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Pictured are members of Local 716 who volunteered to do plumbing work for veteran Christy Gardner's new home.



Pictured are Larry Dempsey (Master Plumber, LU 716) and Robert Hodgkin, Jr. (President, LU 716) installing a bathtub.

Heart of the UA

A Soldier's Journey Home—LU 716 Members Provide Skilled Plumbing

In early June, members of UA Local 716 volunteered their skilled craftsmanship to help build an ADA-compliant smart house in Lewiston, ME. Soldier's Journey Home is the organization that provides the labor for the build, and they had 120 volunteers in Maine from all over the U.S. working hard to complete the house. A Soldier's Journey Home began in 2014, and since then, each year volunteers have built a home for a deserving individual.

Christy Gardner, a retired Army Sergeant, was selected for this year's build. She was a Military Police Officer, and in 2006, while serving as part of a peacekeeping mission in Asia, she was severely injured during a foot patrol. Christy suffered skull fractures, severe internal injuries, two missing fingers, and spinal cord damage that caused leg paralysis below her knees, forcing her to retire from the Army in 2007. Damage to her brain caused her to lose hearing in one ear and the ability to speak. Christy had to relearn words, spelling, grammar, etc. all over again. Doctors told her she would never be able to walk again, and eventually, she had both of her legs amputated. Communications Director for A Soldier's Journey Home Sharon Holland said, "That hasn't stopped her at all. She's absolutely amazing. She runs four nonprofits, and one of them trains dogs to become service dogs for other folks. She's also at trials right now for the 2021 Summer Paralympic Games. She competes in shotput and discus. Right now, she's third in the world for shotput and ninth in the world for discus. There's nothing that she can't do. Her motto is, 'Make it happen.'"

A mortgage-free three-bedroom, two-and-a-half-bathroom house was constructed in 12 days for Christy and was completed on June 18, 2021. During the 12 days, Local 716 had 15 members who volunteered on different days for specific parts of the project—completing all the plumbing for the house, including the bath-

rooms, kitchen, and laundry room. Local 716 Master Plumbers Larry Dempsey and Robert Hodgkin, Jr. were onsite working on Christy's handicap-accessible master bathroom. They were getting ready to install a jacuzzi tub and working on the plumbing for a five-foot-by-five-foot shower. Brother Hodgkin is a 29-year member, the President of Local 716, and an Army veteran himself. He said, "When I heard this was for a veteran who was wounded in combat, I jumped on the bandwagon and signed up to help. I called a few of my Brothers and Sisters, and we had quite a turnout this past Sunday."

Most of the volunteers on the house build were veterans. Brother Hodgkin said, "Veterans start working together as a team real quick. We're used to that kind of thing, so it's been a pleasure being here." Brother Dempsey, who is a retired 40-year Local 716 member, added, "I'm glad that we are helping somebody. That's what it's all about."

Of the Local 716 volunteers, four of them were apprentices. Brother Hodgkin noted, "Quite a few apprentices showed up. Through the years, I haven't seen a lot of apprentice participation. I did on this one. Four of them showed up, and they did a lot of work."

The work the Local 716 plumbers did was appreciated by so many. Holland said, "We really couldn't have done it without the support of the plumbers." A Soldier's Journey Home gave a shoutout on social media to Local 716 volunteers Bob Pettingal, Don Bailey, Seth Fontaine, Jim McLaughlin, Curtis Betts, Zach Alley, Bob Hodgkin, David Warren, and Emile Woodruff, for coming together and making this happen for Christy. "I could not be more proud of all the LU 716 members and the plumbing work done today for A Soldier's Journey Home veteran Christy Gardner on her new home. She will be headed to the Paralympics next week for the discus and shotput," said Communications Director Sharon Holland. "Thank you! There is no substitute for a UA skilled craftsman!"

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.



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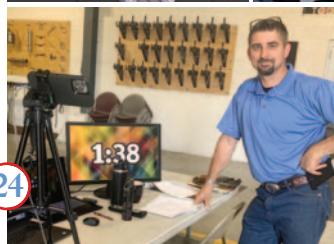
We wish Brother Barnett a healthy, happy, and well-deserved retirement. 31



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Chad Gilbert



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Ben Ranger

New Appointments

Peter Gibbons appointed Vice President, District No. 1. Derrick Kualapai appointed Administrative Assistant to the General President. Chad Gilbert appointed Director of Pipeline and Gas Distribution. Patrick M. Dolan, Jr., appointed International Representative, assigned to the Metal Trades Department. Jeremy Moddrell appointed Special Representative, assigned to the Pipeline and Gas Distribution Department. Ben Ranger appointed Special Representative, assigned to the Organizing and Recruitment Department. 32



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Honoring Our Veterans, Past and Present



Mark McManus
General President

As summer turns to fall, we start to think of the upcoming holidays and family. Our Canadian Brothers and Sisters celebrated Thanksgiving in October, and we'll do the same in the U.S. later this month.

But on November 11, we observe Remembrance Day in Canada and Veterans Day in the United States. Both of these holidays were originally intended to commemorate the end of World War I. Over time, these holidays have come to symbolize our gratitude and acknowledgement of the sacrifices made by our military men and women. Remembrance Day is recognized by all the Commonwealth Nations of the world. Each year, we see citizens of all of these Commonwealth countries wearing poppies as a symbol of this sacrifice, which refers to the fields of poppies that grew on the battlefields of World War I. The poem, *In Flanders Fields*, includes the lines, "In Flanders Fields, the poppies blow, Between the crosses, row on row ..." The entire poem, by Lieutenant-Colonel John McCrae, is worth reading.

Veterans Day is the U.S. holiday in which we honor all service members. This holiday is marked by parades, speeches, and moving testimonials from veterans themselves. It's where our own tradition of remembering our lost members on the second day of our Convention at 11 a.m. comes from. For Veterans Day, tradition holds that on the 11th day of the 11th month at 11 a.m., we pause for two minutes of silence to honor all veterans of all wars.

The UA and all our citizens are so very grateful for what the veterans have sacrificed and are more than proud of our active and reserve military personnel.

But the UA, being such a special organization, is more than just proud of its veterans. Every day our local unions—and our International as a whole—puts that regard into action. This is what makes me swell with pride. The North American Building Trades Union's (NABTU) long-established Helmets to Hardhats program, the AFL-CIO Veteran's Council, and certainly, the UA's very own Veterans in Piping® (VIP®) program has put the rubber to the road.

Each one of these excellent programs is funded exclusively by organized labor. We aren't looking for a thank you, we are just doing what's right for the organized labor movement, our two nations, and most importantly, the returning veterans.

At our 40th UA General Convention in San Diego this past August, we got to see our VIP and Helmets to Hardhats members up close and live on stage, which was certainly a top highlight of a great week. We were also able to acknowledge the number of VIP and H2H delegates elected to the 40th UA General Convention. In fact, all veterans were asked to stand and be recognized, and the sheer number of Brothers and Sisters who stood was truly awe inspiring.

Actor and military activist Gary Sinise spoke passionately about returning vets and how we treat them,

At our 40th UA General Convention in San Diego this past August, we got to see our VIP and Helmets to Hardhats members up close and live on stage, which was certainly a top highlight of a great week. We were also able to acknowledge the number of VIP and H2H delegates elected to the 40th UA General Convention. In fact, all veterans were asked to stand and be recognized, and the sheer number of Brothers and Sisters who stood was truly awe inspiring.

and stressed how we *should* treat them in society. It's now become his life's mission—and what a great mission it is.

The UA numbers on our VIP program alone are fantastic. Since its inception in 2008, 2,600 transitioning service members have graduated from the program and, as we know, this ultimately results in a countless number of lives impacted. For over 13 years, this program has been wildly successful and now one additional benefit is popping up. Our early graduates are now becoming our Superintendents, General Foremen, Instructors, Training Coordinators, and Officers in our local unions.

National leaders are being cultivated, and it's great for the UA and our signatory contractors, but most importantly, it is great for the veterans themselves, their families, and their communities.

Lots of hard work has been provided by our Business Managers and Business Agents, as well as our Training Coordinators and Instructors. Certainly, keeping this program up and running, functioning at the highest level and growing each and every year is a massive undertaking. It's also a highly successful one under the leadership of our own Mike Hazard.

Brother Hazard, in the fine tradition of his U.S. Navy service, is organized, dedicated and, most importantly, impassioned. He lives and breathes our VIP program, our brotherhood and sisterhood, and our UA values—

a job consistently well done!

So, as Remembrance Day and Veterans Day come upon us, be proud of our two great countries for what our vets have accomplished 70 years ago, 50 years ago, 10 years ago, and certainly today—and with future generations to come.

On behalf of all UA Headquarters, thank you. Enjoy your Thanksgiving and your families and take a moment to thank a veteran or offer your own act of service or sacrifice.

Mark McManis



What Are You Thankful For?



Patrick H. Kellett
General Secretary-Treasurer

As we approach the start of the holiday season, it is my hope that our UA families will be able to gather in person to celebrate in the traditional way—no more Zoom holiday feasts! It has been a long couple of years, thanks to the pandemic, but we still have much to be grateful for.

As we look back on the last 12 months, it was quite a rollercoaster ride. Instead of focusing on the crises that faced all of us in the last year, let's think about those things we should all be thankful for as UA members. Here's a few on my list:

A successful 40th General Convention. The UA was able to keep its long and honored tradition of meeting in person every five years to chart a course for the future. Thanks to technology and the hard work of many, we were also able to have the full participation of our Canadian Brothers and Sisters. It was great to be able to hear them speak on issues and to see them cast their votes along with members in the States. That made this convention really unique and it also ensured the full participation of every single delegate. This convention was challenging because we had an extremely abbreviated schedule in which to prepare. We all felt it was extremely important to meet in person, if possible, and so it was with great excitement and enthusiasm that our delegates—many of whom had never attended a convention before—were able to be together in San Diego. The delegates were thoughtful, attentive, and fully engaged in the business of the convention, and as a result, our union

will remain strong and on the leading edge of the building trades.

Our pandemic response. Of course, none of us will be expressing gratitude for the horrific pandemic, but we should be thankful for the amazing response of our local unions and our membership to the unique circumstances this crisis brought. Our members, designated as essential, really stepped up to the plate when our two nations needed them most. They built field hospitals, retooled manufacturing plants to make protective equipment, respirators, and more, and they kept pharmaceutical and medical manufacturing plants running efficiently. It was an extraordinary effort on behalf of all these members, and we are very proud of them. In the headquarters office, our staff also did their part, working at home, to keep the UA running.

Helping one another. We know that many of our members worried about what the future would hold for them at the start of the pandemic. When our nation went into lockdown, it seemed that many would soon be out of work. While there was a jump in unemployment at the start of the lockdown, most of our members soon went back to work. After all, their skills were desperately needed to keep people safe and to keep hospitals, clinics, labs, and other facilities open and running safely. At the same time, we continued to be hammered by natural disasters—hurricanes, floods, and wildfires. Our members once again dug deep in their own pockets to help those



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

in need. That, as I've said before, is always the first reaction: How can I help? We are so grateful to all those who gave and who continue to support our Charitable Fund Trust.

Organizing and growing. Our union continues to grow, even as we grapple with what we hope are the final stages of this pandemic. Despite that, our membership is the largest it's ever been in our history, and that is a remarkable achievement. We are fully committed to organizing the unorganized, to giving skilled workers out there the representation and protections they deserve. Our locals are becoming more creative every day in how they recruit and organize new members. But most of all, they are committed to making our organization bigger and stronger than it has ever been. They are not holding back when it comes to being aggressive in the workplace, and they are using technology and social media to promote the benefits of UA membership. We appreciate all their efforts, and we know it will bring great results.

All of you will have your own, personal ideas about gratitude during the upcoming holidays. On that list, I hope you will include your membership in the UA. For me personally, apart from my family, it is the thing I am most grateful for. The UA has given me everything I have and has allowed me to have a life I only dreamed about. For that, I will always be thankful, no matter what the future brings.

Happy Thanksgiving!

Patrick H. Kellett



Press Release dated, Monday, September 20, 2021

Assistant Director of Education and Training Ray Boyd Appointed to U.S. Department of Labor Advisory Committee on Apprenticeship

The United States Department of Labor announced on Monday, September 20, 2021, that Brother Ray Boyd, a 31-year member of the United Association of Union Plumbers and Pipefitters (UA), will serve on the recently relaunched Advisory Committee on Apprenticeship. Boyd is currently the Assistant Director for Education and Training for the United Association's International Training Fund, where he oversees the UA's apprenticeship and training programs.

"I can think of no better person—no better building trades member—to serve on this committee than Ray Boyd. As the proud product of a building trades apprenticeship, just like myself and Secretary Walsh, Ray will bring an important perspective to this committee," said Mark McManus, General President of the United Association. "Over his 31-year career at the United Association, Ray has helped prepare the next generation of apprentices for success. Ray will be a valuable member of this committee as they work to expand the registered apprenticeship system and grow our nation's workforce."

"Thirty-one years ago, I began my apprenticeship with the United Association of Union Plumbers and Pipefitters (UA) at Philadelphia Plumbers Local 690. The skills I learned not only prepared me for a good job—they gave me the tools I needed for a great career," said Ray Boyd, Assistant Director for Education and Training for the UA International Training Fund. "I could not be prouder of my role overseeing the United Association's International Training Fund, where I pass on those same tools to our apprentices today. I am honored and humbled to be appointed to the Advisory Committee on Apprenticeship to continue and expand this important work with the Department of Labor. Secretary Walsh and I are both proud products of building trades apprenticeships, and I look forward to working with him and this committee to ensure that the next generation of tradesmen and women are equipped with the tools they need to have a fulfilling and successful career."





Brother McManus,

My name is Tony Griffith, and I'm a proud member of Local 776, Lima, Ohio. I would like to first tell you what a privilege it was to attend the 40th UA Convention. It was my first Convention, and as I took it all in, I felt as if I needed to be fit for a cape. It was almost like being a Superhero! It's an experience I thoroughly enjoyed and will never forget.

The main reason for this email, is to tell you what Helmets to Hard Hats and VIP means to me and the path it paved for one of my closest friends.

It was 2003, and I was working in a refinery in Catlettsburg, KY. A good friend of mine had just gotten an Honorable Discharge from the Army and joined the Laborer's Local there. I made a special trip over to speak to him just before quitting time one day. I asked him how he was doing and his exact words were, "I feel like I'm wasting my life away. I'm capable of so much more than holding a fire hose and digging a ditch." I proceeded to tell him about the Helmets to Hard Hats program that the UA had started. He seemed interested, and I went home that night, found the current issue of the *UA Journal* and took it to him the next morning. He immediately took action. In a matter of a few weeks, he was taking a welding test and speaking to an organizer. It wasn't long after that, he was called and placed in Local 577, in Portsmouth, Ohio. He excelled in his apprenticeship and graduated at the top of his class. He immediately started on building his skills and resume. He proceeded to obtain his CWI and traveled all over the United States and parts of Canada. He obtained other API Inspection Certificates along the way. He always looked for ways to improve himself and to "put more tools in his bucket." This led him to being an inspector in Salt Lake City, Utah for a few years, and it is with great pride that I tell you that when he called me last week, he informed me that he is now the Chief Inspector for Chevron in Salt Lake City, Utah. Without hesitation, he said that he owed it all to the UA for the opportunity that it had given him.

I know there are more testimonials out there with similar outcomes, and I'm so thankful for that. But it's really a different feeling when it's someone you know and have given a little help to along the way. Thank you so much, Brother McManus, for your continued support in these programs. The people that we need are out there. We just need to get the message to them. And, you do it magnificently in your undertakings.

I just felt like this story needed to be shared, and I really felt like you would want to hear it. Thank you and all of Team McManus for everything you do for us. It is greatly appreciated.

Faternally yours,

Tony Griffith



Pictured from left are David Pelletier (BM, LU 131), Harry Brett (IR), and Steven Lachance (BA, LU 131).



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Randy Hill (J, LU 716, Kinetics)



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Evan Pardee (Ap, LU 693, ACM)

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Abbreviation Key:

IR	International Representative
BM	Business Manager
BA	Business Agent
TD	Training Director
TC	Training Coordinator
O	Organizer
CM	Construction Manager
GF	General Foreman
F	Foreman
St	Steward
J	Journeyman
Ap	Apprentice
FST	Financial Secretary-Treasurer

Breaking into the Service Industry Captures Market Share for New England Locals

New England, one of the earliest English settlements in the “New World,” is a region comprised of six states in the northeastern United States. Among those six states are Maine, New Hampshire, and Vermont. Each state has one combination local union that members call home. Plumbers and Pipefitters Local 716, State of Maine; Plumbers and Pipefitters Local 131, Concord-Manchester, NH; and Plumbers and Pipefitters Local 693, Barre, VT. The *UA Journal* team visited all three locals in early June 2021.



