Wednesday and Thursday evenings. When making room reservations at Madden's on Gull Lake, please mention you are with the Minnesota Pipe Trades. The deadline for room reservations and cancellations is May 4, 2021.

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

Jason Quiggin
Secretary-Treasurer

Washington State Association

The Washington State Association will hold its annual convention on Friday, June 25, 2021, in Renton, WA, at the Hyatt Regency Lake Washington at Seattle's Southport. The Washington State Association Executive Board will meet on Thursday, June 24, followed by a welcome reception for delegates and guests at 6:00 p.m.

The Washington State Association has blocked rooms for attendees at the Hyatt Regency Lake Washington at Seattle's Southport. The hotel is located at 1053 Lake Washington Blvd. N. in Renton. We recommend using their web-based reservations system to make your guest room reservations.

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

Tim Herbert
Executive Secretary-Treasurer

LOS ANGELES, CALIFORNIA

Local 250 Retiree Shows Off Classic Car

David Marshall, a 41-year retired member of Steamfitters Local 250, Los Angeles, CA, shows off his 1963 Cadillac Coupe de Ville. In 1964, Brother Marshall came to California with his family in this same Cadillac, pulling a U-Haul trailer behind it.

What a pretty Cadillac, Brother Marshall! We hope you make many more memories with your Coupe de Ville.



Brother Marshall is pictured next to his 1963 Coupe de Ville.

NEW YORK, NEW YORK

Local 1 Member's Daughter Writes a Children's Book About Life During Coronavirus

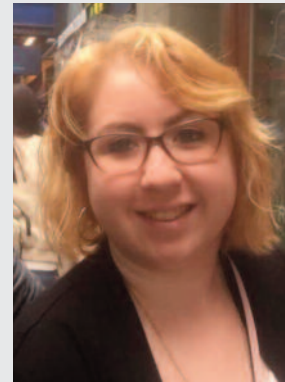
Plumbers Local 1, New York, NY, 40-year member Ira Krigsman's daughter, Taylor Krigsman, wrote a new children's book about life during Coronavirus. The book, *The Way the World Changed*, is a story about everything that has happened as a result of the COVID-19 pandemic. It covers topics such as social distancing, quarantine, virtual learning, and wearing masks. The illustrated story explains the global Coronavirus crisis of 2020 in a way that children can understand and shows them that no one is alone, no matter how far apart family and friends might be.

The Way the World Changed sold over 175 copies in two weeks, has received numerous five-star reviews, and gained local attention from the news. Many parents have said the book has helped them explain the pandemic to their children and given them the words that they otherwise couldn't find. Taylor said she published this book to hopefully help as many children as possible during these tumultuous times.

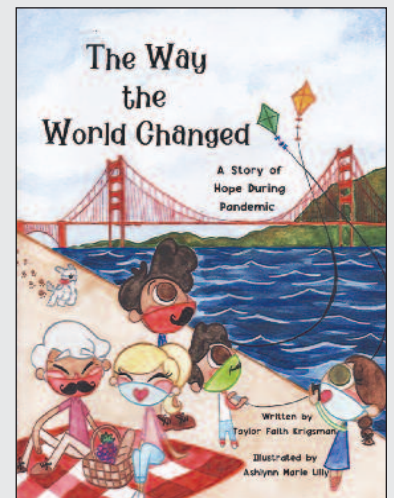
The official book description is listed on Amazon and is available in both paperback and e-book formats. Krigsman said, "I am very appreciative of the chance to share more about my book with the union members."

Taylor has written four other children's books: *A Christmas for Toys*, *I Am Not A Circle*, *How Do Grandmas Grow?*, and *How Do Grandpas Grow?*

Taylor, congratulations on the success of your children's book. We look forward to hearing about your upcoming books and wish you all the best!



Pictured is Taylor Krigsman, daughter of Brother Ira Krigsman.



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

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

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

Note: A UA member must be pictured with submittal of a photograph for publication.

If you send images, please make sure they are high resolution (300 dpi) and of excellent quality.



SAGINAW, MICHIGAN

Local 85 Member's Daughter Graduates with Master's Degree

Plumbers and Pipefitters Local 85, Saginaw, MI, 22-year member Alan Stroebel's daughter, Emily Stroebel, graduated on December 14, 2019, with a Master's Degree in Business Administration from Northwood University in Midland, MI. Emily began her master's program on campus and finished her degree online after taking a job in Chicago as a staff accountant at the Lincoln Park Zoo. Brother Stroebel and his wife, Ceal Stroebel, are very proud of Emily.

Congratulations on receiving your master's degree, Emily! That is a great accomplishment, and we wish you all the best.

Pictured are Brother Stroebel, Emily Stroebel, and Ceal Stroebel at Emily's graduation.

COLUMBIA, MARYLAND

Local 669 Retiree's Grandson Achieves Eagle Scout Rank

Parker Smith, the grandson of 52-year retired member of Sprinkler Fitters Local 669, Columbia, MD, Timothy Greenleaf, achieved the rank of Eagle Scout.

Congratulations, Parker, on achieving the rank of Eagle Scout. What an accomplishment!



Brother Greenleaf is pictured with his grandson, Parker.

***** CANCELED *****

2021 UA SOFTBALL NATIONAL TOURNAMENT 44th Annual UA Softball Invitational Slow Pitch Tournament



The Officers of Plumbers, Pipefitters, and Mechanical Equipment Service Technicians regret to inform our dedicated players and officials that the 2021 UA International Softball Tournament has been canceled. This decision was made for the safety of all of our players, spectators, and officials.

We look forward to the 2022 season and have secured June 24, 25, and 26, 2022, for the much-anticipated tournament.

ROCHESTER, NEW YORK

Local 13 Retirees' Son/Grandson Achieves First Win at Hickory Motor Speedway

Three years ago, after making the move from Rochester, NY, to Charlotte, NC, to chase his dream, Josh Stark captured his first win at the historic Hickory Motor Speedway, which is widely known as the birthplace of future NASCAR stars. Josh is the son of Plumbers and Pipefitters Local 13, Rochester, NY, retired member Jeff Stark, and grandson of Local 13 retired member Paul Stark.

Josh started racing go-karts at the age of six, then progressed to a Legend Car, and most recently to a Limited Late Model car. You can follow Josh on Facebook at Josh Stark Racing, on Instagram @joshstarkracing39, and on Twitter @joshstark39. His website is www.joshstarkracing.com.

Congratulations on your first win, Josh. We wish you the best of luck in your racing career and hope to hear about your future wins!



Josh Stark is pictured after his first win.

SAN JOSE, CALIFORNIA

Local 393 Retiree Volunteers in South Africa as Teacher Assistant

Gary Alan Jones, a 51-year retired UA member, volunteered to be a teacher's assistant for one week in Cape Town, South Africa. In 2011, Brother Jones retired from Plumbers and Pipefitters Local 393, San Jose, CA, and was also a 25-year member of Plumbers and Pipefitters Local 777, State of CT.

Brother Jones turned to volunteering in his retirement because he wanted more purpose. When he found the Cape Town project, Brother Jones began filling out the proper forms but was told that the age cutoff was 54, and at 74, he didn't meet the age requirements. Brother Jones didn't give up though, and after some persuading, he convinced them he was more than capable and desired to help these children, so they accepted him. Brother Jones describes the experience as majestic and rewarding and one he will never forget.

Sounds like a wonderful experience, Brother Jones, and one we are sure those children will also never forget. We are proud to call you our Brother!



Pictured is Brother Jones teaching in Cape Town.

FAIRBANKS, ALASKA

Local 375 Fifth-Year Apprentices Certified as Journeymen

On December 3, 2020, Plumbers and Pipefitters Local 375, Fairbanks, AK, fifth-year apprentices were certified as journeymen. Pictured kneeling in the front row from left are Vance Gregory, Jonathan Risley, Tasha Thomas, and Josh Eriksen. Pictured standing from left are Michael Dalton, Josiah Grover, John Sieweke, Eirik Henry, Lyndon Coryell, Kaleb McCarter, and Shem Fogelman. Not pictured are Instructor Domenic Monzingo, Business Agent Clayton Besette, Committee Members Mel Weeks, Charlie Bennett, Mike McGlinchy, Eric Macchione, and Thomas Fisher, Business Manager Bob Hubbard, Welding Instructor Matthew McCarter, and Training Director Rodney Wolcott.

Congratulations on graduating the apprenticeship, Brothers and Sisters! You deserve it, and we wish you success in your careers with the UA!



375

OTTAWA/HULL, ONTARIO

Local 71 Honors 50-Year Members

Plumbers and Pipefitters Local 71, Ottawa/Hull, ON, has many proud and loyal members, and this year honored its members with 50 years of dedicated service to both Local 71 and the United Association. Pictured are Brothers John Strudwick and Peter Horlacher. Also celebrating this year, but not pictured, is Brother Gary Garnett.

Local 71 congratulates you all, and we thank you for your many years of service and dedication to the UA!



Brother Peter Horlacher



Brother John Strudwick

NEW YORK CITY AND LONG ISLAND, NEW YORK

Local 638 Member's Son is Sworn in as an Attorney

Enterprise Association of Steamfitters Local 638, New York City and Long Island, NY, 35-year member and full-time Instructor at the Local 638 Training Center and an ITP Instructor for the UA Water Quality Program course Manny Ferrer is extremely proud of his son, Vincent I. Ferrer's, hard work and dedication. On May 22, 2020, Vincent was sworn in as an attorney (JD) in the State of New Jersey. Brother Ferrer said it was truly a great day for their family during a very challenging time all across the globe. Vincent graduated from Seton Hall Law School in Newark, NJ. He is an alumnus of Fairfield University in Fairfield, CT, and the Christian Brothers Academy in Lincroft, NJ.

Vincent is currently clerking for Monmouth County Court Judge Stacey Adams in NJ. Due to the COVID-19 closure of the courthouse, both Judge Adams and her new law clerk, Vincent, have been working remotely using brand-new virtual courtroom technology. Judge Adams was recently appointed as a judge, and Vincent is her first law clerk and now, the first attorney she has sworn in since becoming a judge.

Brother Ferrer expressed his gratitude to the UA for the opportunities he and his family have been given. He said, "As a proud Local 638 steamfitter, it gives me great pleasure to demonstrate the fruits of hard work, dedication, and the most valuable opportunity that our union provides. Our union benefits helped pave the way for my son's higher education, creating an opportunity that few young Americans are able to enjoy today."

Congratulations, Vincent, on being sworn in as an attorney. We are pleased to hear how the UA has created opportunities for our Brothers and Sisters and their families. We wish you the best in your career!



Vincent and his dad, Brother Ferrer, are pictured outside of Judge Adams' residence.



Pictured are Brother Ferrer, his wife, and Vincent, who is being sworn in by Judge Adams.

638

Local 638 Member's Daughter Competes on the Women's United States National Lacrosse Team

Alexis Niblock, daughter of 21-year and third-generation steamfitter with Enterprise Association of Steamfitters Local 638, New York City and Long Island, NY, Thomas Niblock Jr., competed on the Women's United States National Lacrosse Team this past summer in a tournament at USA Lacrosse Headquarters in Sparks, MD, against team Canada. They played for the Brogden Cup. Team USA went undefeated to win the cup! Alexis is committed to play college lacrosse at the University of Southern California in fall of 2021.

Congratulations, Alexis. What an achievement! Keep up the hard work, and we wish you the best of luck at the University of Southern California.



Pictured is Alexis Niblock with her dad, Brother Niblock, and her mom, Barbara Niblock.

HARRISBURG, PENNSYLVANIA

Local 520 Member Meets President Joe Biden

The Biden Campaign reached out to the Pennsylvania AFL-CIO and Plumbers and Pipefitters Local 520, Harrisburg, PA, to host an event over Labor Day weekend, which included Pennsylvania union members from several trades. Local 520 member Howard Nash attended the event and met President Biden. He had the opportunity to discuss with the President what the UA's VIP (Veterans in Piping) program, which is offered on military installations, has done for him.

Local 520 Business Manager Scott Christ said, "I would like to thank Brother Nash for positively representing not only Local 520, but the United Association at this event." In addition to being a Local 520 member, Brother Nash serves as an Air National Guard Staff Sergeant and is a combat veteran. He served in the Army for eight years and went on tours to Iraq and Afghanistan.

Brother Nash, we thank you for positively representing the UA, and thank you for your service!



Pictured on the far left is Brother Nash with President Joe Biden in the center.

INDIANAPOLIS, INDIANA

Beloved Local 440 50-Year Member Passes Away

Ronnie Compton, a 50-year member of Plumbers and Pipefitters Local 440, Indianapolis, IN, is pictured scouting new ground. Brother Compton passed away in January 2021.

May you rest easy, Brother Compton. Our condolences go out to the family of Brother Compton.

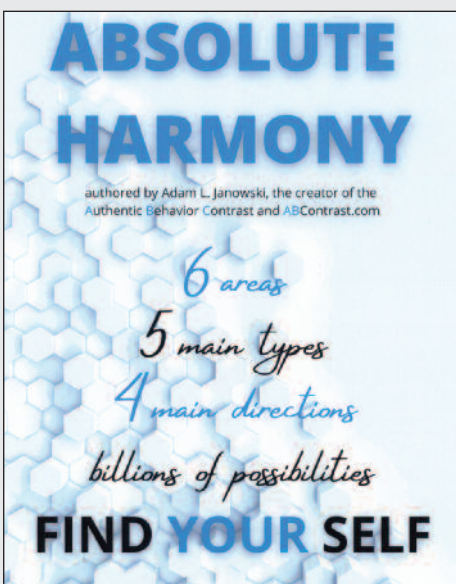


VICKSBURG, MISSISSIPPI

Local 619 Business Manager Receives 35-Year Pin

Plumbers and Pipefitters Local 619, Vicksburg, MS, Business Manager Tommy Newell was presented with a 35-year membership pin. At the December 2020 Local 619 union meeting, Brother Newell's two sons, Chan Newell and Chris Newell, presented him with the pin. Both Chan Newell and Chris Newell are third-generation UA members.

Business Manager Newell is pictured with his two sons, Brothers Chan and Chris Newell.



Pictured is the cover of Brother Jankowski's first book, ABSOLUTE HARMONY.

SYRACUSE, NEW YORK

Local 267 Member Creates an Authentic People Measurement System

Adam Jankowski, a 20-year member of Plumbers and Steamfitters Local 267, Syracuse, NY, created a unique "people measurement" system after having learned a lot about people in his management roles throughout the years. The system he created is called The Authentic Behavior Contrast, and it is a people preference measurement system to determine their authentic nature and behavior patterns. Brother Jankowski feels this system would be great for the UA to adopt and offer to the members at large. He said, "Understanding ourselves and each other will result in the kind of teamwork that allows us to survive, as well as cause us to thrive."

The Authentic Behavior Contrast challenges the users to find themselves, and in doing so to be their own best selves, rather than try to be someone else. Each user is assessed, and results are given to determine the user as one of 49 types in each of the six different areas: The communication areas of contemplation and connection, the influence areas of command and cooperation, the relationship area of closeness, and the teamwork area of contribution. Brother Jankowski explained that it is not a pass or fail test, but an assessment. Each user will get a report of his or her interpreted result and access to an E-Reader version of the accompanying book, *ABSOLUTE HARMONY*, that the user can also purchase as a personalized download to study from.

The Authentic Behavior Contrast is available at www.abcontrast.com. "All of humanity experiences the presence of stress when there is a lack of peace. We feel that authenticity births peace and contentment, eradicating stress along the way," said Brother Jankowski.

Thank you for sharing your creative ideas and knowledge with us, Brother Jankowski. Keep up the good work, and we wish you success in your future endeavors!

EDITOR'S NOTE:

Due to the enormous number of submissions each month, we have a sizeable backlog of articles for the Local Reports section. It may be some months after a submission is received before it appears. We are making every effort to publish these as soon as possible.

DENVER, COLORADO

Local 3 Member Jogs 1,000 Miles in 2020

AJ Ovando, an eight-year member of Plumbers Local 3 in Denver, CO, is an avid jogger. He had strayed away from jogging while he went through the apprenticeship and his first few years of journeyman status. In 2020, Brother Ovando set a personal goal to jog 1,000 miles in the year! He was able to reach his goal on December 19, 2020. AJ completed his goal at the entrance of the Colorado State Capitol building in downtown Denver with his fiancé, Jenifer Holt, at his side. AJ has the same mileage goal for 2021 but plans to complete the goal earlier in the year. Plumbers Local 3 is very proud of AJ's accomplishment in 2020 and wishes him luck for his 2021 goal!