Pictured from left are Alex Potvin (O, LU 693), Greg Gove (BM/FST, LU 693), Adam Lamson (Business Development/TC, LU 693), and Harry Brett (IR).



Pictured from left are John Napolitano (Retired BM, LU 716), Beau Libby (O/Business Development, LU 716), Jennifer McKenna (TD, LU 716), Michael Winchenbach (BA, LU 716), and Tony Sirois (BM/FST, LU 716).



John Roma (St, LU 716, Kinetics)



James Perry, Jr. (St, LU 716, Kinetics)

Plumbers and Pipefitters Local 716, State of Maine

Local 716's jurisdiction is vast, covering the entire state of Maine, which is 35,385 square miles, 320 miles long, and 210 miles wide—a large area for the local to cover. In 1997, three locals—Bangor, Lewiston, and Portland—were merged into one statewide union, Local 716 in Augusta, ME. Currently, there are 300 active Local 716 members.

The Local 716 leadership team consists of recently retired Business Manager John Napolitano, current Business Manager/Financial Secretary-Treasurer Tony Sirois, Business Agent Michael Winchenbach, Organizer Beau Libby, and Training Director Jennifer McKenna. The leadership team is making great strides to grow in the service sector. Several years ago, the local expanded its plumbing and HVACR training programs to provide more service to residential and business clients and has incorporated the

Plumbers 911 program into the local to further these efforts. Organizing has been a major focus of the leadership team as well, and since 2017, roughly 100 members have been organized in.

Retired Local 716 Business Manager John Napolitano, a 45-year member, held the position of Business Manager for 18 years. He has also been President of the Maine State Building and Construction Trades Council since 2007. He said ever since he's been in a leadership position, one of his goals has been to build up the service side, stating, "With the help of the International, we're accomplishing it now. Organizing new contractors, working with our existing members to become local service contractors, and en-





Scott Doyon (F, LU 716, Kinetics)

“... UA grants through the ITF helped us change our entire focus from industrial pipefitting and welding to a service training center. Now, we’re heavily focused on the licensing that our people need to get in order to do that work. We’ll be able to offer it free to our apprentices and at very low cost to all our journeyworkers...”

- Jennifer McKenna, Training Director, Local 716



Troy Fogg (J, LU 716, Kinetics)

couraging our larger contractors to be a part of Plumbers 911. The industry has changed a little bit, but Plumbers 911 is working out well—we’re getting a lot of calls.”

Plumbers 911 helps homeowners connect to skilled professional plumbing and heating technicians. International Representative for New England Harry Brett added, “Local 716 is one of the locals up here that’s embraced Plumbers 911 and has made changes to their training facility. They have a couple of aggressive contractors, and it’s been a steady increase. I give them a lot of credit for starting from scratch, and it’s always a challenge to get the contractors to buy into it, but I’m always convinced that once one contractor smells another contractor making money, they are going to be interested.”

Brother Brett continued, “Local 716 just had their first open house for contractors or aspiring contractors, and they had a pretty good showing. They pulled out all the stops that they could for a state of this size.”

Maine Governor Janet Mills signed a bill in 2019 promoting energy-efficient heat pumps in Maine. The bill established a goal to install 100,000 heat pumps by 2025. After the bill was passed, Local 716 did not waste any time getting the local membership prepared and trained to professionally install and service the newer technology. Brother Napolitano and Training Director McKenna set up Local 716 as a training provider for the state regarding certifications to install the new heat pumps. Then, they went one step further, and McKenna and UA Training

Specialist Rich Benkowski worked together to set up a curriculum. “We got a couple of heat pumps from UA grants, so it’s going to be a big part of what they teach in the apprenticeship program going forward,” said Brother Brett.

Jennifer McKenna has been the Training Director for Local 716 since 2010. She stated, “We had a really solid pipefitting welding program, and still do, but we realized that as our work opportunities were changing in the state of Maine, we needed to shift our strategy back toward service, because it’s a consistent 40-hour-a-week job, sometimes more. We used to have a huge presence in service and had a much larger membership at that point. Our goal is to shift back towards that business model. So, we’ve worked with the UA to build our shop. UA grants through the ITF helped us change our entire focus from industrial pipefitting and welding to a service training center. Now, we’re heavily focused on the licensing that our people need to get in order to do that work. We’ll be able to offer it free to our apprentices and at very low cost to all our journeyworkers. We try to make it as low cost as possible, so that our members can have a good future and consistent work.”

Local 716 currently has 30 apprentices, and this year they are hoping to grow by another 12. Training Director McKenna noted that they don’t have any problems receiving quality applicants. Additionally, utilizing the UA’s on-line learning tools for training was not something new to Local 716. When COVID-19 caused training to move to virtual platforms,



Pictured from left are Jason Grosso (J, LU 716, Kinetics), John Napolitano (Retired BM, LU 716), James Perry, Jr. (St, LU 716, Kinetics), Ricky Guay (CM, LU 716, Kinetics), Mike Larrabee (J, LU 716, Kinetics), Kristina Sabin (Ap, LU 716, Kinetics), Randy Hill (J, LU 716, Kinetics), John Roma (St, LU 716, Kinetics), Troy Fogg (J, LU 716, Kinetics), Scott Doyon (F, LU 716, Kinetics), Zachary Alley (Ap, LU 716, Kinetics), and Derek Lofgren (F, LU 716, Kinetics).

they were prepared. She said, “We already have an incredible online model, because Maine is huge. We have apprentices at each end of the state, so we were already utilizing Blackboard and the online learning tools. I know that was a heavy lift for some locals. For us, it was a necessity previous to that.”

Local 716 heavily supports veterans—40 percent of the local’s program are veterans. The Veterans Affairs (VA) has a huge presence in Maine and is one of the highest rated in the country as far as helping Maine citizens who are veterans. McKenna said, “We believe that women and men who have served our country not only deserve a great career, but also a chance to be the first candidates we consider when recruiting for our apprenticeship opportunities. Veterans also have the option to utilize their GI bill in our program, and because we are full scholarship, they keep their GI bill benefit for additional income.”

Local 716 is working on hiring more women to join their local. Local leadership is working on creating an all-women pre-apprenticeship program that will allow interested women to try their hand in a trade. Training Director McKenna said, “My theory is that women will do better if we bring them in in groups. I’m working with several women’s organizations to do that right. It will be an intense pre-apprenticeship program, which allows them to come in and get skilled up before stepping foot on the jobsite.”

Beau Libby has been a Local 716 member since 1997, and in 2017, he took on the role of Organizer for the local. Brother Libby’s strategy to organize more members is to build relation-



Ricky Guay (CM, LU 716, Kinetics)

ships and trust. He said, “In organizing, we basically plant seeds, and then we wait for those seeds to grow. By staying in contact, it’s watering them as we go. There have been guys I brought in who I’ve talked to for almost a year and a half on and off, and a year later, they want in.” He continued, “You build relationships. I’m constantly talking to them on jobsites or by text, whether it’s finding the manpower or helping our new contractors find someone to do their payroll, whatever they need.”


There are challenges that come with organizing, especially organizing in a large state with a large jurisdiction. Brother Libby’s office is his car, and one day he might be five hours north of the hall, and another he might be seven hours away. Aside from the challenges, Brother Libby enjoys his work, and he does receive confirmation that he has made a difference in someone’s life. “It’s nice to help change people’s lives for the better,” he said. “I don’t get confirmation very often, but sometimes a worker who was




Mike Larrabee (J, LU 716, Kinetics) is a third-generation member who followed in the footsteps of his father, a 50-year member, his grandfather, who was a 54-year member, and his uncle.



Kristina Sabin (Ap, LU 716, Kinetics)



Derek Lofgren
(F, LU 716, Kinetics)



Jason Grosso
(J, LU 716, Kinetics)

Local 716's newest HVAC service contractor, Hadley Heating & Cooling



Pictured in the back row from left are Michael Winchenbach (BA, LU 716), John Napolitano (Retired BM, LU 716), and Beau Libby (O/Business Development, LU 716). Pictured in the front row are Tony Sirois (BM/FST, LU 716) and April Bourgoine (Owner, Hadley Heating & Cooling).

"It's been a relatively smooth process, where I haven't acquired any debt, and I'm staying union, so the risk has been mitigated. I decided to do this, and if I don't like it, the trade is in such demand, I can go back to work for my current employer. I'm 41; it's time to see if I can do it. I've got a lot of good feedback, a lot of support from the union, my friends, my family, and so far, it's all been word of mouth, and it's taken right off."

– April Bourgoine (Owner, Hadley Heating & Cooling)



Josh Allen (J, LU 716, SMC)



Andrew Violette (Ap, LU 716, SMC)

organized in will get back to me a year later. The text will say, 'I really appreciate you stopping on the job and talking to me. I'm bringing my family on a vacation for the first time ever.' Those are the little things that keep me grinding."

Kinetics

Local 716 currently has 12 members working at the Kinetics shop in Maine. Kinetics is a process and mechanical contractor that has been working in Maine since the early 1990s. Retired Business Manager Napolitano explained that back in 2010, when they got Kinetics to sign on as a local signatory contractor with the New England Mechanical Contractors Association (NEMCA), it helped support a lot of the local unions in New England.

At the shop, members are fabricating for pharmaceutical and semiconductor plants, including Texas Instruments, Onsemi, and Immucell. Third-generation member Mike Larrabee is a pipe welder at the shop and was working on a double containment pipe for the chemical plant, Thermo Fisher. He said, "It's a pipe inside a pipe, so if anything fails inside of the pipe, it'll be contained. It's stainless steel, schedule 10—nice clean work."

Ricky Guay is the Construction Manager and supports the Kinetics fab shop and its small projects all over New England. Brother Guay is a 31-year member and has been working for Kinetics for 21 years. COVID-19 slowed down the local semiconductor and pharmaceutical work for the shop, but the out-of-state projects kept work steady. Brother Guay said, "It hurt for a good six months. Fortunately, it didn't shut down any of the projects out of state, because they were essential projects. One of the jobs was for Pfizer, and the work we did was to aid in developing their vaccine. We just finished that one up, so that kept us going, and we pulled through."

Brother Guay believes organizing efforts and taking on apprentices are good for the shop.

"Some challenges can be getting enough people, like right now. On some jobs, labor is tough. A lot of people are working, and that's why I'm in favor of organizing. I'm trying to get more people in, because when we get a call for big jobs that need a lot of people, it might be tough." He continued, "Local talent and licenses that you need to do the job are a good thing."

University of Southern Maine

Four Local 716 members were on the job at the University of Southern Maine (USM) Gorham Campus working on installing sprinkler heads in Bailey Hall, which is a five-story building of classrooms. Bailey Hall has never had sprinkler heads. Because of this, the members were working on phase two of this project and were tasked with installing 800 sprinkler heads in the building. That's a big task for Foreman Steve Davies, a journeyman welder, and two apprentices, but they remain ambitious.

They began installing sprinkler heads in May 2021 and were expected to have finished installing them by the middle of August. Brother Davies said, "We ran the main out in the hallway. Now, we're doing all the submains in the classrooms, and then we'll connect them to the main. Then, a guy from Maine Fire Protection is drilling all the holes in the tiles and putting the clamps in, and then we will drill our holes and put in the heads." They are working for Sullivan and Merritt Constructors, Inc. (SMC), which is the subcontractor on the job for Maine Fire Protection. SMC is one of Local 716's largest contractors and has been a union contractor with the local since the 1960s.

Bailey Hall has never had sprinkler heads. Because of this, the members were working on phase two of this project and were tasked with installing 800 sprinkler heads in the building. That's a big task for Foreman Steve Davies, a journeyman welder, and two apprentices, but they remain ambitious.

FEDERAL PIPING CO, I



CJ Crowley (Ap, LU 131, FPI)

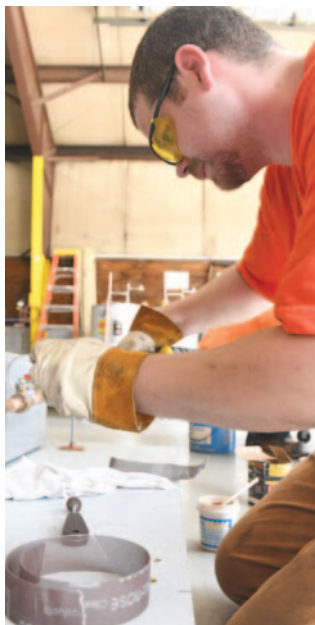


Pictured from left are David Pelletier (BM, LU 131), David Boyd (President of FPI, LU 131), Nathan Ainsworth (Customer Service Representative/IT, FPI), and Cheryl Feirick (Office Manager, FPI). Also pictured are the Federal Piping official mascots, Coco and Princess.



Richard McPherson (F, LU 131, FPI)

Plumbers and Pipefitters Local 131, Concord-Manchester, NH



Jeffrey Lips (Ap, LU 131, FPI)

Local 131 has 384 members—216 active. The local's jurisdiction covers the entire state of New Hampshire—10 counties and 9,349 square miles—and a small portion of southern Maine encompassing the Portsmouth Naval Shipyard.

Local 131 Business Manager David Pelletier hopes to continue efforts in growing the local's service sector. He said, "We currently have openings for HVACR mechanics with all our service contractors. If we were able to fill those calls, our contractors could bid more work and capture more market share."

When the *UA Journal* team was in town, Local 131 had recently won a huge battle to kill right-to-work legislation in New Hampshire. Business Manager Pelletier explained the long

battle the Local 131 leadership and members went through to make this happen, stating, "From the time the bill was introduced in January, we went through the exercise in the Senate knowing that it was futile. It has been a whole new fight because of COVID. It's all been via Zoom hearings, but we did manage to get 1,700 people signed up on the Senate hearing opposed." He continued, "We ended up getting every single Democrat and 21 Republicans who voted with us. It was awesome. We had enough people there on our side that they special ordered the bill and got it killed." Local 131 had more than 500 people lined up at the sportsplex to vote against the bill.

Right-to-work legislation comes up every



Timothy Skribiski (J, LU 131, FPI)



Pictured in the back row from left are Harry Brett (IR), Tim Skribiski (J, LU 131, FPI), Steven Porelle (F, LU 131, FPI), Tom Harty (Ap, LU 131, FPI), Jeffrey Lips (Ap, LU 131, FPI), David Pelletier (BM, LU 131), and David Boyd (President of FPI, LU 131). Pictured in the bottom row from left are Richard McPherson (F, LU 131, FPI) and CJ Crowley (Ap, LU 131, FPI).



Pictured is David Boyd with his wife, Martha Boyd. Martha was Co-Founder and Vice President of Federal Piping. She passed away at the age of 70 on July 6, 2021.

session in New Hampshire, and with them losing the majority in the House, the majority in the Senate, the Executive Council, and the Governor's office it was a huge win for the local this time around. "It was a huge battle," said Brother Pelletier. "The New Hampshire AFL-CIO, the New Hampshire Building Trades, New England local unions, and the New England Pipe Trades all pitched in. It was a great win, because this was really the best shot that they've had in a long time." They postponed the bill indefinitely, which blocks it for the entire session—another win for Local 131.

Federal Piping Company Inc.

New Hampshire is defined by its quaint towns and large expanses of wilderness, both of which the *UA Journal* team got to experience. One of those small towns is Freedom, NH, home of Local 131 contractor Federal Piping Company Inc., a 30-year company providing commercial and residential service work in Maine and New Hampshire.

David and Martha Boyd started Federal Piping (FPI) in 1991 with minimal funds. They slowly built FPI, and now the company is a highly respected full-service plumbing and heating business in the Mount Washington Valley and Ossipee Valley. FPI has grown to 11

full-time employees and is receiving more than 3,000 service calls a year. President of FPI David Boyd said, "We get more phone calls in one week than I did my first three years of business." Brother Boyd began with a half-ton Dodge pickup truck and a few power tools. Now the company has more than 15 service trucks.

Federal Piping serves multiple markets, including medical, hospitality and retail, education, housing, and commercial/industrial. International Representative Harry Brett said, "It's a company that's equipped to solve any customer's problems. He's been established here for a long time and is a real go-to contractor." Brother Boyd added, "You can't specialize too much in anything around here, because it's so spread out. If you go down to Massachusetts or Portland, you have more commercial in one block than you would in this whole county. North Conway is our economic hotspot."

When it comes to plumbing services, Federal Piping offers 24-hour emergency services, does small jobs taking care of homes and multi-housing units, repairs faucet leaks and frozen pipes, and provides winterizing services. For heating/HVACR, FPI installs oil, gas heating, and domestic hot water equipment. They provide 24-hour emergency repair service, and as of





Steven Porelle (F/Assistant Service Manager, LU 131, FPI)



Tom Harty (Ap, LU 131, FPI)

2021, they are expanding into the air conditioning and refrigeration business. Brother Boyd said, “There’s a need for AC companies around here. There’s a couple of non-union companies that have done very well for themselves, but they can’t keep up with all that work.”

Federal Piping was the first to introduce duct cleaning into the Mount Washington Valley. They also have a drain cleaning division of highly trained technicians, called the FPI Pooper Troopers, who work with the licensed plumbers when someone needs a drain blockage or repair. FPI is the only well point installer in Carroll County and is equipped to make system repairs in confined spaces and lift faulty equipment out of pits for their customers.

The Federal Piping fabrication shop is 5,500 square feet and designed to be a state-of-the-art facility for commercial and industrial plumbing, pipefitting, welding, and pump repairs. The shop currently employs six Local 131 members. It also includes a training room for their employees to stay up to date on new procedures. Work was busier and better than ever in 2020, and 2021 is shaping up to look the same.

Members are working on a stainless steel job for the Huggins Hospital in Wolfeboro, making temporary heat hookups. Brother Boyd said, “There was a hospital about two years ago that lost a boiler, and there was no way for temporary heat to be hooked up to it, so it caused a big problem. A lot of the hospitals want this

temporary heat, which is a boiler that puts out temporary steam.” They are also working on fabricating showers and on-the-wall boilers for a kids’ camp, Camp Cody. “We open a lot of camps during spring, and in the fall, we close them,” said Brother Boyd.

Members also completed a large boiler renovation to the heating system at the Red Jacket Mountain View Resort’s water park. The system they renovated heats the pool water and the portion of the building the water park occupies. The Kahuna Laguna Water Park is the largest indoor water park in New Hampshire. Steven Porelle, the Foreman/Assistant Service Manager for Federal Piping, said, “Each boiler is a million BTUs. They used to go through 1,600 gallons of propane a day. The boilers we put in will save them up to 25 percent of propane a year, and because of the price of the job, it will pay for itself within five years.”

They also renovated the hot water system, prefabricating most of it at the FPI fab shop. Brother Porelle said, “We had four days to get the heat and hot water up and running. We ripped out the old system and put in the new system. We built two of them and got them up and running, and while they were running, we did the other two.”

Brother Boyd is proud to be a union business. “I signed an oath when I got into the union to be union,” he said. “We do things that the plumbers around here can’t do, and I can call the hall and get help when we have a bigger job—that’s a plus.”



FPI's pump technicians can provide new systems or replace existing systems and can maintain water and sewer pumps.



Shawn Lambert
(Ap, LU 693, ACM)



Pictured from top left to bottom right are Todd Houston (J, LU 693, ACM), Tim McDowell (GF, LU 693, ACM), Jacob Allard (Ap, LU 693, ACM), Doug Buckley (GF, LU 693, ACM), Adam Lamson (Business Development/TC, LU 693), Gary Boutin (GF, LU 693, ACM), Jay Robtoy (J, LU 693, ACM), Craig Quintin (J, LU 693, ACM), John Valiquette (J, LU 693, ACM), Greg Gove (BM/FST, LU 693), Shawn Lambert (Ap, LU 693, ACM), Evan Pardee (Ap, LU 693, ACM), and Alex Potvin (O, LU 693).

Plumbers and Pipefitters Local 693, Barre, VT

Local 693 also has a vast jurisdiction covering the entire state of Vermont—9,616 square miles. The local's leadership team includes Business Manager Greg Gove, Organizer Alex Potvin, and Director of Business Development and Training Adam Lamson. Brother Gove has been the Business Manager since July 2019, and since then, he and his team have made a lot of strides to grow and improve the local by increasing efforts in organizing and recruitment, expanding training opportunities, implementing new programs, and breaking the local into the service market, among other things.

Local 693 currently has 250 active members. Business Manager Gove said, "We've been battling age demographics, while at the same time trying to grow membership, so it's been a battle, but we're starting to see results." Brother Gove explained some of the strategies they're using to grow the local, stating, "Since the new leadership has come in, we've fully embraced the or-

ganizing program. We've put on a full-time organizer, which we never had in the past. We've been training, and we've been doing a lot of boots-on-the-ground stuff. What has worked recently is we've started doing Open Interview Thursdays and advertising those with Google ads. Open Interview Thursdays was an afterthought, but it slowly gained momentum. Now there are people waiting at the door when it starts, and we've been able to put on an average of two or three members a week, and for a small local, every single member is huge to our continued success."

Local 693 has done a few things to break into the service sector. Brother Gove said, "In the last three years, we've provided a lot of value to our contractors in the form of targeting jobs. We've upped their training game, and we've also instituted the Plumbers 911 program, which has generated hundreds of calls. Some of those service calls are generating \$15,000. The next facet



Tim McDowell (GF, LU 693, ACM)



Larry Degree (J, LU 693, Danforth)
and Bob Letsos (J, LU 693, Danforth)



Adam Pate (Ap, LU 693, Danforth)



Ben Cross (Ap, LU 693, Danforth) was
apprentice of the year in 2020.



Pictured from left are Alex Potvin (O, LU 693),
Pete Anderson (New England Pipe Trades Re-
gional Organizer), and Tim Chaisson (New
England Pipe Trades Lead Regional Organizer).

to that is to sell Plumbers 911 to attract non-union companies to join and utilize it.”

The local has shifted its training center to make room for training its members in service. “We have a really small union hall, but we’re currently in the design phase of a complete overhaul to expand our weld shop. We’ll have a plumbing service area and an HVAC service area. We’ve also been doing ductless split heat pump install classes and really hammering that home,” said Business Manager Gove. “One thing COVID has taught us is, we can do Zoom classes, and we’d rather have the training area all cleaned out and ready to go for hands-on learning.”

Local 693 has 40 apprentices. Training Coordinator Lamson believes that if more non-union workers knew about the UA’s ability to give personal, hands-on training to everyone, they

would get more people in the door. Brother Gove noted, “In the next 10 years, we have a substantial number of guys retiring, and they are our quality guys, so we’ve made a real effort in bringing in good, young talent to be able to replace them.”

Historically, because it is a small local, 693 has had one person in the role of Organizer and Training Coordinator, and Brother Gove was in that role prior to becoming the Business Manager. “Organizing always suffers, because that’s the thing that you can’t really put a finite metric on, so it’s made all the difference in the world having a person who’s solely responsible for organizing and nothing else,” said Brother Gove.

Alex Potvin became the Organizer two years ago, and his primary focus has been keeping the Plumbers 911 program going and finding skilled and qualified help for the local’s contractors. “Recruitment has been the name of the game,” he said. “My strategy is keeping an open line of dialogue—talking to as many people as I



Pictured from left are Adam Lamson (Business Development/TC, LU 693), Alex Potvin (O, LU 693), Ben Cross (Ap, LU 693, Danforth), Greg Gove (BM/FST, LU 693), Connor O'Brien (Ap, LU 693, Danforth), Dave Wilcox (GF, LU 693, Danforth), Bob Letsos (J, LU 693, Danforth), Kyle Boudreau (Ap, LU 693, Danforth), Adam Pate (Ap, LU 693, Danforth), Rudd Rexford (Ap, LU 7, Danforth), and Larry Degree (J, LU 693, Danforth).

possibly can and making sure that people know we're here and know what we have to offer."

Seven organizers were in Vermont—having just completed a blitz when the *UA Journal* team was in town—including New England State Pipe Trades Lead Organizer Tim Chaisson and New England State Pipe Trades Regional Organizer Pete Anderson. Brother Potvin said, "We stopped at jobsites and supply houses. Worker contact was the focus of the blitz. We've got a very large job coming up in the fall, so we're going to need a lot of hands for that—40 to 50 people. The majority of the guys we talk to are either unlicensed or underpaid and are given the illusion of a good-paying job, but they're still collecting state subsidies for health insurance, because their bosses don't pay them enough and don't provide them with the benefits they should be getting." The other part of the blitz was marketing the Plumbers 911 program. The Organizers came up with the idea to hand out to people at supermarkets reusable shopping bags with the Plumbers 911 logo on them and information about the program inside.

Local 693 went from 75 percent of the local membership being laid off to now, even during COVID-19, a huge work outlook. Business Manager Gove said, "There's no letup for the

next two years. What we're finding is, there's just a shortage of qualified manpower, so we're doing the best we can in training."

A. Cooper Mechanical, Inc.

A. Cooper Mechanical (ACM) has been a loyal Local 693 contractor since 1969. Local 693 members were on the job working for ACM at The University of Vermont (UVM) on The Cage—a boiler room facility.

Tim McDowell, the General Foreman for ACM and a 35-year member, has five guys on the job—three journeymen and two apprentices. Brother McDowell explained, "Currently we're installing a high-pressure to low-pressure reducing station in the attic, and we're backfeeding a 10-inch line of low-pressure steam to a future set of valves for a new air radar tank for the plant."

ACM was strictly a commercial install company, but jumped into the residential market once Plumbers 911 was integrated, and has been involved in the program for more than six months. ACM has a distribution warehouse where employees field calls and distribute them out to their plumbing businesses.

Heidi Faunce, a Local 693 journeyman, is the Shop Manager at the warehouse, and Cole



Carter Dickinson (Ap, LU 693, ACM)





Pictured from left are Adam Lamson (Business Development/TC, LU 693), Euro Mclean (Ap, LU 693, ACM), Greg Gove (BM/FST, LU 693), Alex Potvin (O, LU 693), Cole Mugford (General Accountant, ACM), and Heidi Faunce (J, LU 693, ACM).



David Wilcox (GF, LU 693, Danforth)

Mugford is the General Accountant. Mugford said, “The distribution warehouse is where we get material and send it out. That serves about half of this place, and the other half is estimating offices. Our workers have jobs that come in, and we price them and send them back out. We also do project managing, where we look at the jobs to determine the best way to tackle them.”

Plumbers 911 has been a success for ACM. Mugford said, “It’s brought a lot of new attention and customers our way. People who have used our services are not only happy, but also recommend us to other people.”



Kyle Boudreau (Ap, LU 693, Danforth)

John W. Danforth Company

JW Danforth is the contractor on the job at the UVM Medical Research Center expansion project. David Wilcox is the General Foreman on the project. He explained, “Right now, we’re doing the underground work. We had to move the steam, chill water lines, condensate lines, and the existing ones for the new footprint of the four-story addition. We have prefabricated hangers going up now, and we’ve been prefabricating pipe at our shop, so that’s ready to go in next.” He continued, “The underground chill water lines are 16-inch return lines that we’re moving. There’s a six-inch pumped condensate line, a 12-inch steam line, and an inch-and-a-half high-pressure steam line, which is all underground to feed this new building.”

When it comes to ditch work, Mother Nature always poses challenges, and with COVID-19 in the mix, it can make any job difficult, but members have remained positive and have kept the job moving forward. Brother Wilcox said, “We have awesome apprentices who are willing to learn and are very open minded. Our Project Manager for Danforth, Craig Rexford, is very knowledgeable, and Tom Walker, the Project Engineer, is as helpful as he can be. Good attitudes overall make the job.”

Small But Mighty

Locals 716, 131, and 693 have made huge headways to increase market share in the service industry, and the positive impact that will have on their memberships is invaluable. Each local has increased its efforts for membership growth, and with the programs they’re implementing, their intense focus on training and organizing, and the locals’ insightful leadership teams that are striving to do better, the result will surely be rapid growth in the coming years.



Virtual ITP 2021

A Collective Effort Embraced by All

For the second year in a row, the UA Education and Training Department made the tough decision to not host the Instructor Training Program (ITP) in Ann Arbor, MI. However, the department was prepared to shift gears and host the first-ever Virtual ITP, held August 9-13, 2021. This was uncharted territory for everyone involved, but the Education and Training Department, the local union training staff, and the Washtenaw Community College (WCC) staff were able to adapt to this change and produce a successful Virtual ITP. The ITP has always adapted, year after year, by providing the Instructors with courses that teach them new innovative technologies, tools, and techniques to bring back to their local unions, but this year's week-long program had to adapt in ways that were unprecedented.

Director of Education and Training Jim Pavesic said, "I've always been proud of our staff and all of the local union training staff across our two nations. Still, within this past year and a half, I have been overwhelmed with gratitude for how easily everyone has seamlessly pivoted and moved into a new direction when asked. These achievements have demonstrated precisely how intelligent, creative, and dedicated our Instructors, Training Coordinators, and Directors genuinely are. And these characteristics could not have been more apparent than during ITP week."

On Monday morning, August 9, 1,351 Instructors and close to 200 faculty members logged in to 110 varying courses via Zoom. Brother Pavesic stated, "We should all take im-

mense pride in this. Many thought it was unimaginable, but we got it done, and we got it done well!" Of the 1,351 students, 480 were first-time students, 79 were ITP graduates, 17 were Training Coordinator graduates, and eight were associate graduates. There were 91 multiple sections of courses offered, with 192 Zoom sections in total. The Education and Training Department sent out a survey following the virtual program and received more than 2,200 responses, with an overwhelmingly positive response. Director Pavesic said, "The feedback we are getting from both Instructors and students boosts everyone's morale. We can now say that we know how to do this, and because of that, we will be expanding our online course offerings."



Director of Education and Training Jim Pavesic



Assistant Director of Education and Training Ray Boyd



The WeldWatch weld camera is being used here by Welding Instructor Justin Forni as he demonstrates a weld to students over Zoom.





UA Training Specialist Robert Vilches



UA Training Specialist Robert Derby



UA Training Specialist Rich Benkowski



UA Training Specialist Mike Galfano

An Instructor from Plumbers and Pipefitters Local 23, Rockford, IL, Greg Harle, stated, “Virtual training proved our organization can overcome any challenge or adversity put before it.” Another Instructor from Sprinkler Fitters Local 669, Columbia, MD, Tim Coleman, said, “I was inspired by the UA participants’ hunger to learn, participation, and energy. The spirit and discipline of excellence was showcased by the UA members the entire week.”

Instructors had to change their curriculums to teach virtually, and some Instructors and students had to learn and familiarize themselves with Zoom. Brother Pavesic said, “No one complained—everyone embraced the challenge and went above and beyond to ensure their classes were as virtually friendly as they could be.” Assistant Director of Education and Training Ray Boyd added, “One of the things that was so rewarding to see was all of the UA Instructors providing such interesting training topics. It’s not easy to hold the interest of your students for that long of a period of time on a Zoom platform. Hats off to the Instructors and students, as we move forward to other training opportunities. Through the Virtual ITP, we have put another vital training tool in our toolbox. We have learned something crucial through this Virtual ITP—that we can change with an ever-changing world and continue to offer our members the training they need to succeed.”

Transforming what has been a week of face-to-face learning for the past 67 years to virtual learning was no easy task. UA Training Specialist Robert Vilches explained that the ITF and WCC staff held weekly meetings to work out the logistics for this year’s virtual program. He said,

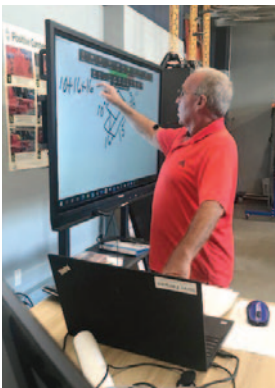
“The willpower of everyone on the team to make this a success was overwhelming. There was never a time that we didn’t know how we were going to proceed. For two months, we worked out as many details as we could. The playbook was written, and it was ready to be passed onto the ITP Instructors. When we released the game plan to the Instructors, we had nothing but support and honesty from all of them. The Instructors offered no resistance to the plan and even suggested some changes that we ultimately added into the mix. Some Instructors even came back and said that their class will not work virtually. Our goal was, and always will be, to deliver the best experience to our members, so there were no hard feelings about canceling a class.”

ITP Instructor DJ Berger, Plumbers and Pipefitters Local 60, New Orleans, LA, said, “Virtual ITP week was phenomenal, as all participants were prepared and eager to learn. The UA training staff did a remarkable job of establishing requirements for preparation and provided sufficient scheduling to ensure all ITP Instructors and students had the opportunity to obtain the necessary tools and skills needed for a successful training outcome. While I am sure everyone is looking forward to in-person training next August, it is reassuring to know the UA is prepared for whatever the future holds.”