Congratulations on a huge achievement, AJ. You should be proud of yourself! We wish you the best of luck in reaching your 2021 goal.



Brother AJ Ovando is pictured in front of the Colorado State Capitol building.



Pictured is Brother Midgett with his son, Zachary Midgett.

CLEVELAND, OHIO

Local 55 Member's Son Receives Eagle Scout Silver Palm

Plumbers Local 55, Cleveland, OH, member Eric Midgett's son, Zachary Midgett, received the honor of the Silver Eagle Palm in January 2020. He also received the Medal of Merit for saving five lives through scouting in February 2019. Zachary plans to continue his path of excellence when he ships to Basic Underwater Demolition/SEAL (BUD/S) in September to qualify as a Navy SEAL.

Zachary, congratulations on receiving the Silver Eagle Palm and Medal of Merit! We wish you success in your journey to becoming a U.S. Navy SEAL.

BURIAL EXPENSE BENEFITS PAID IN JANUARY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Berent, Emanuel	94	1	1250.00	Berent, Bruce	Staley, James G.	78	50	2500.00	Staley, Linda
Berent, Emanuel	94	1	1250.00	Berent, Louis	Correia, James	63	51	2500.00	Correia, Joanne
Bolt, John M.	76	1	2500.00	Palladino, Dorothy	Spillane, Paul G.	87	51	2500.00	Sergio, Patricia
Dilaurenzio, Ernest J.	82	1	2500.00	Dilaurenzio, Maria	Edwards, Robert M.	74	52	2500.00	Edwards, Paula
Kimmel, Joseph H.	80	1	2500.00	Kimmel, Teresa M.	Evans, James J.	62	55	2500.00	Stasko, Donna
Tardona, Felix J.	68	1	2500.00	Ryabo, Edward	Komar, Gerald J.	74	55	2500.00	Komar, Christine
Valeo, John	75	1	2500.00	Valeo, Loretta	Cane, Randall C.	62	56	2500.00	Keddy-Cane, Jayne
Smith, Galen D.	67	3	2500.00	Smith, Marilyn	Corra, Roberto	59	56	2500.00	Bayers, Sherry
Soderstrom, Jared J.	48	3	135.00	Soderstrom, Renee	Spence, Glen H.	80	56	2500.00	Spence, Millie
Soderstrom, Jared J.	48	3	2365.00	Soderstrom, Todd	Richard, Gordon T.	87	60	2500.00	Richard, Alice
Remillard, Stevan J.	61	4	2500.00	Remillard, Benjamin	Wild, Joseph S.	70	60	1033.02	Wild, Jr., Joseph
Sedwick, Chris W.	57	5	2500.00	Thomas Funeral Home, P.A.	Wild, Joseph S.	70	60	1466.98	Wild, Gwendolyn
McElligott, John T.	87	7	2500.00	McElligott, Jeanne	Hadcock, Daniel	93	67	2500.00	Hadcock, William
Fallon, William J.	87	9	2500.00	Fremgen, Marilyn	Haunton, David	82	67	2500.00	Haunton, Cameron
Maguire, Michael P.	68	9	2500.00	Maguire, Frances	Pelletier, Aurele	86	71	2500.00	Pelletier, Michel
O'Connor, James J.	72	9	2500.00	O'Connor, Anne	Anderson, Marion G.	94	72	2500.00	Anderson, Barbara
Bannister, Martin J.	82	10	2500.00	Bannister, Debra	Davis, James W.	90	72	2500.00	Morgan, Lanett
Carman, Leo F.	90	10	2500.00	Carman, Annie	Frazier, Benny M.	86	72	2500.00	Woodruff, Tina
Arnold, Scott T.	60	13	40.00	Arnold-Simpson, Janalee	Penson, Boyd C.	83	72	2500.00	Penson, Virginia Anne
Arnold, Scott T.	60	13	2460.00	Kevin W Dougherty Funeral Home, Inc.	Shiels, Richard L.	90	72	2500.00	Shiels, Beverly
Lewis, Harrison W.	90	13	2500.00	Lewis, John	Swancey, Stanley W.	63	72	2500.00	Swancey, Deborah
Frink, Robert M.	69	16	2500.00	Roeder Mortuaries, Inc.	Fanning, Charles N.	84	74	2500.00	Fanning, Maxine
Krof, Thomas F.	77	16	2500.00	Krof, Patricia	Lake, Elijah H.	88	81	85.00	Lake, Peter
Dolan, Robert S.	62	17	2500.00	Clayton, June	Lake, Elijah H.	88	81	2415.00	Foster Funeral Home
Bibbo, Michael J.	61	21	2500.00	Bibbo, III, Michael	Archer, Mark D.	59	83	2500.00	Archer, Barbara
Patterson, Jeff	55	21	2500.00	Patterson, Justin	Barr, Harley D.	85	83	2500.00	Williams Funeral Home
Frisicar, Charles J.	81	22	2500.00	Wisotsky, Sandra	Crook, Kevin	57	83	915.42	Crook, David
Laufer, Edward W.	83	22	2500.00	Laufer, Diann	Crook, Kevin	57	83	1584.58	Clark-Kirkland
Zimmerman, David A.	77	22	2500.00	Otto Radanz Funeral Home	Christian, Earl J.	77	85	2500.00	Christian, Catherine
Fuller, Charles W.	69	23	2500.00	Fuller, Constance	Landskroener, Robert F.	90	85	2500.00	Landskroener, Carolyn
Sasala, Stephen J.	92	24	220.00	Mikula, Annette	Mentel, Wallace G.	79	85	2500.00	Mentel, Joyce
Sasala, Stephen J.	92	24	2280.00	S.J. Sasala Irrevocable Trust	Thomas, James E.	79	91	2500.00	Thomas, Mary
Allison, David J.	66	25	2500.00	Esterdahl Mortuary & Crematory, Ltd.	Schroeder, Steven	67	98	2500.00	Schroeder, William
Gannon, Steven T.	68	25	2500.00	Gannon, Dr. David	Taylor, Johnny D.	61	100	2500.00	Zelman, Chris
Haines, Eldon L.	90	25	2500.00	Rafferty Funeral Home	Jekanowski, Andrew	77	104	2500.00	Jekanowski, Suzanne
Kemner, Ronald A.	84	25	2500.00	Kemner, Marlene	Baber, Jerry L.	60	110	2500.00	Linde, Janet
Miller, Lynn D.	78	25	2500.00	Law Jones Funeral Home	O'Neal, Frederick R.	77	110	2500.00	O'Neal, Mary
Bachner, John	76	26	2500.00	Bachner, Ann Marie	Roschky, Matthew S.	34	111	2500.00	Allo Coolman Funeral Homes
Corwin, Bryan L.	59	26	2500.00	Wilson, Brandy	Bullis, Ritchie D.	80	112	2500.00	Bullis, Dorothy
High, Harold P.	76	26	2500.00	High, Bradley	Rhinewalt, Jimmy N.	86	119	2500.00	Cain, Tanya
Wortman, Wesley M.	95	26	2500.00	Wortman, Steven	DeCaprio, Anthony	63	120	2500.00	DeCaprio, Nichole
DeClair, Frank	78	27	2500.00	DeClair, Jo Ann	Heimsoth, David	63	120	2500.00	Heimsoth, Janet
Donatelli, Vincent E.	90	27	2500.00	Hahn Funeral Home	Foss, Robert D.	70	125	2500.00	Patton, William
Killmeyer, James R.	85	27	2500.00	Killmeyer, Bernice	Haywood, Paul	62	125	2500.00	Haywood, Konnie
McKay, John J.	91	27	2500.00	McKay, Lois	Rodgers, Lyle J.	72	125	2500.00	Rodgers, Judith
Walker, Donald	71	27	2500.00	Walker, Roseann	Baricz, Arpad	66	130	2500.00	Baricz, Edith
Bonanno, Beau C.	39	33	2500.00	Sullivan, Nancy	Basile, Paul J.	76	130	2500.00	Basile, Dominic C.
Colahan, Brian V.	78	42	2500.00	Colahan, Dolores	Cercone, Thomas J.	75	130	2500.00	Cercone, Maureen
Sprague, Arnold R.	74	42	2500.00	Sprague, Dianna	Fearon, Patrick K.	57	130	943.00	Fearon, Daniel J.
White, Michael V.	80	42	2500.00	White, Bonnie	Fearon, Patrick K.	57	130	1557.00	Fearon, Betty L.
Brenizer, Harry R.	95	43	2500.00	Brenizer, Richard Craig	Giuliano, Dominic F.	84	130	2500.00	Santucci, Ann
Eddins, John M.	79	43	2500.00	Taylor Funeral Home of Chattanooga, Inc.	Harrison, William C.	93	130	2500.00	Coates, Janet L.
Rogers, Sean B.	36	43	2500.00	Rogers, Timothy	Kelly, P. D.	91	130	2500.00	Kelly, Denise M.
Waller, Harvey A.	76	44	2500.00	Waller, Connie	Kruse, Edwin A.	76	130	2500.00	Kruse, Rita
Balduckie, Gerald E.	90	46	2500.00	Balduckie, Jean	Roach, Richard R.	61	130	2500.00	Roach, Lisa M.
Johnson, David B.	75	46	2500.00	Johnson, Eileen	Traynor, James	93	130	2500.00	Traynor, Bridget C.
Maxwell, Gordon	84	46	2500.00	Maxwell, Laureen Phyllis	Turner, Grant A.	78	130	2500.00	Turner, Helen
McGill, Russell	84	46	2500.00	McGill, Nancy	Walsh, Robert F.	78	130	2500.00	Walsh, Sharon
Panakos, Nick	57	46	2500.00	Panakos, Celia	Campono, Robert M.	88	131	2500.00	Morelli, Lisa
Watson, Nicholas K.	99	46	2500.00	Watson, Sheila	Steele, Robert P.	78	131	2500.00	Steele, Maureen
Kornacki, John F.	84	50	2500.00	Kornacki, Barbara	Vieira, David N.	66	137	742.26	Buchanan & Cody
Nash, Timothy	88	50	2500.00	The Estate of Timothy Nash	Vieira, David N.	66	137	1757.74	Vieira, David
					Watkins, Alfred W.	90	137	2500.00	Umstadd, Juliana
					Campbell, Gary J.	78	140	262.50	Davis, Corrin