To adapt to our changing world, many UA training centers had already transitioned to a hybrid of in-person and virtual learning prior to ITP week. However, not every Instructor had the experience or technical training, but the ITF staff made sure everyone was prepared. Instructors had to participate in mandatory training, all while modifying their classes to accommodate



Later this year, the UA and NITC (National Inspection, Testing, and Certification Corporation) will be releasing a training avenue to assist in gaining market share in the residential/light commercial market. This will be accomplished by adding a new five-year apprentice path in Appendix A, consisting of plumbing, HVACR, smart home technology curriculum, and a journeyman-level STAR exam. This process began at the 2018 ITP.



the virtual format and maintain their full-time jobs and home lives. Brother Vilches said, "The level of dedication shown by all the Instructors is something that every UA member should be proud of." UA Training Specialist Robert Derby said, "Having a diverse group of students with backgrounds ranging from full-time trainers with experience in utilizing the UANet, to part-time trainers who had never accessed the UANet prior to ITP, created a learning environment that encouraged discussion from the beginning. Virtual training required each student to have full access to a computer, which enabled us as Instructors to

"ITP this year was a great success. The amount of hours put in by the Training Department and WCC staff was something that needs to be noted," said Instructor Bob Derby.

Co-Instructor Matt Ruggles stated, "I went from only ever being on Zoom for a short call to having the capability to host a room with close to 20 people and use almost all of the functions that Zoom offers efficiently."

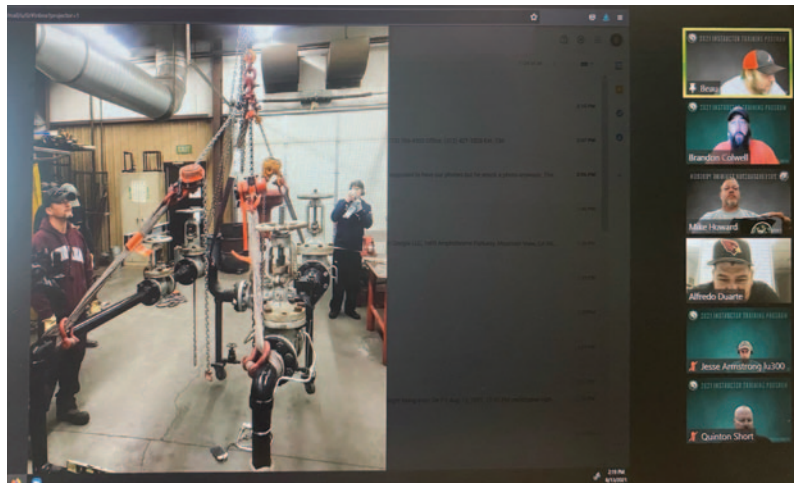
Brother Derby added, "Our class was very productive and informative as a virtual class. The students' exit interviews reinforced that. The ability to have the computer in front of the students is a great aspect of virtual learning, because all of the information covered in the course is on the UANet. The students were able to learn to navigate, in real time, the pathways on the UANet that they will be using to administer UA Weld test sessions at their respective locals. Being forced to have ITP virtually made us all realize that some classes actually benefit from it."

— Instructor: Bob Derby, Co-Instructor: Matt Ruggles. Course 8000: Administration of an Authorized UA Weld Test Facility

establish interactive exercises that the group could experience. Simple functions such as screen sharing allowed for better instruction and a deeper understanding by the students."

Brother Derby continued, "There were very few technical difficulties, and that is a reflection of the students' dedication to the training they were required to take before ever entering the virtual courses. Although some aspects of the training would have been better in person, the overall objectives of the course were met."

Zoom accounts were set up, and webinars were initiated for both the ITP Instructors and ITP attendees. The goal of the mandatory training was to answer questions, increase comfort and confidence, and avoid confusion or complications on that first day. UA Training



Specialist Rich Benkowski said, “The effort to normalize the biggest event on the ITF calendar became a series of conference calls, test Zooms, communication exchanges, and email challenges to ensure that on August 9, every ITP Instructor would take roll and just teach. Additionally, many UA locals gathered their attendees at the training center to minimize distractions during ITP week.”

There was a lot of skepticism about how a virtual ITP week would go. There were a lot of questions raised, such as what subject matter would be a good fit for virtual training, and what subject matter would not fit? Would people register for classes? Can Instructors deliver an acceptable training experience? UA Training Specialist Randall Gandy said, “My Blackboard class was slimly populated with course material because we always had face-to-face delivery available. So, as a result, I was complacent to build the content to a useful level. In fact, other than a syllabus and course description, my Blackboard class site was pretty useless. Then came mandatory Zoom and Blackboard support classes, and 24/7 help desk availability from the UA Training Department and WCC. The effort by the UA training team inspired me to ‘get off my butt’ and build this class!”

Of course, no program—virtual or not—goes without its challenges. Brother Vilches said that a storm knocked out power in parts of Michigan, explaining, “The students and Instructors who were affected simply grabbed a mobile device and jumped right back into their classes. It would have been easy for the students to just take a long break and blame it on the power outage, but that is not the UA way. We have always been a group that overcomes and adapts to any situation, and this was no different.”

UA Training Specialist Mike Galfano works with 29 dedicated Master Instructors who teach 16 different courses at a typical ITP. Thirteen of the 16 courses were taught virtually this year. He reflected on some of the challenges they encountered, stating, “With our Medical Gas courses, we were able to coordinate with NITC (National Inspection, Testing, and Certification Corporation) to register local office professionals to proctor exams if the local didn’t have a current proctor. Our Industrial Rigging courses also presented significant challenges. We were able to film multiple rigging videos ahead of ITP to help with instruction. We coordinated seven Industrial Rigging exam test sites geographically throughout the U.S. and Canada to proctor certification testing.” He continued, “I am inspired by the creativity of all our Master ITP Instructors. Kevin Gaby, *Advanced Tube Bending*, made up tubing boards and shipped them to students to help with their hands-on instruction. Trent Mauk, *Pipefitting Layout*, sent out a course material list to all students who were participating in hands-on layout techniques. Instructors also implemented video equipment to help capture practical shop demonstrations. As I visited the virtual classrooms, I was excited to see student participation and engagement.”

BIM/VDC (building information modeling/virtual design and construction) classes such as Autodesk®, Revit®, and MEP (mechanical, electrical, and plumbing engineers), *Understanding the BIM/VDC Workflow in Today’s Construction Industry*, DfMA (Design for Manufacture and Assembly), and *Modular Construction* were made possible using VDI (virtual desktop infrastructure). Local training centers also opened their CAD (computer-

“The UA International Training Program and Washtenaw Community College made ITP 2021 a success. The training and preparation prior to UA week provided by our experts in Blackboard, technology, Zoom, and online learning strategies really paid off. The challenges were numerous: COVID-19, internet reliability, Zoom skills, a year off, four time zones, and the loss of the mutual support, reinforcement, and shared expertise in the classroom. Despite all of these new challenges, the UA team accomplished the core mission of delivering content. We can’t wait to see everybody next year!”

— Instructor Roger Thein and Co-Instructor L. Wickland; Course 8004: *Piping Codes for Industrial Work* and Course 8040: *Quality Control Management*



UA Training Specialist Ken Schneider



UA Training Specialist Mike Hazard



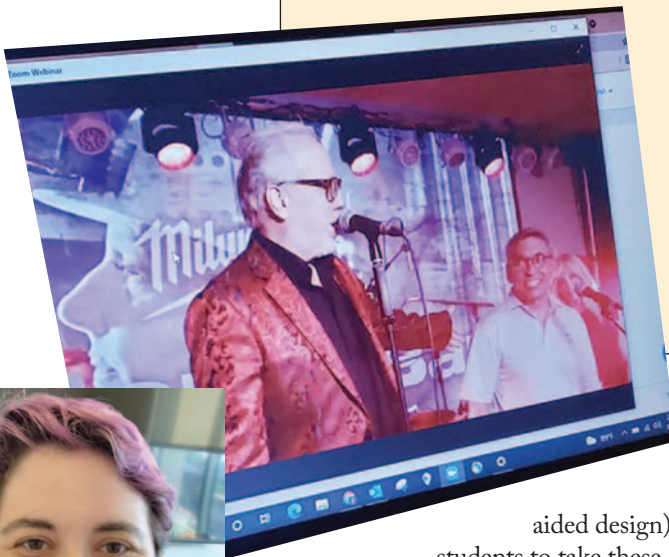
UA Training Specialist Randall Gandy



Local 393 hosted California Locals 342 and 467 after hours.

The ITP Block Party, 5k, and Pub Crawl are some of the most-anticipated events of the week. This year, virtual versions of the events were held, and according to UA Training Specialist Mike Hazard, were nothing like anyone had experienced before. The Milwaukee Tool Shed Band played as students, staff, and Instructors jammed out through their screens. Vanessa Keane, Senior Manager, Outreach and Community Events for the Semper Fi and America's Fund, as well as Retired U.S. Marine Corps Corporal Josue Barrón participated in the opening UA ceremony this year. In the 10 years of support from the UA, Destination Ann Arbor, the sponsors, and the participants, these events have raised more than \$536,000 for combat wounded, ill, and injured service members and their families. Participation in this year's virtual event was no different.

Training Specialist and the UA Veterans in Piping® Program Director Mike Hazard stated, "Despite what was missing that day, one thing that was very evident was our UA family's strong 'no matter what it takes' commitment to our combat wounded, critically ill, and catastrophically injured military service members and their families. We appreciate everyone's support more than you'll ever know. This event would not be as successful as it is without the generous contributions from all of you and our sponsorships, so thank you from the bottom of our hearts!"



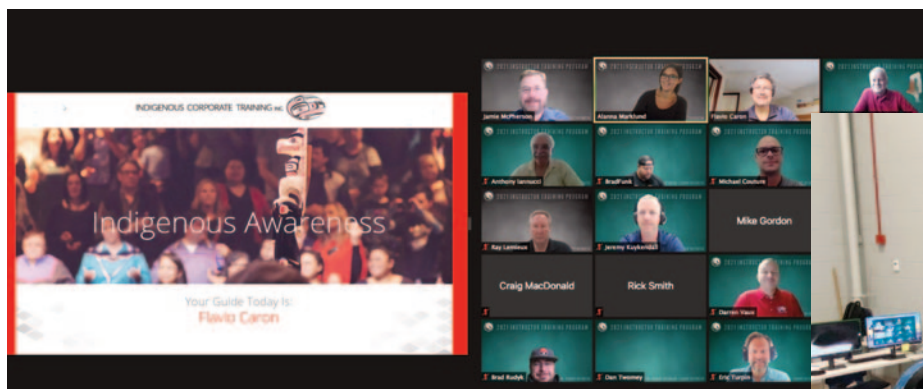
Instructional Technology Coordinator
Lauren Friedman

aided design) labs for students to take these classes. UA Training Specialist Ken Schneider said, "Utilizing technology to deliver the technology training has become common across our industry. The pandemic has pushed this technology adoption faster than anticipated. All of this has helped us to deliver virtual training in ways we never thought of, or at least in ways we were hesitant to use."

To ensure that all courses would give students a high-quality learning experience through

Zoom, ITF staff provided cameras and headsets to more-complex training classes such as the fire protection courses. Kevin Convy, Sprinkler Fitters Local 268, St. Louis, MO, and Reliable Fire Protection Valve's Instructor, said, "Having the manufacturers attend in person and working with others who were in person, helped with delivering training via Zoom. Combining the hands-on training with the cameras and the headsets that were sent by the ITF made for a successful virtual training event that produced positive reviews and comments for those who attended the class."

There is no denying that online teaching and learning is different than in-person. Instructional Technology Coordinator Lauren Friedman



worked with multiple Instructors before ITP to help them prepare and create new ways to teach virtually. She said, “I worked with Al Caron and Dave Lavoie out of Local 51 to conceive, build, and test a multi-camera shop setup for teaching welding classes online. I worked with Dennis Molnar, Local 172, as he trained close to 100 new ICRA (Infection Control Risk Assessment) certified hands, and he and I figured out how to smoothly manage an online classroom. I learned from John Sullivan, Local 1, how to manage a situation with multiple Instructors at separate locations, as he and his fellow Water Quality Instructors ran a webinar for the entire state of California.”

According to Lauren Friedman, none of this was easy, and there were things they found they could not make work. She said, “Dennis and I ran a tight classroom, but online learning suffers from a lack of spontaneity and connection that you just can’t get from a chat box. We struggled, and sometimes we failed. Sometimes, we did better than others. But in the end, we did it.” Friedman explained that one of their toughest hurdles was establishing a level ground to start everyone on, stating, “Before we could start to plan, we had to find a way to get everyone to a base zero, to make sure that a certain level of competence could be assumed. The team at Washtenaw Community College made the training plan possible. We offered more training than most people took, and that’s okay. The important part to us was that people wouldn’t have emergencies during the week, that a student wouldn’t need to derail the class asking how to mute their mic, or that an Instructor wouldn’t feel like they were alone in the uncaring world, wishing they knew what to do.”

Training Specialist Randall Gandy and Instructional Technology Coordinator Lauren Friedman embarked on a pilot program called Distance Welding, which was introduced during the 2018 Instructor Training Program. The idea was that, with specific technology, a training center could not only record a weld being completed,

but broadcast it across the internet. During the 2021 Virtual ITP, the ITF was able to successfully offer nine welding courses.

Three of these courses utilized the distance welding technology, a WeldWatch weld camera that enabled students to observe a weld being performed in the environment that surrounded the welder. Brother Gandy noted that the goal was not to teach welding itself, as that requires hands-on training, but to impart teaching techniques. Friedman said, “I believe that technology is a powerful teaching tool, and I believe that the Brothers and Sisters of the UA could quite easily use it for the next 100 years to train, teach, and learn with great success.”

The International Training Fund’s Board of Trustees approved a special grant for all eligible U.S. local union education funds. The grant was designed to assist each U.S. local union education fund in supporting up to four Instructors who participated in the 2021 Virtual Instructor Training Program. The grant money was intended to cover Instructor wages as well as any other expenses associated with Virtual ITP, including the purchase of a webcam, laptop, higher speed internet, and cleaning and sanitation supplies.

The 2021 Virtual ITP was a challenge, but a collective effort embraced by all. The UA is devoted to preparing the UA workforce for the future, no matter the obstacle. The decision to host a virtual program proves that the UA will always provide the best opportunities for its members. The innovative technologies, tools, and techniques gained at this year’s Virtual ITP will only make the 2022 Instructor Training Program an even greater success.



“We are the UA! When the situation arose that getting together in Ann Arbor was not going to happen, it would have been easy to take another year off. But we are the UA! Instructors from all over learned how to do more with Zoom and Blackboard and how to teach virtually, and today, we showed everyone who we are. Hats off to all of us who took the time to step out of our comfort zone and do whatever it took to make ITP happen! This 37-year UA member could not be more proud. Have an incredible week, Brothers and Sisters!”

— Gary Shimmel, Plumbers and Pipefitters
Local 520, Harrisburg, PA





Director of Pipeline and Gas Distribution David L. Barnett Retires

David L. Barnett retired as the Director of Pipeline and Gas Distribution, effective September 20, 2021. Brother Barnett served with distinction for the UA in that position since January 1, 2018, and is a proud 45-year member of Pipeliners Local 798 in Tulsa, OK. In mid-December of 2006, Brother Barnett was appointed interim Financial Secretary-Treasurer of Local 798 by International Representative at the time, Jim Moss. A little over a year later, Brother Barnett was elected to the position of Financial Secretary-Treasurer by the members of Local 798 and held that position until his appointment as a Special Representative for the Pipeline and Gas Distribution Department January 1, 2012. Dave was elevated to International Representative, effective January 1, 2017.

Since 2007, Brother Barnett had been actively involved in all National Pipeline Agreement negotiations, including the Keystone XL pipeline debate. He was also appointed as labor trustee for the pipeline industry pension, benefit, 401K, and training funds. He also jointly oversaw the Organizing Departments in 42 states for pipeline construction. In 2016, Brother Barnett was appointed to serve as a Government Representative on the U.S. Department of Transportation's Technical Hazardous Liquid Pipeline Safety Standards Committee.

Dave is a third-generation pipeliner. He began his career on the TransAlaska pipeline project and has worked for 35 years as a pipeliner in 29 different states and overseas. He graduated at the top of his class from Indian Capital Vo-Tech in Electrical Vocation. He has attended over 320 hours of right-of-way safety and workers' rights seminars given by Pipeliners Local 798, as well as extensive training in all processes used in pipeline construction. He also completed UA Officer training and training on trust fund management from the International Training Fund, as well as coursework with the Department of Labor.

On behalf of the UA General Office, all our Officers, and the members of the UA, we would like to wish Brother Barnett a healthy, happy, and well-deserved retirement! He will be surely missed.



New Appointments



Peter E. Gibbons

Vice President District 1

Peter E. Gibbons was appointed by General President Mark McManus to the position of Vice President for District 1, which includes Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont, effective November 1, 2021.

Brother Gibbons is a fourth-generation sprinkler fitter. He began his apprenticeship with Sprinkler Fitters Local 550, Boston, MA, in 1988, working for Carlysle Engineering. Brother Gibbons served in various capacities during his tenure with Local 550, beginning with his election to their Executive Board in 1997. After serving two terms on the Executive Board, Brother Gibbons was elected Business Manager/Secretary-Treasurer, a position he has held since 2004.

In 2010, Brother Gibbons was appointed as a trustee for the National Automatic Sprinkler Industry Welfare Fund, which provides health care to 20,000 active and retired sprinkler fitters and their families. Further, he is the President of the USA Sprinkler Fitters Association and a Vice President of the Massachusetts AFL-CIO.



Derrick Kualapai

Administrative Assistant to the General President

International Representative Derrick Kualapai has been appointed Administrative Assistant to the General President, effective November 1, 2021. He will remain assigned to the states of Hawaii and California, among other duties.

Brother Kualapai had been appointed International Representative, effective July 1, 2019. He was subsequently elected to this position as part of Team McManus at the 40th General Convention. In 2020, during the COVID-19 pandemic, California Governor Gavin Newsom appointed Derrick Kualapai to join "The Task Force on Business and Jobs Recovery."

Prior to his position as International Representative, he had been named Special Representative for the states of California and Hawaii, effective September 17, 2018.

Brother Kualapai is a 27-year member of Plumbers and Pipefitters Local 342, Oakland, CA. He completed his apprenticeship with Local 342 as a steamfitter/welder. In 2000, he was elected Recording Secretary, and in 2007, he was elected President of Local 342.

Brother Kualapai worked in refineries and power plants for almost two decades. In 2006, he participated in the UA/EPRI Rigging Certification program and completed this pilot course with success. This led him to establish a new rigging program in his home local. He later graduated from the Instructor Training Program in 2011.

Brother Kualapai was elected Business Agent in 2012, Assistant Business Manager in 2013, and in 2016, he was elected Business Manager. He also served his local as an Executive Board member of the California State Pipe Trades Council and as a Trustee of the Contra Costa County Building Trades Council. He has served as an Executive Board member of the California State Building and Construction Trades Council. Brother Kualapai has attended five UA General Conventions.





Chad Gilbert

Director of Pipeline and Gas Distribution

International Representative Chad Gilbert has been appointed Director of Pipeline and Gas Distribution, effective October 1, 2021. Brother Gilbert had been appointed International Representative, effective July 1, 2020, and then was elected as part of Team McManus at the 40th General Convention.

Prior to that, Brother Gilbert had been named a Special Representative assigned to the Pipeline and Gas Distribution Department, effective January 1, 2019. He has been a member of Pipeliners Local 798, Tulsa, OK, for 32 years. He has worked on many pipeline projects as a helper, rig welder, Foreman, and Union Steward.

In 2005, Brother Gilbert was elected Recording Secretary of Local 798, and in 2008, he was appointed Business Agent. He held this position until his appointment as Special Representative. Brother Gilbert was a delegate to the 37th, 38th, 39th, and 40th UA General Conventions.

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

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



Patrick M. Dolan, Jr.

International Representative

As of November 1, 2021, Patrick M. Dolan, Jr. has accepted the position of International Representative, assigned to the Metal Trades Department. Subsequently, Brother Dolan has resigned from his position as Vice President for District 1, encompassing Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont, which he was elected to at the 2016 General Convention and again at the 2021 Convention.

Brother Dolan had been the President of Enterprise Association of Steamfitters Local Union 638, New York City and Long Island, NY. As President, Brother Dolan presided over all meetings, appointed all committees, and exerted a general supervision over the interests of the association.

He joined Local 638 as an apprentice in 1987 and completed the five-year apprenticeship program in 1992. He then went on to work on a variety of construction projects as a mechanic, Foreman, and Shop Steward. He was elected to the Finance Board in 1995 and served for three years, followed by a six-year term on the Executive Board, and in 2004, was elected to his first salaried position as Business Agent. He served as Business Agent for eight years until his election as President in February 2011.

As President, Brother Dolan had served as Chairman of the Steamfitters Industry Trust Funds that encompass the Pension, Medical, Security Benefit, Educational, and Vacation Funds of the union and includes 12 Union Trustees.

Brother Dolan serves as an Executive Board member of the Long Island Federation of Labor, the New York City Central Labor Council, Executive Council of the New York State AFL-CIO, and on the New York City Building and Construction Trades Council. He is also an Executive Board member of the Nassau and Suffolk Building Trades Council, New York City Master Plumbers and Master Fire Suppression Piping Contractors Licensing Board, and the Town of Hempstead Labor Advisory Council. He is the Director of the Outreach Program and Director of The Edward J. Malloy Initiative for Construction Skills, Inc.

He was appointed by the Governor of New York and then elected by the New York State Assembly and Senate to serve on the State Fire Prevention and Building Code Council. Pat is very involved in his community and has received numerous accolades resulting from the work he has accomplished.



New Appointments *(continued)*



Jeremy Moddrell
Special Representative

Assistant Business Manager Jeremy Moddrell, Plumbers and Pipefitters Local 598, Pasco, WA, has been appointed as a Special Representative, assigned to the Pipeline and Gas Distribution Department, effective November 1, 2021.

In 2016, Brother Moddrell was elected as President of Local 598 before being ratified as a Business Agent. He was ratified once again in 2019 as the Assistant Business Manager. Throughout his career at Local 598, Jeremy represented Local 598 members on pipeline and gas distribution projects, as well as various projects on the Hanford Nuclear Reservation. He served on a variety of committees including the Political Action Committee and the JATC Committee. He was also a Trustee, sitting on all of Local 598's Trusts for the past five years.

Jeremy Moddrell is a proud member of United Association Local 598, where he began his career as a Building Trades apprentice. During his apprenticeship, he was able to represent Local 598 by competing as a welder at the UA International Apprentice Contest in Ann Arbor, MI. After achieving journeyman status in 2010, he continued working as a steamfitter/welder on various projects in the Northwest, including the Hanford Nuclear Reservation.

Jeremy began teaching welding and unionism for the Local 598 apprenticeship program and is a graduate of the United Association Instructor Training Program (ITP). After graduation, he was selected to be an Instructor for the United Association ITP, teaching Emerging Welding Technologies and SMAW Welding Techniques to fellow United Association Instructors from other locals around the country.

Jeremy was elected as President of the Pendleton Building and Construction Trades Council (PB&CTC) in 2018, and again, in 2020. During his two terms, he was able to help negotiate several project labor agreements on larger projects and help ensure the successful completion of those projects.



Ben Ranger
Special Representative

Ben Ranger, Plumbers and Pipefitters Local 370, Flint, MI, brings a wealth of experience to his position as a Special Representative assigned to the Organizing and Recruitment Department for the United Association, effective October 1, 2021.

Brother Ranger was initiated into Local 370 in 1992. Prior to that, he had served in the U.S. Coast Guard from 1987 to 1991. He completed his apprenticeship in 1997, and the following year, he was elected to Local 370's Executive Board. In 1999, he was appointed an Organizer for his local and became Lead Organizer for the Michigan Pipe Trades in 2010.

During his years as an Organizer in Michigan, Brother Ranger fought hard for the unrepresented in his state. In this role, he gained an important understanding of what it takes to successfully organize the unorganized and what membership in the UA can mean to those who have never experienced union representation. Since 2012, Brother Ranger has served as an Instructor at regional and national seminars.

One of the most significant events for Brother Ranger was the Flint Water Crisis response. He assisted Local 370 Business Manager Harold Harrington in responding to this ongoing challenge, working to safeguard the lives of the citizens of Flint.





Roger Belanger, Retired International Representative, Passes Away

General President Mark McManus is saddened to announce the passing of retired International Representative Roger Belanger. Brother Belanger passed away on September 5, 2021, after a long retirement.

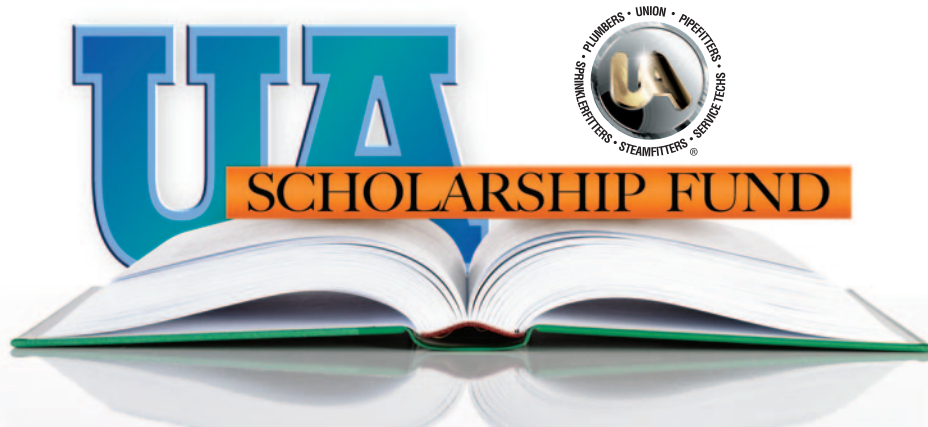
Brother Belanger joined the UA in 1947, with Plumbers and Pipefitters Local 144 in Montreal. He also attended Jacques Cartier Teachers College in Montreal. He served as a member of his local's executive board, as Recording Secretary and, in 1957 was elected Business Agent. In 1963, he was named a General Organizer (later called International Representative) by then-General President Peter T. Schoemann.

Brother Belanger represented Local 144 on numerous delegations to the Canadian Labour Congress and Quebec Federation of Labour Conventions. He was also a delegate to UA General Conventions beginning in 1956.

Brother Belanger served as Secretary of the Montreal Joint Apprenticeship Committee and as a member of the Board of Directors of the Montreal Apprenticeship Commission.

He represented that commission at meetings of the Eastern Seaboard Apprenticeship Conferences. He was also an Instructor for seven years at the Montreal Apprenticeship Center. Additionally, Brother Belanger served as Secretary of the Welfare Committee and as a Trustee of the Welfare Fund of Local 144.

Brother Belanger retired in June 1989. On behalf of the entire United Association, General President McManus extends his heartfelt condolences to the family of Brother Belanger, as well as the members and leaders of his local union.



2021/2022 Academic Year Scholarship Selections

District	Name, City, State/Province	Local Union	District	Name, City, State/Province	Local Union	District	Name, City, State/Province	Local Union
5	Isabel Arellano, Oakland, CA	342	1	Madison Hicks, Central NJ	9	5	Camille Partain, Oakland, CA	342
3	Benjamin Beal, Houston, TX	211	4	Bennett Hoppe, Milwaukee, WI	601	2	Samantha Pearson, Philadelphia, PA	420
5	Danielle Ann Bonilla, Honolulu, HI	675	2	Taylor Hornberger, Philadelphia, PA	420	2	Caylie Pennington, South Bend, IN	172
2	Macey Bonner, Columbia, MD	669	5	Andrew James, Seattle, WA	32	6	Bailey Peterson, Winnipeg, MB	254
5	Laci Bostwick, Western WA	26	5	Levi Johannsen, Stockton, CA	442	6	Stephanie Pialis, Toronto, ON	46
2	Ashley Brickner, Toledo, OH	50	6	Liam Johnston, Sarnia, ON	663	6	Emma Pope, Halifax, NS	56
5	Jake Castro, San Jose, CA	393	2	Nicole Jones, Baltimore, MD	486	5	Katharine Pope, Oakland, CA	342
4	Gracie Clapp, Racine, WI	118	4	Seth Jordan, Milwaukee, WI	601	1	Andrea Ramirez-Franco, Boston, MA	537
2	Katherine Clauson, Philadelphia, PA	420	1	Jack Kaye, New York, NY	638	3	Lindsey Rascoe, Shreveport, LA	141
2	Elizabeth Corbett, Philadelphia, PA	692	4	Kallyn Keefer, Rock Island, IL	25	6	Cole Robbins, Calgary, AB	496
1	Mariah Crossman, Barre, VT	693	5	Sierra Keif, Grand Junction, CO	145	2	Brooke Rohe, Cincinnati, OH	392
6	Catherine Cummins, Charlottetown, PE	721	2	Thomas Kornbau, Boardman, OH	396	4	Francesca Romano, Chicago, IL	597
4	Alyssa Davison, Racine, WI	118	2	Natalie Lambert, Norwalk, OH	42	4	Kaeli Ross, Chicago, IL	281
1	Samantha Deeney, Southern NJ	322	6	Jaeho Lee, Calgary, AB	496	1	Robert Rust, Lodi, NJ	24
4	Brianne Diete, Chicago, IL	597	4	Erika Leeman, Minneapolis, MN	539	1	Thomas Rust, Lodi, NJ	24
3	Taylor DiGiacinto, Oklahoma City, OK	344	2	Emily Loane, Baltimore, MD	486	4	Brittany Salisbury, Kansas City, MO	533
1	Shay Doherty, Boston, MA	12	2	Erin Machmer, Harrisburg, PA	520	2	Erika Schell, Philadelphia, PA	420
4	Madelyn Dokey, Appleton, WI	400	1	Tara Mansfield, New York, NY	1	2	Morgan Showalter, Latrobe, PA	354
4	Rachel Dziekan, Milwaukee, WI	601	6	Adrienna Marchand, Sydney, NS	682	4	Luke Smith, Kansas City, MO	8
3	Emma Edwards, Dallas, TX	100	5	Belle Martin, Las Vegas, NV	525	4	Joseph Spaitis, Chicago, IL	597
4	Brendan Fernlund, St. Paul, MN	34	5	Trevor Mason, Spokane, WA	44	2	Abigail Starcher, Columbia, MD	669
4	Matthew Franciscovich, Peoria, IL	353	2	Sydney Masters, Ann Arbor, MI	190	2	Sarah Stokes, Paducah, KY	184
2	Casey Gaghan, Washington, DC	602	5	Lilinoe McCanna, Spokane, WA	44	2	Milana Straub, Scranton, PA	524
3	Madison Gaines, Tulsa, OK	798	4	Thomas McNaughton, Chicago, IL	597	4	Grace Stubing, Chicago, IL	597
2	Haleigh Gatchel, Lima, OH	776	2	Amber Meehan, Philadelphia, PA	420	1	Brittney Sullivan, Rockland County, NY	373
5	Abigail Gennett, Spokane, WA	44	6	Anastasia Micoli, Toronto, ON	46	6	Preston Swan-Merrison, Southwestern ON	527
5	Gennavieve Ghidossi, Sacramento, CA	447	3	Sierra Mooney, Tulsa, OK	798	1	Garrett Thompson, Central NJ	9
1	Hannah Gillmann, Newark, NJ	696	6	Matthew Morrison, Toronto, ON	46	3	Jenna Thornton, Austin, TX	286
5	Taylor Gordon, Seattle, WA	32	1	Allison Motzer, Albany, NY	7	6	Mya Trombley, Ottawa/Hull, ON	71
3	Joshua Gray, Oklahoma City, OK	344	5	Cole Nelson, Seattle, WA	32	1	Sarah Vaughan, Boston, MA	12
2	Olivia Gray, Pittsburgh, PA	449	5	Abigail Nevers, Phoenix, AZ	469	6	Mackenzie Velocci, Toronto, ON	787
2	May Gulley, Detroit, MI	98	3	Shelly Nonnenberg, Tampa, FL	123	1	Emily Waite, Boston, MA	550
6	Nathaniel Gulley, Toronto, ON	46	4	Emma Nordberg, Milwaukee, WI	75	3	Sarah Warren, Jacksonville, FL	234
3	Halle Hagdorn, San Antonio, TX	142	1	Megan O'Kelly, Providence, RI	51	5	Samantha West, Burbank, CA	761
4	Paige Heimerl, Minneapolis, MN	539	6	Haley Organ, Sydney, NS	682	4	Alyssa Witvoet, Chicago, IL	597
5	Taylor Helle, Seattle, WA	32	6	Sara Padt, Toronto, ON	787	1	Victoria Wrage, Boston, MA	550
4	Madeline Hershelman, Milwaukee, WI	601	2	Victoria Paone, Baltimore, MD	486	5	Amanda Wunder, Sacramento, CA	447

2021-2022 UA Scholarship Award Winner

Emma Edwards – Local 100, Dallas, TX

How do unions and the labor movement impact the broader community?