BURIAL EXPENSE BENEFITS PAID IN JANUARY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Campbell, Gary J.	78	140	2237.50	Campbell, Linda
Coleman, Dennis C.	67	140	2500.00	Coleman, Belva
Moosman, Rex A.	83	140	2500.00	Moosman, Corrine
Giles, J. E.	98	141	2500.00	Giles, Marcel
Dubois, Marie-Louis	82	144	2500.00	The Estate of Marie-Louis Dubois
Lapalme, Noel	90	144	2500.00	Lapalme, Celine
Allred, Jeffrey D.	67	145	2500.00	Jamison, Terri
Hann, George A.	78	146	2500.00	Hann, Greg
Allen, Dyrck J.	68	157	2500.00	Hilligoss Shrader Funeral Home
Swaim, Kenneth E.	50	157	2500.00	Edmondson Family Funeral Home, Inc.
Edwards, Robert G.	85	159	2500.00	White-Schwarzel Funeral Home
Gonzalez, Donald J.	89	159	532.17	Gonzalez, Angela
Gonzalez, Donald J.	89	159	1967.83	Cronen, Richard
Johnson, R. T.	92	162	2500.00	Carpenter, Tammy
Poole, Lawrence D.	79	162	2500.00	Poole, Carol
Thompson, Barry A.	74	162	2500.00	Thompson, Cheryl
Tate, Eddie	68	178	2500.00	Tate, Ricky
Fairbrother, Leslie	94	179	2500.00	The Estate of Leslie Fairbrother
Abell, Jerry L.	82	184	2500.00	Abell, Carla
Lovan, James R.	65	184	2500.00	Hughes Funeral Home
Lauderdale, Frank C.	75	189	2500.00	Lauderdale, Elizabeth Diane
Arnold, Carlton T.	78	190	752.50	Arnold, Nicole
Arnold, Carlton T.	78	190	1747.50	McBee, Timothea
Chard, Kenneth J.	94	190	2500.00	Chard, Jan
Delacruz, Louis	59	190	2500.00	Weldrick, Lisa
Hedler, William D.	57	190	2500.00	Hedler, Lynn
McMillen, James L.	79	190	2500.00	McMillen, Dorothy
Liebe, Sharron L.	77	192	2500.00	Smith, Diane
Miller, Benjamin E.	61	208	2500.00	Miller, Jennifer
Schroeder, Darrell D.	87	208	2500.00	Turano, Darla
Bowers, Curtis W.	69	211	2500.00	Goodman, Wanda
Derkowski, Billy	86	211	2500.00	Kremen, Tracy
Jordan, Joe W.	94	211	2500.00	Steele, Jo Ann
Kaiser, George H.	83	211	2500.00	Kaiser, Jill
Sedtal, Malcolm J.	85	211	2500.00	Sedtal, Jr., Malcolm
Wills, Bobby E.	73	211	2500.00	Ivy, Iris
Ross, Greg D.	52	213	2500.00	Brenan's Funeral Home
Franklin, Freddie	70	219	2500.00	Rhoden Memorial Home, Inc.
King, Floyd W.	73	230	2500.00	Canaday, Barbara
Rivera, Jorge	83	230	2500.00	Barrios, Georgina
Bass, Willie N.	90	234	2500.00	Bass, Bronice
Green, Phil	62	246	2500.00	Green, Nancy
Guynes, Winford W.	78	247	2500.00	Guynes, Sharon
Bochner, Dieter	84	254	2500.00	Bochner, David
Riffner, Joseph	88	281	2500.00	Joseph Riffner Rev Trust
Riordan, Billy P.	90	286	2500.00	Riordan, Ursula
Burson, William E.	72	290	2500.00	Rosiello, Laura Ann
Foult, John L.	87	290	2500.00	Foult, Nellie
Laursen, James N.	80	290	2500.00	Coven, Celeste
Rothe, David L.	57	290	2500.00	Stark, Lisa
Wecker, James W.	81	290	2500.00	Wecker, Debra
Winchester, Robert S.	80	290	2500.00	Winchester, Cheryl
Doeden, Fred	89	300	2500.00	Doeden, Greg
Kinslow, Dale	64	300	2500.00	Kinslow, Pamela
Stephenson, Wallace	93	300	2500.00	Stephenson, Erma
Alessandrini, Joseph J.	88	322	2500.00	Carnesale Funeral Home
Rix, Dean J.	59	324	2500.00	Miller, Deborah
Watson, Randolph	68	325	2500.00	Watson, Janet
Buzzo, Robert O.	88	333	2500.00	Buzzo, Mary
Jackard, Jack	88	333	2500.00	Jackard, Bertha Irene
Ciccone, David	92	342	2500.00	Ciccone, Jane
Curtis, Luther S.	73	344	2500.00	Curtis, Joyce
Helin, Robert L.	86	350	2500.00	Tuhtan, Jeannette