Throughout history, workers with common skills and aspirations have joined together to become stronger as a whole, rather than as scattered parts. From the earliest forms of unions, merchant and craft guilds formed during the medieval period in Western Europe, to the Mechanics' Union of Trade Associations and the National Labor Union formed during the first and second industrial revolutions in the United States, unions have served as a source of strength and stability for those whom it represents against employers and the unregulated capitalist market of the Gilded Age. The subsequent labor movement towards the increased unionization of workers has been one focused on the pursuit of humane treatment and of a better life through the principles of hard work and preventing employers from exploiting this desire for their own profits. In this sense, the labor movement not only promotes democracy and political participation by giving workers a way to voice their grievances but also encourages seeking solutions through collective bargaining. These aspects of the labor movement affect not only the growth of the economy, the division among socioeconomic classes, and the creation of social programs but also the living standards of individuals and their families, the foundations of society.

Unions and the labor movement affect the broader community both on a large scale, from the economy to all-encompassing social programs, and on a small scale, from companies to families and individuals. Unions' ability to negotiate higher wages for workers drives innovative thinking and efficiency of workers because they feel that the effort they put forth rewards them fairly. The resulting efficiency increases the productivity of companies, allowing them to produce more goods and services of higher quality and promoting lower unemployment and economic growth because resources are used more efficiently. Furthermore, the higher wages received by union workers create competition among other companies within the same industry to also increase wages to prevent unionization, increasing the standard of living for both union and non-union workers.

But the indirect effects of unions on non-union workers do not stop at higher wages. Union collective bargaining for safer working conditions, health care coverage, overtime pay, retirement pension, and social security has incorporated these benefits to the standard that workers can now receive from employers, fostering the health and stability of workers. By empowering workers with the ability for social mobilization and realizing the idea that hard work pays off, unions prompt the growth of the middle class, further narrowing the gap between the rich and the poor and increasing the standard of living of not just isolated members of society with significant amounts of power but of all people. Through this, unions give individuals a greater ability to support their families and provide their children with a better education to live a life in the pursuit of happiness, an unalienable right established by the Founding Fathers for the United States. Unions advocate for a society that champions the rights of all workers, a society that supports each individual.



JOB WELL DONE

Olson Plumbing & Heating Recognized in Local Newspaper

Recently, Olson Plumbing & Heating was recognized in the Colorado Springs newspaper, *The Gazette*. It stated that Olson Plumbing & Heating is one of the largest residential and commercial plumbing, heating, and mechanical contracting companies along the Front Range. *The Gazette* highlighted that the company was started as a one-man operation, namely A.E. Olson who traveled from job to job on his three-wheeled motorcycle. The article stated that among early high-profile projects, Olson worked with Penrose at The Broadmoor hotel and was recommended by him to work on the City Auditorium in 1922.

Owned by the Trapp family, Mike Trapp, who is now President, started as a shop boy. Olson is signatory to the National Plumbing Service Agreement, Pipe Fabrication Agreement, Residential Agreement, and National Mechanical and Plumbing Equipment Maintenance Agreement with Plumbers and Pipefitters Local 58 in Colorado Springs, CO.

The UA values its relationship with Olson Plumbing & Heating and would like to congratulate Mike Trapp on this well-deserved recognition.



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.

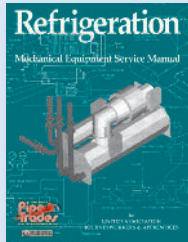
If you or your contractors have communications such as these, please send them to the United Association. You can email us at ua-journal@uanet.org. You can also mail us copies at UA Journal, Three Park Place, Annapolis, MD 21401-3153. If you send images, please make sure they are high resolution (300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

INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

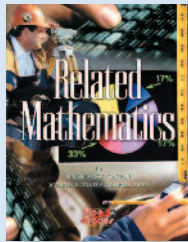
These books are only available to members of the United Association, members of local joint apprenticeship committees, and members of sponsoring employer organizations.
Please be sure to include your local union and UA card number.

Refrigeration



The *Refrigeration* manual is designed to train service journeyworkers in all aspects of refrigeration. A step-by-step procedure is followed, from the basic cycle through centrifugal and absorption systems, the related equipment, controls, start-up, testing, and repair of various types of refrigeration equipment. Chapter topics include elementary refrigeration methods, compressors, condensers, alternating-current motors, heat pumps, control of refrigeration equipment, and servicing procedures.

Related Mathematics



The *Related Mathematics* manual provides practical information that can be used as a refresher for apprentices entering United Association pipe trades training programs. The application of mathematics related to the pipe trades is one of the most essential skills for a journeyworker. The manual offers a basic math review, shows how math skills can be applied to piping installations, describes the proper methods of computing pipe measurements required for making offsets, and provides information on using the metric system, among other topics.

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	Fuel Gas Systems	\$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.

BURIAL EXPENSE BENEFITS PAID IN JULY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Harrison, Trevor L.	73	1	2500.00	Frank J. Barone Funeral Home	Bablo, Joseph J.	72	81	2500.00	Bablo, Alicia
Lobody, Robert	66	1	2500.00	Lobody, Marie	Durig, Donald E.	90	83	2500.00	Durig, Donald Kent
Tortorelli, Michael P.	84	4	2500.00	Tortorelli, Michael	Nelson, Gerald I.	92	83	2500.00	Grisell Funeral Homes
Bilotta, Johnny C.	81	5	2500.00	Bilotta, Claudetta	Mitchell, Dennis	63	85	2500.00	Mitchell, Edwina
Welch, Jay L.	81	5	2500.00	Welch, Jack	Henderson, Howard B.	88	91	2500.00	Anniston Memorial Funeral Home
Morris, James L.	84	8	2500.00	Martin, Jan	Cirilli, Fonando	91	98	2500.00	Cirilli, Patricia
Lake, Ronald B.	88	9	2500.00	The Estate of Ronald B. Lake	Copes, Richard J.	78	98	2500.00	Copes, Kathleen
Mix, Paul C.	90	11	2500.00	Mix, Lorraine	McIlroy, Edward R.	92	98	2500.00	McIlroy, Michael
Bray, John H.	75	16	2500.00	Jorgensen, Randy	O'Neil, Thomas J.	92	98	2500.00	Kaye, Debra
Hosier, Richard C.	83	21	2500.00	Hosier, Theresa	Rouse, Scott G.	56	98	2500.00	Rouse, Robyn
Johnson, Andrew W.	69	21	2500.00	Johnson, Tiffany	Wagner, Nick	88	98	2500.00	Wagner, Allen
Stalker, Richard C.	73	21	2500.00	Stalker, Jeanne	Zaleski, Frank J.	67	98	2500.00	Solomon, Christine
Wiedenbeck, Anthony	78	22	2500.00	Smith, Monica	Kelleher, Stephen J.	78	99	2500.00	Kelleher, Sharon
Degenhardt, Ronald	70	23	2500.00	Degenhardt, Halina	Peyrot, Jan D.	56	100	2500.00	Peyrot, Tricia
Hamilton, George A.	89	24	2500.00	Hamilton, James	St. Cyr, Perry J.	74	111	2500.00	Ackerman, Leslie
Hazen, Harold W.	96	24	2500.00	Hazen, Alexander	Repoll, Thomas E.	78	119	2500.00	Repoll, Barbara
Montroy, Casey A.	43	25	2500.00	McGuire & Davies Funeral Home and Crematory	Hartzell, Allen L.	79	120	2500.00	Hartzell, Richard
Schnepfle, Adolf C.	89	25	2500.00	Esterdahl Mortuary and Crematory, Ltd.	Junk, Robert L.	77	120	2500.00	Jule, Robert
Wiseman, Donald G.	85	25	2500.00	Murphy, Susan Marie	Weber, F. G.	70	120	2500.00	Weber, Leslie
Friend, John I.	87	26	2500.00	Friend, Yvonne	Baughman, Gary A.	71	125	2500.00	Baughman, Bret
Pulver, Clifford	86	30	2500.00	Nesvacil, Connie	Richards, Carl G.	77	125	2500.00	Richards, Sandra
Teichert, Lyle W.	73	30	2500.00	Teichert, Valerie	DeFronzo, Nick P.	79	130	2500.00	DeFronzo, Sharon
Peterson, Roger L.	81	34	2500.00	Peterson, Marlene	DiPaolo, Fred	74	130	2500.00	DiPaolo, Judy
Powers, David J.	84	41	2500.00	Wayrynen-Richards Funeral Home	Fulton, James J.	83	130	2500.00	Fulton, Judith F
Card, Peter W.	77	43	2500.00	Heritage Funeral Home	Hills, John H.	77	130	2500.00	Hills, Patricia
Hargis, Bobby R.	83	43	2500.00	Gandy, Middie	Horan, Thomas M.	80	130	2500.00	Morton, Kathy
Blackwood, Bruce	96	46	2500.00	Blackwood, Mavis	Jordon, James	92	130	2500.00	Jordon, Debra
Blackwood, Stephen	69	46	2500.00	Blackwood, Kim	Lindberg, John R.	75	130	2500.00	Lindberg, Dale Ann
Brooklyn, James	78	46	2500.00	Davey-Linklater Funeral Home	Lyons, Diana J.	66	130	2500.00	Lyons, John
Diakiw, Terry W.	70	46	2500.00	Davidson Funeral Home	Marasco, Michael	93	130	2500.00	Marasco, Dessa Maria
Gembe, Karl H.	89	46	2500.00	Gembe, Annelise	Moeller, Elmer F.	90	130	2500.00	Moeller, Gwendolyn M
Hayward, John David	71	46	2500.00	Caswell, Lyn	Rutkowski, Henry J.	75	130	2500.00	Rutkowski, Judy
King, James W.	94	46	2500.00	Hebb, Alice	Schy, Philip S.	73	130	2500.00	Schy, Iris
Marlowe, Arthur P.	78	46	2500.00	Marlowe, Simone	Stophlet, Charles E.	82	130	2500.00	Stophlet, Agnes
Nicholls, Ernest	85	46	2500.00	Nicholls, Carrol	Potts, John R.	56	136	2500.00	Potts, Robert
Pagnanelli, Nicolino	74	46	2500.00	Pagnanelli, Mark	Roach, William B.	76	136	2500.00	Roach, Sharon
St. John, J. Brian	76	46	2500.00	Estate of J. Brian St. John	Hansen, Terry V.	68	140	2500.00	Mitchell Funeral Home
Engel, Dennis L.	81	50	2500.00	Hoeffel, Melissa	Smith, Jimmy D.	63	146	2500.00	Smith, Julia
Phillips, Clifton E.	81	52	2500.00	Phillips, Margaret	Canavan, Terry R.	79	149	2500.00	Jones, Theresa
Bowins, Robert J.	91	55	2500.00	Bowins, Clara	Hong, Gen T.	68	150	2500.00	Hong, Jr., Gen Tong
Tscherne, Anton	89	55	2500.00	Tscherne, Karen	Harris, Merrick A.	49	157	994.45	Samaritan Funeral Home
Walter, Gary A.	64	55	2228.00	Gheith, Jay	Harris, Merrick A.	49	157	1505.55	Harris, Angela
Creelman, Adam D.	43	56	2500.00	J.A. Snow Funeral Home	LaGuire, David H.	89	157	2500.00	LaGuire, David
Enman, Fred L.	74	56	2500.00	Enman, Charlotte	Rusin, Thomas R.	62	157	2500.00	Callahan & Hughes Funeral Home
MacDonald, Mark	45	56	2500.00	Atlantic Funeral Home (Sackville Chapel)	Sebrey, Joseph H.	84	157	2500.00	Soller-Baker Funeral Homes and Crematory
Shears, Mark R.	52	56	2500.00	Shears, Bonita	Bley, Victor G.	80	170	2500.00	Bley, Anne Carolyn
Stahlmann, Hans	93	58	2500.00	Stahlmann, Martha	Brandt, Max D.	57	170	2500.00	Desautels, Armande Shelly
Jordan, Sherman	64	60	2500.00	Jordan, Kelvin O.	Davies, Philip	84	170	2500.00	Skjonsberg, Rodger
Arnold, Afton	85	67	2500.00	Arnold, Mary	Repin, Joseph	90	170	2500.00	Repin, Natasha
Hoeflaak, Arie	68	67	2500.00	Hoeflaak, Sarah	Rutledge, Donald E.	74	170	2500.00	Rutledge, Cheryl
Kobilski, M.	100	67	2500.00	Ivosevic, Mirjana	Willushaw, Harvey	82	170	2500.00	Willushaw, Elizabeth Ann
Vokes, Larry	67	67	2500.00	Vokes, Kathryn	Bair, Robert E.	87	189	2500.00	Frank E. Smith Funeral Home
Wilder, Grady L.	81	68	2500.00	Wilder, Stephanie	Bowman, James B.	78	190	2500.00	Bowman, Rebecca
Johnson, William W.	82	72	519.20	Johnson, Donna	Hoffman, Rickard S.	75	192	2500.00	Hoffman, Beverly
Johnson, William W.	82	72	1980.80	Roswell Funeral Home	Todd, Henry H.	91	192	2500.00	McMullin, Julie
Popham, Jacob R.	76	72	2500.00	Popham, Vera	Albert, Jacob	76	198	2500.00	Flippin, Lydia
Myers, Jason C.	50	74	2500.00	Myers, Carrie	Blanchard, John M.	81	198	2500.00	Blanchard, Elizabeth
Flores, Fernando M.	87	78	2500.00	Montes, Arline	Pearce, Wylie B.	80	198	2500.00	Bruno, Donna
					Howard, Dan W.	79	208	2500.00	Howard, Cindy
					Martinez, Alfred W.	80	208	2500.00	Martinez, Pearl

BURIAL EXPENSE BENEFITS PAID IN JULY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Anderson, C. J.	86	211	2500.00	Anderson, Bill
Carter, Seth L.	34	211	2500.00	Carter, Suzanne
Davidson, Frank P.	77	211	2500.00	Davidson, Patricia
Dudley, Charles F.	76	211	2500.00	Dudley, Kimberly
Reynolds, Cody J.	36	211	2500.00	Reynolds, Jolynn
Seeton, Richard O.	73	211	2500.00	Seeton, Linda
Castner, Larry E.	71	228	2500.00	Castner, Deborah
Masters, Marvin L.	91	234	2500.00	Masters, Myrna
Fowler, Patrick O.	81	246	2500.00	Fowler, Michael
Fannin, Paul C.	73	248	2500.00	Minigh, Jennifer
Whisman, Noah C.	94	248	2500.00	Malone Funeral Home
Wireman, Gary R.	65	248	651.00	West, Amy
Wireman, Gary R.	65	248	1849.00	Wrights Funeral Home
Conliffe, Ancil T.	69	250	2500.00	Rodney, Mark Anthony
Goswami, Arun K.	55	250	2500.00	Goswami, Arun
Montoya, Angel	28	250	2500.00	Montoya, Vanessa
Myrick, Charles N.	89	250	2500.00	Lane, Cynthia
Rose, Olin W.	83	250	2500.00	Rose, Dee
Valdivia, Fred	80	250	2500.00	Frederico Valdivia Revocable Trust
Fiorentino, Thomas	91	274	2500.00	Fiorentino, Thomas
Malinchak, Peter	92	274	2500.00	Schmitt, Susan
Nuccio, Salvatore	80	274	2500.00	Nuccio, Maureen
Rosa, Michael A.	57	274	2500.00	Rosa, Juanita
Stiles, Thomas J.	92	274	2500.00	Stiles, Lynn
Andrekeewics, Raymond	89	290	2500.00	Andrekeewics, Robert
Harbison, Charles A.	74	290	2500.00	Harbison, Sandra
Kady, Kenneth	92	300	709.54	Kady, Lois
Kady, Kenneth	92	300	1790.46	Gilbertson, Teresa
Kane, Daniel	88	322	2500.00	Kane, Betty Jane
Smith, L. M.	90	324	2500.00	Smith, Jean
Flanagan, Kevin	56	325	2500.00	Castle Fallview Funeral Home
Mazerolle, Azaria	83	325	2500.00	Mazerolle, Noella
Norwood, Ralph	82	325	2500.00	Oromocto Funeral Home
Poirier, Guy	86	325	2500.00	Dupuis Funeral Home, Ltd.
Roy, Gerald	85	325	2500.00	Roy, Rose
Allison, Cartier C.	63	342	2500.00	Allison, Leslie
Melnikow, David G.	68	342	121.00	Gonzalez, Michelle
Melnikow, David G.	68	342	2379.00	Perez, Rachel
Peoples, William L.	82	342	370.88	Peoples-Butler, Jacqueline
Peoples, William L.	82	342	370.88	Peoples-Butler, Monica
Peoples, William L.	82	342	1387.36	Foreman, Sharon
Ecker, Joe A.	77	344	2500.00	Ecker, Shirley
Osborn, Delbert D.	79	344	2500.00	Mercer-Adams Funeral Service
Axtell, Beryl V.	93	350	2500.00	Axtell, Danny
Williams, Joe B.	85	350	2500.00	Williams, Lavern
Glisan, James E.	88	354	2500.00	Glisan, Leroy
Homan, Bradley J.	55	354	2500.00	Homan, Brenda
Rummel, Charles H.	83	354	2500.00	John Henderson Company Funeral Home
Christian, Jessie E.	79	364	2500.00	Christian, Ruth Ann
Cope, Thomas J.	89	392	2500.00	Cope, Jr., Thomas J.
Foegle, Robert S.	88	392	2500.00	Foegle, Colleen
Ramler, William A.	71	392	2500.00	Ramler, David
Rocha, Art	72	393	2500.00	Rocha, Joann
Pruss, George M.	83	398	2500.00	Moore, Lynn
Bangert, John B.	90	400	2500.00	O'Sullivan, Patricia
Dekker, Edward	87	400	2500.00	Dekker, Jacqueline
Derouso, Donald J.	85	400	2500.00	Derouso, Dawn
Kautzer, Melvin H.	94	400	625.00	Brugman, Kathryn
Kautzer, Melvin H.	94	400	625.00	Collins, Mary

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Kautzer, Melvin H.	94	400	625.00	Kautzer, Thomas
Kautzer, Melvin H.	94	400	625.00	Miller, Lori
Lantaff, Larry	75	400	2500.00	Lantaff, Janet
Pokorski, Marvin	78	400	2500.00	Emme, Pamela
Schmeisser, Donald	73	400	2500.00	Schmeisser, James
Verhoeven, Richard G.	83	400	2500.00	Verhoeven, Darlene
Graves, Allan	70	401	2500.00	Graves, Catherine
Feeney, Joseph F.	94	420	2500.00	Feeney, Robert
Henderson, Joseph N.	93	420	2500.00	Wilde Funeral Home
Lorello, Charles M.	78	420	2500.00	Lorello, Joyce
Mills, Earl P.	83	420	2500.00	Mills, Joanna
Mondok, William J.	84	420	2500.00	Mondok, Kathleen
O'Connell, Michael J.	72	420	2500.00	O'Connell, Susanne
Steward, Thomas B.	90	420	2500.00	Owens-Steward, Alma
Lau, Roger	78	434	2500.00	Lau, Beverly
Buckheister, James R.	88	440	1015.25	Zeringue, Linda
Buckheister, James R.	88	440	1484.75	Overbeck, Terrianne
Smith, Richard	70	440	1250.00	Smith, Aaron
Smith, Richard	70	440	1250.00	Smith, William
Gatlin, Martin A.	59	447	2500.00	Mosuela, Melissa
Long, Jason D.	43	447	2500.00	Long, Lewis
Pappa, Elmo D.	93	447	1166.69	Pappa, Steven
Pappa, Elmo D.	93	447	1333.31	Pappa, Julie
McCoy, Dennis E.	76	449	2500.00	McCoy, Edna
McMaster, Laverne	83	449	2500.00	McMaster, Vivian
Block, Gregory	68	455	2500.00	Block, Constance
Coolman, Michael	71	464	2500.00	Coolman, Ladena
Laws, Benjamin F.	98	464	934.36	Stevenson, Patricia
Laws, Benjamin F.	98	464	1565.64	Miller, James
Palacio, Marcos G.	34	469	2500.00	Montalvo, Cynthia
Porter, Francis J.	68	469	2500.00	McCalla, Codi
O'Connor, Francis L.	74	475	2500.00	The Estate of Francis L. O'Connor, Jr.
Arnold, Charles E.	82	486	2500.00	Arnold, Glenda
Lien, Jeffery L.	63	486	2500.00	Lien, Kelsey
Rice, Ronald B.	76	486	2500.00	Rice, Eva A.
Gaumont, Louis P.	38	488	2500.00	Gaumont, Leo
Gilbert, Norman D.	72	488	2500.00	Gilbert, Linda
Grant, Ron J.	53	488	2500.00	Bryenton, Brenda
Guimond, Kenneth L.	77	488	2500.00	McEwen, Nancy
Holko, Joseph	97	488	2500.00	Hughes, Marie
Jegodtka, Friedhelm	88	488	2500.00	Jegodtka, Helga
Leszczynski, Frank	92	488	2500.00	Leszczynski, Ed
Pummings, Leon A.	49	488	2500.00	Pummings, Cheryl
Rosso, Joseph	83	488	2500.00	Rosso, Lois
Sim, Neil W.	67	488	2500.00	Ladd, Ashley
Watson, Peter	89	488	2500.00	Watson, James
Winter, Victor E.	73	488	2500.00	Winter, Dianna
Miller, Marvin L.	76	502	2500.00	Lightfoot, Laurel
Hamilton, John G.	83	519	2500.00	Morgan, Joy
Knight, Donald R.	72	519	2500.00	Knight, Charletta
Muldowney, Martin T.	76	524	2500.00	Muldowney, Thomas
Lippert, Charles R.	70	525	2500.00	Lippert, Julie
Sua, Kareta M.	56	525	2500.00	Sua, Lisa
Cosgrove, Lawrence J.	86	527	2500.00	Cosgrove, Rita
Fields, John P.	89	527	2500.00	Fields, Jacqueline
Oktay, Raymond M.	49	533	2500.00	Vilchez, Kay
Weaver, William D.	73	533	2500.00	Weaver, Vicki
Wood, Larry A.	61	533	2500.00	Young, Elizabeth
Bannon, Paul B.	79	537	2500.00	Bannon, Barbara
LaFleur, Raymond	77	537	2500.00	Maro, Marybeth

BURIAL EXPENSE BENEFITS PAID IN JULY 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Wilson, Paul E.	80	537	2500.00	Wilson, Nancy
Foard, Sheldon	80	539	2500.00	Foard, Michelle
Niccolai, Kyle T.	35	542	2500.00	Niccolai, Barry
Russell, William C.	53	550	2500.00	Russell, Joseph
Ellison, Kenneth L.	84	562	2500.00	Nunnelee Funeral Home
Emery, James T.	75	562	2500.00	Emery, Murial Leilani
Huff, Johnnie C.	88	562	2500.00	Huff, Evelyn
King, William H.	82	562	2500.00	King, Mary Ann
Williams, Aubrey H.	90	568	2500.00	Williams, Willie Faye
Holt, Richard T.	67	572	2500.00	Holt, Gloria
O'Brien, Melvin E.	84	572	2500.00	O'Brien, Patricia
Nix, Jason	45	577	2500.00	Nix, Stephen
Beyler, David L.	87	582	1250.00	Beyler, Steven
Beyler, David L.	87	582	1250.00	Packer, Dian
Lanser, Robert R.	83	589	432.00	Lanser, Connie
Lanser, Robert R.	83	589	2068.00	Lanser, Scott
Blank, Wayne E.	72	597	2500.00	Blank, Dalia
Edmondson, Don	77	597	2500.00	Edmondson, Alice
Gherardi, Lee M.	53	597	2500.00	Gherardi, Maria
Graham, Leo R.	76	597	2500.00	Graham, Candace
Gurinkas, Ray L.	87	597	2500.00	Harris, Julia
Jansen, Peter	70	597	2500.00	Jansen, Bryant
Lusk, Hugh H.	90	597	2500.00	Lusk, Jr., Hugh
Richards, Stanton J.	92	597	2500.00	Richards, Gail
Sorriso, Daniel S.	60	597	2500.00	Abele, Amy
VanDrunen, Robert L.	81	597	2500.00	Jachim, Myra
Edwards, Allen N.	91	598	2500.00	Edwards, Jerry
DiPiazza, Frank A.	76	601	2500.00	DiPiazza, Tracy
Eichstaedt, Gary	64	601	2500.00	Eichstaedt, Brenda
Tanel, Aldo L.	91	601	2500.00	Tanel, Gary
Gill, Edward	70	602	2500.00	Grant-Gill, Dione
Norfolk, Ernest E.	65	602	2500.00	Norfolk, Susan
Skillin, William R.	46	602	236.43	Skillin, Mary Kathryn
Skillin, William R.	46	602	917.00	Evans, Kristen
Skillin, William R.	46	602	1346.57	Gott, Laura
Trout, Roger B.	63	602	2500.00	Trout, Jennifer
Edmiston, Ronald E.	66	614	2500.00	Hickman, Heather
Knight, James J.	92	619	2500.00	Knight, Jean
Phillips, O. G.	84	619	2500.00	Wood, Angela Rene
Harper, Johnny L.	82	630	2500.00	Harper, Bertice
Lacasse, Marcellin	82	630	2500.00	Lacasse, Lucette
Sanford, Gary W.	72	630	2500.00	Trudell, Delta
Timmons, John E.	87	630	2500.00	Timmons, Shirley
Peltier, Joseph	64	636	2500.00	Nowak, Mary
Schy, Robert W.	85	636	2500.00	Schy, Patricia
Lake, John D.	62	638	2500.00	Lake, Deborah
Pezzella, Salvatore	68	638	2500.00	Pezzella, Dora
Raphael, William	88	638	2500.00	Raphael, William
Bruckmann, Klaus	84	663	2500.00	Earle, Gina
Taylor, Winston D.	79	663	2500.00	Taylor, Jenea
Telzer, Gary	67	663	2500.00	Telzer, Louella
Angel, William G.	80	669	128.00	Angel, Esther
Angel, William G.	80	669	2372.00	Angel, James
Butler, Roger L.	69	669	2500.00	Butler, Amanda
DeRose, Nicholas R.	40	669	2500.00	DeRose, Vanessa
Fife, Steven W.	73	669	2500.00	Riley, Kathy
Herndon, Jim M.	62	669	2500.00	Herndon, Jeremy
Johnson, John F.	77	669	2500.00	Smith & Buckner Funeral Home
Judge, William J.	83	669	2500.00	Judge, Beverly Ann
Keplar, Brian A.	51	669	2500.00	Keplar, Marjaline

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Kerner, Lloyd J.	78	669	2500.00	Kerner, Nancy
Mason, Michael D.	65	669	2500.00	Mason, Rebecca
Moyer, Darryl C.	76	669	2500.00	Moyer, Mary Lou
Painter, Dennis L.	74	669	93.50	Painter, Brenda
Painter, Dennis L.	74	669	2406.50	Berens, Lori
Roshto, Jesse L.	91	669	2500.00	Anderson, Brenda
Sowder, Joshua W.	40	669	2500.00	Sowder, Robert
West, Gary K.	52	669	2500.00	West, Sandy
Rodrigues, Raymond	83	675	2500.00	Rodrigues, Pearl
Eder, Joseph J.	85	690	2500.00	Turner, Barbara
Mengel, F. Richard	58	690	2500.00	Alligood, Maryann
Rudolph, Ronald J.	88	690	2500.00	Rudolph, Leona Marie
Westerman, James J.	66	690	2500.00	Westerman, Nancy
Kisch, John L.	82	696	2500.00	Hynes, Brenda
O'Brien, Daniel E.	68	719	2500.00	O'Brien, Laurence
Carpenter, Lindy	73	740	2500.00	McKenna Funeral Home
Crawford, Marvin D.	86	761	17.94	Crawford, Marilyn
Crawford, Marvin D.	86	761	2482.06	Crawford, Lynne
Cook, Frank L.	82	777	2500.00	Cook, Jean
Doolittle, Lawrence R.	79	777	2500.00	Doolittle, Joy
Jones, Alfred L.	91	777	2500.00	Jones, Eileen
Bex, Frank D.	78	798	2500.00	Bex, Christine Louise
Cook, Howard A.	86	798	2500.00	Cook, Margaret
Curry, Ronnie R.	65	798	2500.00	Curry, Christy
Hawkins, Billy W.	81	798	2500.00	Hawkins, Mary Alice
Mauk, Escue	85	798	2500.00	Globe Funeral Chapel, Inc.
Neathery, Louis L.	78	798	2500.00	Cox Funeral Home, Inc.
Smith, Everett H.	88	798	2500.00	Young, Susan
Stilwell, Rocky K.	64	798	2500.00	Stilwell, Darin
Walker, Gerald E.	81	798	2500.00	Walker, Rosalee
Wallace, Pete D.	79	798	2500.00	Wallace, Ruth Ann
Wolverton, Randie R.	69	798	2500.00	Kidd, Melanie
Henri, Andre M.	61	800	2500.00	Cremation Society of Windsor & Essex County
Shields, James J.	86	803	2500.00	Shields, Charlotte
Hamm, Gerald J.	78	821	2500.00	Hamm, Willie
McDonald, Marcus	63	821	2500.00	McDonald, Pamela
Horlock, Alfred	80	853	2500.00	The Estate of Alfred Horlock
Triggs, Geoffrey W.	70	853	2500.00	Triggs, Anne
Wheller, Jack F.	88	853	2500.00	Wheller, Vivian

Total Amount: \$786,857.12

BURIAL EXPENSE BENEFITS PAID IN AUGUST 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Clinton, Davis	83	1	2500.00	Clinton, Bernice
Colonna, Giovanni	82	1	2500.00	Colonna, John
Cruz, Christopher	52	1	2500.00	Cruz, Steven
Lynch, Raymond L.	76	1	2500.00	Lynch, Anne
Athey, Philip M.	59	5	2500.00	Hartzler Funeral Home, P.A.
Faranda, Joseph F.	64	7	2500.00	Faranda, Jami
LaPierre, Mark J.	68	7	2500.00	LaPierre, Debra
McAllister, Peter P.	74	7	2500.00	McAllister, Michelle
Corrado, Thomas J.	72	9	2500.00	Sakoutis, Nikolas
Wilson, Russell	85	9	2500.00	The Estate of Russell Wilson
Fadness, Clifford E.	73	11	2500.00	Fadness, Ryan
Satkoski, Darryl A.	74	11	2500.00	Jones-Pearson Funeral Home
Dumont, Richard J.	82	12	2500.00	Dumont, Alice
Grindle, Charles W.	76	12	2500.00	McCloskey, Kathleen
Smith, Otha L.	81	12	2500.00	Smith, Ponnell
Sorensen, Scott K.	60	12	2500.00	Sorensen, Scott C.
Kindseth, Mark R.	53	15	2500.00	Nelson, Kristin
Shank, Jason A.	43	15	2500.00	Shank, Brian
Stumne, Donald C.	92	15	2500.00	Stumne, Debra
Kranz, James L.	68	21	2500.00	Kranz, Nancy
Loia, Carmine J.	87	21	2500.00	Loia, Stephanie
Scienze, David P.	67	21	2500.00	Scienze, Debra
Tomlins, Ronald	83	21	2500.00	Tomlins, Barbara
Baumann, Edward	85	22	1250.00	Pawlak, Tammy
Baumann, Edward	85	22	1250.00	Rajewski, Penny
Love, David L.	70	22	2500.00	Love, Dianne
Luckman, Albert P.	74	22	2500.00	Prichard, Theresa
McGaffin, Richard T.	54	22	2500.00	Prudden and Kandt Funeral Home
Carlson, Fred G.	86	23	2500.00	Carlson, Constance
Finch, Charles L.	73	23	2500.00	Finch, Michelle
Gile, Joseph	67	23	2500.00	Estate of Joseph Gile
Haijenga, Brian E.	50	23	2500.00	Burke & Tubbs Ltd.
Bolen, Bruce J.	85	24	2500.00	Bolen, John
Bomhoff, Walter	83	24	2500.00	Bomhoff, Margaret
Willhoite, Michael S.	74	25	2500.00	Halligan-McCabe-DeVries Funeral Home
Hanson, Susan L.	65	26	2500.00	Hanson, William
Holmgren, Justin D.	37	26	2500.00	The Estate of Justin D. Holmgren
Jurgena, Robert L.	68	26	2500.00	Jurgena, Mae
Scanlon, Patrick M.	75	27	2500.00	Scanlon, Mary Ann
Garcia, Tomas D.	75	38	2500.00	Rodriguez, Loleta Stephanie
Harrigan, William L.	75	38	2500.00	Harrigan, Gayle
Hoffer, Robert F.	59	38	2500.00	Hoffer, Nancy
Posadas, Theodore	91	38	2500.00	Skeen, Tami
Laureano, Ildefonso R.	92	42	2500.00	Rodriguez, Renier
Conn, Emmett G.	71	43	2500.00	Conn, Vickie
Jennings, Edward L.	67	46	2500.00	Jennings, Daniel
Jones, Christopher	63	46	2500.00	Halligan, Frances
Laramie, Harold D.	76	50	2500.00	Laramie, Jr., Harold
Cosmos, John E.	74	51	2500.00	Cosmos, Betsy
Kubel, Stanley	99	51	2500.00	Kubel, Louise
Osler, Richard	87	51	2500.00	Brown, Mary Jo
Cunningham, Gerald	85	55	2500.00	Cunningham, Lillian
Warburton, Wesley	89	55	2500.00	Warburton Family Trust
Hunter, Donald M.	68	56	2500.00	Drysdale, Deborah
Aitken, William	93	60	2500.00	Lamy, Barbara Aitken
Jacobi, Alan T.	89	60	2500.00	Jacobi, James A.
Martens, Louis A.	69	60	2500.00	Betz, Cheryl M.
Crites, Nathan P.	40	67	2500.00	Ion, Allyson
Sellers, David	81	68	2500.00	Sellers, Jr., David
Paquette, Marcel	88	71	2500.00	Desnoyers, Jeannine
Aderhold, Gene G.	89	72	2500.00	Aderhold, Marilyn
Holloway, Bernard	57	72	2500.00	Holloway, Harris
Nixon, Dillard L.	73	72	2500.00	Nixon, Elizabeth
Smith, David G.	60	72	2500.00	Smith, Mandy