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Bowers, Gary D.	71	353	2500.00	Walters, Cheryl
Stevenson, Richard M.	61	353	2500.00	Stevenson, Mary
Brewer, Calvin E.	57	364	2500.00	Brewer, Teresa
Clark, Timothy I.	76	364	2500.00	Littlejohn-Clark, Lois
Dollar, Ricky A.	67	364	2500.00	Prince, Jennifer
Herrick, Clifford J.	84	367	2500.00	Herrick, Margo
Peterson, Stephen G.	77	367	2500.00	Kenai New Life Assembly of God
Isaguirre, Philip R.	65	370	2500.00	Isaguirre, Margaret
Jones, Harmon O.	91	370	2500.00	Delao, Linda
D'Onofrio, Gerald D.	86	373	2500.00	D'Onofrio, Jean
Smith, Keith L.	95	375	2500.00	Smith, Cheri
Horning, Elliott W.	102	392	2500.00	Argo, Jane E.
Damilano, Anthony	87	393	2500.00	Damilano, Karin
Erickson, Rick M.	60	393	2500.00	Erickson, Kellie
Cervantes, Arnie E.	38	398	2500.00	Altis, Catherine
Goelz, Richard W.	81	400	2500.00	Goelz, Patricia
Kapalin, Jerry	91	400	2500.00	Laurino, Jerilyn
Davis, Danny W.	59	401	2500.00	M.G. Daly Funeral Home, Ltd.
Klein, James S.	86	403	2500.00	Klein, Michael
Heinecke, Edwin G.	78	417	69.00	Heinecke, Jeff
Heinecke, Edwin G.	78	417	69.00	Lockwood, Brenda
Heinecke, Edwin G.	78	417	69.00	Paradise, Cheri
Heinecke, Edwin G.	78	417	69.00	Shaughnessy, Donna
Heinecke, Edwin G.	78	417	2224.00	Paradise, Cheri
Bailey, Howard C.	81	420	2500.00	Bailey, Charlene
Debow, John J.	74	420	2500.00	Debow, Patricia
Frazee, Sean W.	43	420	2500.00	Frazee, Colleen
Loughran, John J.	92	420	2500.00	Loughran, Michael
Pfhammer, John R.	72	420	2500.00	Brown, Mark
Parker, James S.	75	430	2500.00	Parker, Ann
Wysocki, Ronald D.	84	434	2500.00	Wysocki, Dorothy
Garard, Ronald L.	86	440	2500.00	Keplinger Funeral Home
Ulerich, William P.	69	440	2500.00	Ulerich, Julie
Donaldson, John W.	83	441	2500.00	Luetz, Jane
Smith, Tom D.	68	441	2500.00	Smith, Della
Whitman, William A.	72	442	2500.00	Whitman, Kathryn
Edwards, William J.	80	447	579.31	Edwards, Michael
Edwards, William J.	80	447	1920.69	Bolshakov, Sharon
Willett, Steven P.	64	447	2500.00	Wise, Brenda
Hicks, Stephen E.	67	449	2500.00	Graft Jacquillard Funeral Home
Mihalcak, Edward	65	449	2500.00	The Estate of Edward Mihalcak, Jr.
Wages, David W.	57	449	2500.00	Bond, Carrie
Patrick, Larry O.	69	452	2500.00	Patrick, Angie
Martin, Dennis L.	76	455	2500.00	Martin, Kathryn
Schwab, Charles G.	102	459	2500.00	Clotfelter, Juanita
Dubbs, Josh A.	21	464	2500.00	Dubbs, Andy
Keller, Jeff	59	467	2500.00	Ascani, Nadine
Pacini, Carlo	89	467	2500.00	Pacini, Barbara
Scherer, John L.	88	467	2500.00	Scherer, Jana
Jones, Adrian	89	469	2500.00	Jones, Ana
Wilson, Joseph W.	73	469	2500.00	Wilson, Sue Ann
Robinson, David N.	78	475	2500.00	Robinson, Janet
Witteck, Richard X.	85	475	2500.00	Witteck, Lois
Randall, George P.	93	483	2500.00	The Estate of George P. Randall
Barrett, James J.	91	484	625.53	Barrett, Michael
Barrett, James J.	91	484	869.47	Donahue, Anna
Barrett, James J.	91	484	1005.00	Donahue, Francis
Gitchell, Donald L.	76	484	2500.00	Gitchell, Louise
Hamby, Billy D.	93	484	2500.00	Moon, Carolyn
Lizarraga, H. G.	89	484	2500.00	Lizarraga, Rachel
Marshall, Robert D.	83	486	2500.00	Costello, Pamela
Schuler, Leonard G.	67	486	2500.00	Schuler, K. Michelle
Acosta, Angel	65	488	2500.00	Salgado, Ruth
Jebamani, Sunder Singh	49	488	2500.00	Narayanan, Kannan

BURIAL EXPENSE BENEFITS PAID IN JANUARY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Kim, Jong Jun	57	488	2500.00	Kim, Eun Mi
Carter, Nick H.	85	495	388.27	R.K. Lindsey
Carter, Nick H.	85	495	2111.73	Carter, Sandra
Pownall, Larry F.	83	495	2500.00	Shorac Funeral Homes
Richards, David E.	83	495	2500.00	Fischer Funeral Home, Inc.
Wyatt, Rick	72	495	53.23	Wyatt, Jackie
Wyatt, Rick	72	495	2446.77	R.K. Lindsey
Boodhan, Lincoln A.	87	496	2500.00	Boodhan, Paula
Deason, Clarence W.	84	502	2500.00	Deason, Emily
Hilbert, Steve B.	67	502	2500.00	Hilbert, Nina
Lee, James J.	75	502	2500.00	Phillips, Edna
Lehmenkuler, Michael	78	502	2500.00	Lehmenkuler, Alice
Ouzts, Michael G.	66	502	2500.00	Ouzts, Michael J.
Hatton, David	78	516	2500.00	Hatton, Louise
Hoagland, Samuel J.	79	520	2500.00	Hoagland, Peggy
Caulfield, Thomas M.	84	524	2500.00	Thomas Bartashus Funeral Home
Drust, John M.	78	524	2500.00	Drust, Rosalie
Kuchak, George P.	73	524	2500.00	Kuchak, Carolyn
Atkins, Steve	72	527	2500.00	Atkins, Dianna
Klages, Terry D.	75	527	2500.00	Klages, Anne
Brown, Donald L.	86	533	2500.00	Martin, Beverly
Duxbury, Robert B.	92	533	2500.00	Duxbury, Betty
Hinds, Murle R.	79	533	2500.00	Hinds, Letty
Katzer, Maurice H.	85	533	2500.00	Katzer, Venita Kay
Beck, John W.	74	537	2500.00	Beck, Jeanne
Belsito, Daniel F.	32	537	2500.00	Belsito, Jr., Albert P.
Almquist, J. W.	90	539	2500.00	Almquist, Dean
Wells, Richard J.	75	550	2500.00	Dibona, Phyllis
Kline, Jerold E.	75	553	2500.00	Kline, Janet
Deckerd, Edward J.	78	562	2500.00	Ford & Young Funeral Home
Gillyon, Louis	89	562	2500.00	Gillyon, Kathleen
Lowes, James K.	64	562	2500.00	Lowes, Denise
Morrow, Steven M.	58	562	2500.00	Morrow, Gwen
O'Haver, William S.	90	562	2500.00	The Estate of William S. O'Haver
Schumacher, Edward H.	76	562	2500.00	Schumacher, Carol
Thomas, Charles H.	78	562	2500.00	Carmichael, Tina
Trzecki, Michael J.	58	562	352.69	Henkey, Mary
Trzecki, Michael J.	58	562	352.69	Trzecki, Alan
Trzecki, Michael J.	58	562	1794.62	Ellerbrake, Pamela
Zumwalt, William E.	78	562	833.33	Messer, Teresa
Zumwalt, William E.	78	562	833.33	Zumwalt, James
Zumwalt, William E.	78	562	833.34	Zumwalt, Justin
Nelson, Roger R.	62	589	2500.00	Nelson, Kimberlee
Behrendt, Fred K.	90	597	1061.65	Behrendt, Frank
Behrendt, Fred K.	90	597	1438.35	Behrendt, Wally
Bogdan, Mark J.	60	597	2500.00	Bogdan, Sara
Buerger, Richard V.	90	597	2500.00	Buerger, Suzanne
Capitani, Edward	97	597	2500.00	Miroux, Kathy
Fletcher, Avery C.	86	597	2500.00	Fletcher, William
Frazier, Gary	68	597	2500.00	Tamasauskas, Peggy
Hayne, Keith	77	597	2500.00	Wold, Urana
James, Lester R.	82	597	2500.00	James, Nancy
McCormack, Joseph T.	91	597	2500.00	McCormack, Jeanne
Paulsen, Edwin F.	78	597	2500.00	Paulsen, Joan
Pinto, Louis M.	78	597	2500.00	Pinto, Linda
Roach, Gary R.	87	597	2500.00	Roach, William
Vanderploeg, Thomas	67	597	2500.00	Franco, Lynn
Zaremba, Angel M.	52	598	1015.00	Lewis, Alicia
Zaremba, Angel M.	52	598	1485.00	Zaremba-Trimble, Meghan
Gerds, Raymond	84	601	2500.00	Gerds, Beverly
Bright, William F.	73	602	2500.00	Bright, Jacqueline
Brooks, Rembert P.	94	602	2500.00	Brooks, Jennifer
Dehney, George C.	48	602	2500.00	Dehney, Aimee
Fields, Louis H.	54	602	2500.00	Kennedy, Lorrie

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Kitchen, Mark S.	55	602	2500.00	Kitchen, Barbara
McCrimmon, Calvin L.	66	602	1250.00	McCrimmon, Marius
McCrimmon, Calvin L.	66	602	1250.00	McCrimmon, Vena
Patrick, Stephen P.	70	614	2500.00	Talley, Candice
Punpur, Richard	68	628	689.88	Punpur, Darlene Gail
Punpur, Richard	68	628	1810.12	Punpur, Andrew
Nunziato, Frank A.	70	630	2500.00	Nunziato, Janice
Obermeyer, Nicholas	36	630	2500.00	Obermeyer, Linda
Watts, Fred W.	80	633	2500.00	Watts, Edna
Bondy, Eric J.	63	636	2500.00	Bondy, Robin
Draper, Daniel T.	74	636	2500.00	Draper, Janice
Gorinac, Laverne	90	636	2500.00	Gorinac, Joye
Losiewicz, Richard	87	636	2500.00	Losiewicz, Mary Louise
Roots, Patrick J.	89	636	2500.00	Roots, Concetta
Pappas, Steven	59	638	2500.00	Pappas, Tom
Ryan, Denis R.	80	638	2500.00	Ryan, Catherine
Muller, Eric	97	663	2500.00	Kraemer, Pat
Betncourt, Byron B.	72	669	2500.00	Betncourt, Linda
Brown, Gene A.	79	669	2500.00	Brown, Martha
Coulstring, Edward A.	88	669	2500.00	Ricker Funeral Home
Gantner, Paul T.	61	669	2500.00	Gantner, Phillip
Krumm, Dale L.	96	669	2500.00	Krumm, Shirley
McClelland, Philip E.	67	669	2500.00	McClelland, Bonnie
Platz, Glenn E.	63	669	2500.00	Platz, Karen
Renner, Robert L.	89	669	2500.00	Renner, Patricia
Schmidt, John L.	73	669	2500.00	Schmidt, Nina
Walsh, James R.	38	669	2500.00	Walsh, Daniel
Zimmerman, Ralph A.	77	669	2500.00	Zimmerman, Pamela
Kamalolo, Walter	90	675	2500.00	Kamalolo, Pok Ye
MacIntosh, Eric D.	78	682	2500.00	MacIntosh, G. Jean
Ciccotosto, Albert	83	690	2500.00	Ciccotosto, Louis
Cichon, Leon J.	81	692	1250.00	Cichon, Christopher
Cichon, Leon J.	81	692	1250.00	Cichon, John
Lanni, Jerome R.	81	696	2500.00	Lanni, Sherlyn
Gural, Thomas M.	50	699	202.33	Gural, Shelley
Gural, Thomas M.	50	699	2297.67	Graham, Heidi
Wilcox, Roger D.	79	699	68.47	Wilcox, Penny
Wilcox, Roger D.	79	699	2431.53	Neptune Society Cremation Services
Coplin, Frederick E.	77	725	2500.00	Coplin, Dwayne
Oney, Hugh N.	81	725	2500.00	Oney, Jr., Hugh
Page, Earl N.	96	725	2500.00	Page, Stephen
Azbell, Grant	71	760	2500.00	Azbell, Shelia
Hardy, J. E.	78	760	2500.00	Limestone Chapel Funeral Home
Wright, Oscar P.	71	760	2500.00	Howell, Karen
Townsend, Herbert L.	81	761	2500.00	Townsend, Darleen
Figliomeni, Cosimo	86	777	2500.00	John J. Ferry & Sons
Markham, Ronald J.	88	777	2500.00	Markham, Beverly
Rapuno, John	82	777	2500.00	Peter H. Torello & Son Funeral Home, Inc.
Boyce, Alvin J.	84	798	2500.00	Boyce, Geneva
Cox, Ted	73	798	2500.00	Cox, Claudene
Gills, Billy H.	81	798	2500.00	Bird, Danielle
Hampton, Dusty W.	41	798	2500.00	Hampton, Joe
Johnston, George A.	72	798	2500.00	Johnston, Jackie
McKeefer, D. L.	79	798	2500.00	McKeefer, Nelda Jo
Greasley, Dennis	87	800	346.75	Greasley, Lorraine
Greasley, Dennis	87	800	2153.25	Parklawn Cemetery & Creamatorium
Brumfield, Darrell W.	78	803	2500.00	Brumfield, Jr., Darrell
Hall, Garfield E.	53	855	2500.00	Hall, Rachel

Total Amount: \$855,000.00

BURIAL EXPENSE BENEFITS PAID IN FEBRUARY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Dela Cruz, Raymond	87	1	2500.00	Dela Cruz, Sharon	Malone, Levander	77	120	2500.00	Malone, Ernest
McGuire, John F.	74	1	2500.00	McGuire, Irena	Pernicka, Michael E.	50	125	2500.00	Pernicka, Eugene
Troia, Angelo	77	1	2500.00	Troia, Maryann	Worth, Virgil E.	96	125	2500.00	Greaney, Tara
Norton, Robert E.	63	5	2500.00	Norton, Kathleen	Cieski, Richard J.	89	130	2500.00	Cieski, Bernadine
Genovesi, Joseph V.	82	7	2500.00	Ten Eyck, Kim	Glatz, Peter	73	130	2500.00	Glatz, Andrew
Follis, Allan R.	78	11	2500.00	Downs Funeral Home	Gualandri, Antone	79	130	2500.00	Gualandri, Barbara
Bowman, John A.	80	12	2500.00	Bowman, Anne Marie	Pierobon, John	97	130	2500.00	Pierobon, Gloria
Canning, Daniel W.	55	12	2500.00	Canning, Michelle	Sadowski, Donald L.	85	130	2500.00	Smith-Corcoran Funeral Homes
Dow, Joseph E.	78	12	2500.00	Sabelle, Marie	Chambers, Warren R.	79	136	2500.00	Chambers, Sharon
McIntosh, Arthur H.	101	12	2500.00	McCarthy, Corinne	Gardner, Donald R.	75	136	2500.00	Gardner, Connie
McMillan, Richard J.	72	12	2500.00	McMillan, Lynette	Wood, Matthew W.	54	136	2500.00	Sandefur, Carolyn
Reagan, Kenneth L.	79	12	2500.00	Reagan, Suellen	Smith, Larry K.	66	137	2500.00	Smith, Debbie
Scott, Rex D.	89	15	2500.00	Scott, Jr., Rex	Bingham, Jeffrey S.	72	140	2500.00	Bingham, Lorealee
Gnerre, Gordon W.	77	21	2500.00	Gnerre, Richard	Shropshire, Ike E.	41	140	2500.00	Herschi, Joshua
Neckles, Andrew Tyler	26	21	2500.00	Neckles, Rosemarie	Byrd, Johnny L.	90	141	2500.00	Byrd, Laura
Lucca, Salvatore J.	67	22	2500.00	Lucca, Kim	Klinksiek, Robert V.	89	142	2500.00	The Estate of Robert V. Klinksiek
Sheehan, Thomas	78	22	2500.00	Sheehan, Sharon	Villanueva, Richard R.	79	142	2500.00	Villanueva, Olga
Dickman, John	89	24	2500.00	Blunt, Laura	LaFontaine, Roger	79	144	2500.00	LaFontaine, Jean
Horner, Charles H.	84	25	2500.00	Pape Funeral Home, Inc.	DeAngelo, Brian J.	66	150	2500.00	Rozof, Nicole
Schmalz, Robert R.	68	26	2500.00	Schmalz, Kimberly	Throneberry, Vernie L.	87	155	2500.00	Osborne, Tressala
Antill, Raymond P.	89	27	2500.00	Edward, Douglas	Dyer, Robert J.	75	157	2500.00	Dyer, Sandra
Outlaw, Louis M.	93	38	2500.00	Outlaw, Martin	Seubert, Richard J.	74	162	2500.00	Seubert, Catherine
Moberly, Waldo L.	97	41	2500.00	Minemyer, Christine	Baldwin, Thomas J.	78	166	2500.00	Baldwin, Connie
Stimac, Olaf M.	85	41	2500.00	Stimac, Marie	Berg, Preben	93	170	2500.00	Berg, Barrie
Wulf, Robert J.	81	41	2500.00	Wulf, June	Hughes, Michael J.	89	170	2500.00	Hughes Jr., Mike
Kerley, Jesse N.	69	43	2500.00	Kerley, Anne	Mailloux, Marcel	96	170	2500.00	Saumer, Melva Carol
Scott, Wayne W.	32	43	2500.00	Scott, Sr., Wayne	McGee, Robert M.	90	172	2500.00	Kaderly, Penny
Stafford, Harold A.	71	43	2500.00	Steelman, Marti	May, Donnie W.	72	177	2500.00	May, Gary
Angold, T. J.	77	45	2500.00	Angold, Patsy	Humenny, Garry W.	71	179	2500.00	Weigel, Valerie Jane
Rupar, Eric J.	44	46	2500.00	Fawcett Funeral Home	Harris, Dennis L.	78	190	2500.00	Harris, Nancy
Saccoccia, Umberto	77	46	2500.00	Bandiera, Anna	Clements, C. I.	85	198	2500.00	Clements, Bernice
Ruch, Gene A.	93	50	2500.00	Ruch, Jane	Conner, H. H.	92	198	2500.00	Johnson Funeral Home, LLC.
Topping, Richard G.	89	50	2500.00	Kile, Pamela	Daigle, Jerry J.	83	198	2500.00	Daigle, Lucy
Fasolo, Ronald A.	75	51	2500.00	Fasolo, Donna	Daigle, L. J.	85	198	2500.00	Bourque, Darryl James
Rannacher, Robert G.	89	51	2500.00	Riendeau-Mulvey Funeral Home	Haydel, Russell J.	77	198	2500.00	Wilbert Funeral Home
Sylvia, Henry J.	91	51	2500.00	Sylvia, Ronald	Magnolia, Steve	92	198	940.64	Magnolia, Stephen
Glover, Grady	82	52	2500.00	Glover, Marie	Magnolia, Steve	92	198	1559.36	Hicks, Karen
Parrott, Steven A.	75	62	2500.00	Parrott, Louise	Pearson, Leland J.	80	198	2500.00	Pearson, Martha
Konviska, Roy L.	75	68	2500.00	Konviska, Barbara Jeanene	Portie, Troy G.	87	198	729.11	Portie, Carol Ann
Broadnax, Edd	65	72	2500.00	Ballard, Jennifer	Portie, Troy G.	87	198	1770.89	Miller, Charlotte
Brown, Henry G.	75	72	2500.00	Brown, Teresa	Pruitt, Billy R.	84	198	2500.00	Pruitt, Ronald Ray
Connell, Jerry E.	68	72	2500.00	Hickman, Sheila	Trahan, Norman F.	72	198	2500.00	Trahan, Karen
Lynch, Edgar L.	90	72	2500.00	Wilson, Loretta	Wheat, Monroe G.	95	198	2500.00	Schexnayder, Debra
McCue, Dillinger S.	36	72	2500.00	McCue, Angelica	Gonzalez, Oscar	82	211	2500.00	Gonzalez, Rebecca
Mullis, Wallace T.	80	72	2500.00	Mullis, Carolyn	Hooper, Robert W.	88	211	2500.00	Hooper, Myrna Lynne
Pickett, Ramey	64	72	2500.00	Pickett, Brenda	Smith, Van J.	58	211	2500.00	Smith, Debra
Snowden, Myron	64	72	2500.00	Snowden, Evelyn	Taylor, Scott C.	45	211	2500.00	Taylor, Shirley
Thompson, Max	93	72	2500.00	Kennedy, Jimmy	Ward, Marcus R.	75	211	2500.00	Ward, Jerrod
Lemley, Fred L.	92	83	2500.00	Kepner Funeral Home	Wheaton, R. L.	86	211	2500.00	Humble, Roxie
Davis, Thomas J.	81	85	2500.00	Davis, Constance	Murray, David F.	76	213	2500.00	Murray, Patricia
Fleischman, John P.	93	94	2500.00	Fleischman, Anna	Walls, Andrew	75	213	2500.00	Reid's Funeral Home
Mottice, Larry W.	78	94	2500.00	Remley, Tiffany	Douthat, Donna P.	85	228	2500.00	Douthat, William
Bex, Leonard D.	85	98	2500.00	Pikunas, Karen	Jernigan, Herbert A.	86	234	2500.00	Jernigan, Sorita
McMahon, Robert H.	60	98	2500.00	Grand Lawn Cemetery and Mausoleum	Lindsey, Jacquard M.	78	234	2500.00	Alsaidi, Sheri
Prytula, William T.	91	98	2500.00	Prytula, Kevin	Losco, Thomas M.	75	234	2500.00	Losco, Jason
Schilke, Gerald R.	88	98	2500.00	Schilke, Richard	Peterson, Lawrence M.	84	234	2500.00	Peterson, Jane
Young, Marvin H.	90	98	2500.00	Young, Martin	Guillot, Barry D.	78	247	2500.00	Guillot, Cora
Johnson, James V.	83	100	2500.00	Johnson, Dennis	Anastasiadis, Leonidas	82	254	2500.00	Anastasiadis, Sophia
Reeves, John M.	74	100	2500.00	Reeves, Adeana	Yallits, David	71	254	2500.00	Yallits, Michael

BURIAL EXPENSE BENEFITS PAID IN FEBRUARY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Houghton, Michael F.	69	274	2500.00	Houghton, Maria	Lepchuk, Richard L.	59	488	2500.00	Jason, Brenda
Post, Charles A.	78	274	2500.00	Sherrer, Robin	Piorkowski, Frank	76	488	2500.00	Powell, Linda
Tanner, Michael C.	72	286	2500.00	Kline, Paul	Bittinger, Paul A.	77	489	2500.00	Anderson, Evelyn
Gill, Forrest C.	72	290	2500.00	Gill, Lisa	Graefter, Ralph	79	496	2500.00	Graefter, Lucille
Smith, David A.	84	290	2500.00	Smith, Troy	Durham, Bruce W.	74	519	2500.00	Foust, Nancy
Warren, Darrel S.	81	290	882.85	Warren, Ryan	Henderson, Greg D.	80	519	2500.00	Henderson, Carolyn
Warren, Darrel S.	81	290	1617.15	Dahl-McVicker Funeral Homes	Fritsch, Herman C.	95	520	2500.00	Fritsch, Gladys
Yeager, John H.	93	290	2500.00	Yeager, Virginia	Harding, Richard T.	88	520	2500.00	Harding, Dana
Benson, Donald D.	84	296	822.00	Benson, Lavonne	Schultz, Harold E.	89	520	2500.00	Schultz, Patricia
Benson, Donald D.	84	296	1678.00	Accent Funeral Home and Cremation	Sherman, Lynn D.	68	520	2500.00	Sherman, Gail
Marucci, Barry M.	58	322	2500.00	Marucci, Kristen	Scott, Earl	81	524	2500.00	Brian Arthur Strauch Funeral Home
Blevins, Donald L.	83	342	2500.00	Blevins, Deborah	England, Dennis J.	85	525	488.54	England, Brent
Partain, Gregory D.	63	342	2500.00	Partain, Dillon	England, Dennis J.	85	525	488.54	Riesen, Leslie
Reading, Robert	80	342	2500.00	Reading, Diane	England, Dennis J.	85	525	1522.92	Sharp, Brenda
Pollard, Robert E.	93	344	2500.00	Guthrie, Carolyn	Worthen, C. M.	88	525	2500.00	C.M. & Ema Gaye Worthen Family Trust
Knapp, David A.	55	350	2500.00	Knapp, Heidi	Becker, Gerhard	84	527	2500.00	Becker, Christina
Fisher, James W.	79	353	2500.00	Fisher, Kathleen	Jolliffe, Stanley G.	95	527	2500.00	Jolliffe, Douglas
Maxwell, Gregory J.	62	353	2500.00	Maxwell, Scott	Millar, John	86	527	2500.00	McCallum, Monica
McCorkle, William E.	62	353	2500.00	Weber-Hurd Funeral Home	McNamee, Robert	88	537	2500.00	McNamee, Francis
Newell, Jack T.	83	353	2500.00	Tanner, Dianna	Saviano, Arthur	77	537	2500.00	Saviano, Norina
Hoffower, Rodney C.	69	354	2500.00	Hoffower, Helen	Burroughs, Bill J.	81	562	2500.00	Burroughs, Mark
Johnson, Wayne H.	72	357	2500.00	Johnson, Natalie	Coonrod, Douglas D.	60	562	2500.00	Coonrod, Donna
Kempton, Thomas	90	373	2500.00	Kempton, John	Fiala, Charles R.	75	562	2500.00	Fiala, Sharon
Cahill, Jeffrey J.	61	392	2500.00	Montag, Cheryl	Klein, Richard W.	86	562	2500.00	Klein, Margie
Fischer, James E.	71	393	2500.00	Fischer, Joan	Martin, Michael H.	71	577	2500.00	McWilliams Funeral Home, Inc.
Baldwin, Willard C.	80	396	2500.00	Digiaco, Christine	Wetzell, Robert L.	71	577	2500.00	Wetzell, Vivian
Lewis, Gerald F.	83	396	2500.00	Lewis, Cecelia	Lee, Wayne	77	582	2500.00	Lee, Colette
Poschner, George	81	396	2500.00	The Estate of George Poschner, Jr.	Anderson, William O.	76	597	2500.00	Anderson, Marcella
Dahlem, Walter	93	398	2500.00	The Estate of Walter Dahlem	Bodo, Elmer R.	81	597	2500.00	Padgett, Joleen
Adelmeyer, Robert E.	88	400	2500.00	Adelmeyer, Richard	Boender, David M.	71	597	2500.00	Boender, Genie
Cawley, Willard E.	91	401	2500.00	Cawley, Andra	Campbell, Daniel C.	79	597	2500.00	Campbell, Jeanne
Hudgens, Kenneth O.	66	403	2500.00	Hudgens, Gayle	Correa, Antonio	77	597	2500.00	Correa, Ofelia
Tyler, Kelsia R.	75	403	2500.00	Tyler, Nancy	Ferris, Duane L.	75	597	2500.00	Ferris, Shirley
Flores, Michael A.	57	412	2500.00	Flores, Debbie	Gordon, Daniel F.	75	597	2500.00	Gordon, Johnetta
Hager, Willard	88	412	2500.00	Gleason, Tina	Jusko, Dennis	76	597	2500.00	Jusko, Laura
Lichtenwalner, Luther H.	93	420	2500.00	Lichtenwalner, Margaret	Kohnke, Lawrence P.	93	597	328.70	Kohnke, Keith
Woods, Emmett L.	75	430	2500.00	Rice Funeral Service	Kohnke, Lawrence P.	93	597	2171.30	Kim, Andrea
Hammond, Lorin J.	54	434	2500.00	Hammond, Leslie Larry	Mabrito, Edward J.	79	597	2500.00	Mabrito, Suanne
Zarm, Peter J.	81	434	2500.00	Zarm, Roy	Maher, Timothy P.	66	597	2500.00	Wise, Melinda
Swalley, Marshall A.	76	439	2500.00	Swalley, Dana	Mikel, Marvin R.	80	597	2500.00	Mikel, John
Gant, Dale S.	66	441	2500.00	Gant, Elizabeth	O'Shea, Thomas L.	84	597	2500.00	Moore, Sharone
Hodges, David L.	58	441	2500.00	Hodges, Mary	Phillips, Tim J.	36	597	2500.00	Phillips, Cindy
Silver, Fred	78	441	2500.00	Nowell, Villa	Puoci, Angelo J.	96	597	625.00	Garritano, Annette
Swartz, George L.	60	441	2500.00	Swartz, Sara	Puoci, Angelo J.	96	597	625.00	Mascolino, Angela
Booth, Carl E.	88	447	2500.00	Booth, David	Puoci, Angelo J.	96	597	625.00	Wasily, Nancy
Hart, Adam W.	29	447	2500.00	Montgomery, Chris	Puoci, Angelo J.	96	597	625.00	Weisman, Roseann
Lintelman, Herbert A.	92	449	585.00	Lintelman, Marie	Ramanna, Daniel R.	78	597	2500.00	Moore, Sabina
Lintelman, Herbert A.	92	449	1915.00	Findlay C. Wylie Funeral Home, Inc.	Schultz, Kevin P.	74	597	2500.00	Schultz, Lorraine
Snedegar, Earl C.	90	452	2500.00	Thomas, Samuel	Wolosuk, John	86	597	2500.00	Wolosuk, Jr., John
McIntosh, George D.	62	455	2500.00	Dennis Funeral & Cremation Services	Orren, Bennett H.	86	598	2500.00	Orren, Dennis
Chadwell, John	54	464	68.53	Chadwell, John	Husk, Roy E.	74	601	2500.00	Husk, Ruth
Chadwell, John	54	464	2431.47	Chadwell, Cheryl	Rahlf, David J.	45	601	2500.00	Rahlf, Kari
Johnson, Gerald V.	86	464	2500.00	Pierson, Debra	Steen, Gene A.	86	619	2500.00	Polley, Peggy
Bybee, William R.	89	469	2500.00	Bybee, Frances	Campbell, Allen E.	86	636	2500.00	Campbell, Gladys M.
Brayton, Charles D.	57	488	2500.00	Brayton, Donna	Jarab, George	98	636	2500.00	Jarab, Jeanette
Clipperton, Mark K.	64	488	2500.00	Clipperton, Janet	Kenyon, James C.	88	636	2500.00	Kenyon, Barbara Rose
Gulka, Steve J.	80	488	2500.00	Gulka, Bradley	Parrish, David	80	636	2500.00	Parrish, Margaret A.
Hoddinott, Eugene F.	58	488	2500.00	Hoddinott, Joyce	Salyer, L. W.	82	636	2500.00	Salyer, Brett

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Coats, Howard N.	91	776	2500.00	Coats, Norma Joan
Benham, Richard A.	85	777	2500.00	Benham, William
Bailey, Elder S.	96	798	2500.00	Bailey, Dencil
Dial, B. H.	85	798	2500.00	Gorsulowsky Funeral Home
McClain, Sam	93	798	2500.00	McClain, Gary
Mills, Robert E.	66	798	896.00	Mills, Sandra
Mills, Robert E.	66	798	1604.00	Mills, Jeffrey
Noggle, Tyne A.	29	798	2500.00	Noggle, Angela
Smith, Barry A.	66	798	2500.00	Twin Oaks Memorial Gardens and Funeral Home
Starbuck, David P.	60	798	625.00	Starbuck, David
Starbuck, David P.	60	798	625.00	Starbuck, Joseph
Starbuck, David P.	60	798	625.00	Starbuck, Summer
Starbuck, David P.	60	798	625.00	Stephens, Brandy
Townsend, Danny M.	67	798	2500.00	Townsend, Deborah
Tull, Clyde A.	82	798	2500.00	Tull, Jeanne
Ledoucer, William A.	77	800	2500.00	Nicholls Funeral Home
MacBlane, Gerald G.	77	803	2500.00	MacBlane, Glenda Faye
Guilliams, Anthony E.	77	821	1023.00	Guilliams, Karen
Guilliams, Anthony E.	77	821	1477.00	Haisley Tribute Center
Total Amount: \$645,000.00				



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

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

LOCAL NO. _____ CARD NO. _____

ATTACH LABEL HERE
FROM BACK COVER



SHOW PRIDE IN THE UA



304K



121



221



120MK
120WK

120MS
120WS

606GM

Gaiter Mask: 6 1/2" x 11", 100% moisture-wicking polyester, environmentally friendly, non-medical grade, machine washable, filter lining included. \$7.25

605M

Mask: Blue with yellow imprint, 100% moisture-wicking polyester w/filter lining, non-medical grade. \$7.25



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	\$33.00	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



282

281

NEW

280 Long Sleeve Orange T-shirt



NEW

614

Men's Hoodie: Pullover sweatshirt, bonded interlock, 6.5 oz., 100% polyester, slim fit and lightweight, soft and comfortable, water repellant, provides warmth without the weight with solid lining. Heather charcoal with embroidered logo on front left chest.

Size	Price
S – XL	\$41.50
2XL	\$43.50
3XL	\$45.50
4XL	\$48.50



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

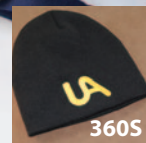


103

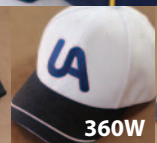
UA Lapel Pin
Highly polished gold finish pin with military clutch. \$2.00



301



360S



360W



360B

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

238



233



370

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



130MB

130WB



235

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ORDER FORM

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)				

Please Ship To:
Name _____

Card No. _____ **L.U.No.** _____

Street _____
No P.O. Boxes

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

Check out our sale items as well as other regular items online at www.ua.org

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TEXAS—WE'VE GOT YOUR BACK



**To the contractors and UA members who
lent a helping hand—We Thank You!**