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Young, Thomas B.	83	72	2500.00	Young, Loretta
Goelz, John A.	78	75	2500.00	Goelz, Barbara
Wallander, Gerald W.	75	75	2500.00	Wallander, Nancy
Gordy, George D.	90	81	2500.00	Covert Funeral Home
Long, Donald	81	81	2500.00	Mort, Kathleen
Oldroyd, Charles M.	64	81	2500.00	Oldroyd, Lori
Hester, Robert R.	87	85	2500.00	Hester, Julie
Hunt, Edward L.	91	94	2500.00	Hunt, Evelyn
Ford, Ethridge	88	98	2500.00	Ford, Richard
Hrlie, Thomas J.	69	98	1084.25	Templeton, Elizabeth
Hrlie, Thomas J.	69	98	1415.75	Templeton, Wayne
Stone, Andre P.	79	98	2500.00	Tomlinson, Anne
Zgorski, Jonas J.	85	98	2500.00	Zgorski, Shirley
Higgs, Terry E.	71	99	2500.00	Higgs, Denise
Bliven, William B.	76	104	2500.00	Bliven, Darlene
Normoyle, Michael C.	76	104	2500.00	Normoyle, Jacqueline
Jensen, Robert D.	72	118	2500.00	Jensen, Jodie
Porter, Wayne	95	120	833.33	Parsons, Ronald
Porter, Wayne	95	120	833.33	Rutledge, Kathleen
Porter, Wayne	95	120	833.34	Marshall, Paula
Lynch, Don E.	86	125	2500.00	Lynch, Beverly
Carrie, Steele G.	48	130	2500.00	Carrie, Sr., Steele
Formas, Edwin A.	88	130	2500.00	Formas, Barthalamia
Henn, James J.	79	130	2500.00	Henn, Fern E.
Seline, Donald E.	85	130	2500.00	Seline, Betty Jane
Stach, Bernhard	82	130	2500.00	Stach, Maria
Tokarz, Frank M.	92	130	197.25	Garetson, Caroline
Tokarz, Frank M.	92	130	2302.75	Tokarz, Louis
Withers, Charles	93	130	2500.00	Foster, Linda
Holland, Samuel L.	92	136	2500.00	Agan, Barbara
Kirsch, Thomas A.	71	136	2500.00	Pierre Funeral Home, Inc.
Spillman, Carol	89	136	2500.00	Naphy, Arlene
Franklin, Robert K.	88	141	2500.00	Franklin, Christine
Rodgers, Larry W.	70	157	2500.00	Pulliam Funeral Homes PC
Tomblinson, Russell D.	56	157	2500.00	Kistler-Patterson Funeral Home
Daniels, Bobby W.	82	160	2500.00	Daniels, Marilyn
Green, Thomas G.	91	166	2500.00	Green, Jean
Qualls, Roy J.	74	166	2500.00	Qualls, Barbic
Ridge, Mark E.	66	166	2500.00	Ridge, Barbara
Ferris, Eddie	52	170	2500.00	Ferris, Carolyn
Larson, Claude D.	88	170	2500.00	Larson, Tom
Baumgartner, Charles L.	90	172	2500.00	Baumgartner, Elaine
Cox, Raymond L.	71	172	2500.00	Cox, Gail
Cressy, Guy R.	72	172	2500.00	Cressy, Martha
Bilski, Jerome S.	89	174	2500.00	Bilski, Kathy
Carey, Charles	74	174	2500.00	Carey, Inga
Diepen, John R.	70	174	2500.00	Diepen, Kathy
Dragt, John G.	86	174	2500.00	Dragt, Madelyn
Frodl, Charles F.	90	174	2500.00	Frodl, Margaret
Stafford, Charles W.	90	174	2500.00	Stafford, Elaine
Anderson, J. D.	92	190	2500.00	Anderson Family Trust
Cline, Charles G.	66	192	2500.00	Evertz, Eileen
Johnson, Willie W.	99	198	833.33	Andrus, Deborah
Johnson, Willie W.	99	198	833.33	Johnson, Ronald
Johnson, Willie W.	99	198	833.34	Lester, Donna
Johnston, Davy L.	92	198	2500.00	Johnston, Barbre
Martin, Edgar J.	83	198	730.50	Martin, Michael
Martin, Edgar J.	83	198	1769.50	Bourgeois, Sandy
Segura, Alexis W.	82	198	2500.00	The Estate of Alexis W. Segura
Jones, Michael	54	200	2500.00	Nickerson, Lebritt
Bellanger, Thaddeus J.	80	211	2500.00	Express Funeral Funding LLC
Breaux, Terry J.	83	211	2500.00	Adams E.E. Stringer Funeral Homes
Davidson, Alton D.	78	211	2500.00	Davidson, Linda
Hadley, Mark A.	81	211	2500.00	Castro, Vanessa

BURIAL EXPENSE BENEFITS PAID IN AUGUST 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Martin, Loyd K.	74	211	2500.00	Valez, Kellisa
Swanson, Fritz	55	211	2500.00	Swanson, Sandra
Wiley, Darrell	85	211	2500.00	Beard, Angela
Bueno, Robert D.	84	230	2500.00	Bueno, Jr., Robert
Tanous, Toufik	79	230	2500.00	Tanous, Suzanne
Johnson, Hilary	92	247	2500.00	Ducote, Kathryn
Bennett, John G.	91	250	2500.00	Bennett, James
Cole, Ronnie G.	79	250	2500.00	Cole, Jerrine
Dorman, Dennis R.	53	250	381.61	Dorman, Allison
Dorman, Dennis R.	53	250	381.61	Feiler, Chelsea
Dorman, Dennis R.	53	250	381.63	Dorman, Jacob
Dorman, Dennis R.	53	250	1355.15	Dorman, David
James, Roger K.	78	250	2500.00	James, Marlys
Parham, Kerry E.	63	250	2500.00	Howard, Kim
Quinonez, Frank R.	63	250	2500.00	Quinonez, Ellen
Baron, Mike	89	254	2500.00	Anderson, Arlene
Desmarais, Bruce	91	254	2500.00	Porteous, Joanne
Wilson, Ernest	72	254	2500.00	Wilson, Kathleen
Genco, Ralph J.	76	290	611.00	Genco, Jean
Genco, Ralph J.	76	290	1889.00	Genco, Diane
Gilkison, Ralph A.	79	290	2500.00	Gilkison, Patricia
Gorton, Charles H.	58	290	2500.00	Gorton, Mary
Meyrick, David S.	49	290	2500.00	Meyrick, Rhiannon
Steinke, Allen A.	76	290	2500.00	AAsum-Dufour Funeral Home
Unverricht, Eugene F.	94	290	2500.00	Unverricht, Diane
Welch, Wayne W.	84	290	2500.00	Welch, Gloria
Erickson, Oren	95	300	2500.00	Haugen, Jill
Pettit, Louis C.	69	322	2500.00	Landolfi Funeral Home
Walter, George J.	87	322	2500.00	George Joseph Walter Estate
Bombezin, Marcel	85	324	2500.00	Boudreau, Nadine
Dingley, Timothy A.	62	333	2500.00	Dingley, Tony
Ragsdale, Gill M.	69	333	2500.00	Ragsdale, Anita
Poirrier, Brian P.	56	342	31.92	Poirrier, Bonnie
Poirrier, Brian P.	56	342	2468.08	Gentry Griffey Funeral Chapel & Crematory
Rous, Gunter	84	342	2500.00	Rous, Darlene
Harvey, Matthew M.	34	350	2500.00	Sheddy, Shannon
Cassidy, Robert J.	71	353	2500.00	Cassidy, Mary
Engbert, Frank	65	354	2500.00	Engbert, Lucille
St Denis, Jack A.	86	367	332.89	Vanness, Arlene
St Denis, Jack A.	86	367	2167.11	St Denis, Marlene
Conklin, William F.	75	373	2500.00	Conklin, Moureen
Sexton, Michael R.	77	375	318.00	Living Trust, Mike & Joanne Sexton
Sexton, Michael R.	77	375	2182.00	Sexton, Joanne
Froehle, Thomas J.	54	392	2500.00	Froehle, Kevin
Hamm, Walter	83	392	2500.00	Hamm, Todd
Kueth, Curtis W.	91	392	181.88	Cleves, Mary Lynn
Kueth, Curtis W.	91	392	181.88	Fischer, Eileen M.
Kueth, Curtis W.	91	392	181.88	Kroeger, Jillian M.
Kueth, Curtis W.	91	392	181.88	Kueth, Curtis A.
Kueth, Curtis W.	91	392	181.88	Kueth, John A.
Kueth, Curtis W.	91	392	181.88	Kueth, Richard J.
Kueth, Curtis W.	91	392	181.88	Richards, Michelle M.
Kueth, Curtis W.	91	392	181.88	Witzgall, Natalie A.
Kueth, Curtis W.	91	392	1044.96	Kueth, Timothy P.
Spoonland, Paul B.	58	392	2500.00	Spoonland, Phyllis
Bernhard, Robert D.	64	393	2500.00	Bernhard, Susan
Montgomery, Joseph	35	393	2500.00	Montgomery, Joseph
Poptic, Joseph J.	83	396	2500.00	Poptic, Karen
Poschner, Martin	74	396	2500.00	Poschner, Patricia
Albrecht, Leonard	86	400	845.76	Albrecht, Joan
Albrecht, Leonard	86	400	1654.24	Albrecht, Beth
Kuether, Eugene	92	400	2500.00	Kuether, Constance
Olson, William L.	73	400	2500.00	Olson, Judith

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Parker, Donald E.	82	400	1242.94	Boyd, Jill
Parker, Donald E.	82	400	1257.06	Parker, Sue
Warpinski, Andrew J.	61	400	2500.00	Warpinski, Sandra
Mifflin, Gary	78	401	2500.00	Mifflin, Laurel
Raby, Jean-Guy	80	401	2500.00	Raby, Claudette
Mitchell, Duane T.	74	403	2500.00	Mitchell, Sandra
Catina, Joseph A.	99	420	2500.00	Catina, Joseph
Finn, Patrick R.	72	420	2500.00	Finn, Christine
Heisse, Herbert J.	77	420	2500.00	Heisse, Patricia
Rosowski, Edward J.	83	420	2500.00	Rosowski, David
Walsh, Michael E.	83	420	2500.00	Walsh, Eileen
Obst, Fred J.	91	434	2500.00	Boston Funeral Home
Hanlon, John R.	70	439	2500.00	Hanlon, Pamela
Burns, Patrick M.	49	440	2500.00	Burns, Kisha
Willis, Danny L.	61	447	462.50	Philbrook, Connie
Willis, Danny L.	61	447	2037.50	Lowrey, Sandra
Chiavaroli, William P.	98	449	2500.00	Franco, Taylor
Newman, Bill M.	50	449	2500.00	William G. Neal Funeral Homes, Ltd.
O'Brien, Francis M.	61	449	2500.00	Jobe Funeral Home & Crematory, Inc.
Simmons, David R.	62	449	2500.00	Simmons, Cheryl
Stock, Walter J.	81	449	2500.00	Ronan Funeral Home
Genz, Gary J.	67	455	2500.00	Willwerscheid Funeral Home
Cappelletti, Michael D.	77	467	2500.00	Cappelletti, Melva Jo
Allen, Phillip T.	73	469	2500.00	Allen, Pamela
Gomez, Adrian J.	45	469	2500.00	Gomez, David
Gonzalez, Alex G.	74	469	2500.00	Gonzalez, Romelia
Horejsi, Douglas H.	76	469	2500.00	Horejsi, Darren
Hough, Stephen	79	469	379.44	Hough, Stephen
Hough, Stephen	79	469	2120.56	Duncan, Erin
Czujak, Theodore M.	75	475	2500.00	Czujak, Linda
Lytle, John A.	62	475	2500.00	Lytle, Theresa
Murphy, Steven M.	61	483	2500.00	Clinton L. Allen Monuments
Pratt, Kenneth I.	82	488	2500.00	The Estate of Kenneth Pratt
Dahlen, Gavin	26	496	2500.00	Kaiser, Andrea
Curtis, Buddy W.	75	502	2500.00	Curtis, Patricia
Maki, Edward W.	80	502	1250.00	Maki, Kyle
Maki, Edward W.	80	502	1250.00	White, Kimberlie
Keiner, Ronald	80	524	2500.00	Keiner, Winifred
Allen, John F.	67	525	2500.00	Allen, Jocelyn
Paez, Max O.	66	525	2500.00	Paez, Sherrie
Raduziner, William	71	525	2500.00	Raduziner, Cheryl
Webb, Paul	80	527	80.05	Erb & Good Family Funeral Home and Cremation Service
Webb, Paul	80	527	2419.95	Lester, Carla
Coleman, Eugene M.	78	533	2500.00	Coleman, Joyce
Garrett, Charles O.	70	533	2500.00	Barker, Travis
Nickle, William E.	62	533	2500.00	Nickle, Darline
Obermeier, Fred K.	83	533	2500.00	Obermeier, Joyce
Rose, William C.	72	533	2500.00	Rose, Cynthia
Simon, Joseph	77	537	2500.00	Simon, Joann
Childress, Thomas E.	71	538	269.71	Bibb, Deidra
Childress, Thomas E.	71	538	2230.29	Bibb, Eric
Jablonski, Michael	78	539	2500.00	Jablonski, Joyce
Horvath, William A.	67	562	2500.00	Girard, Tracie
Meeker, Scott E.	65	562	2500.00	Little, Melissa
Seil, Edgar	89	562	2500.00	Vaughn, Susan
Johnson, Charles T.	67	568	2500.00	Johnson, Kristy
Rutledge, Steven T.	55	572	2500.00	Lawrence Funeral Home and Cremation Service
Hess, Ronald J.	88	582	2500.00	Hess, Arleen
Morrissey, Howie	68	597	2500.00	Digiacomio, Mary
Strombeck, John R.	78	597	2500.00	Strombeck, Linda
Trapp, Donald R.	94	597	2500.00	Samocki, Denise
Johnson, Joseph E.	66	598	2500.00	Johnson, Jermaine

BURIAL EXPENSE BENEFITS PAID IN AUGUST 2021

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Ketter, Frederic W.	69	601	2500.00	Ketter, Susan
Reichenbach, Henry C.	78	601	2500.00	Reichenbach, Henry
Brooks, Michael O.	70	602	2500.00	Beason Brooks, Debra
Coleman, James M.	50	602	1250.00	Coleman, Zachary
Coleman, James M.	50	602	1250.00	Hanna, Jazlyn
Gingell, William T.	86	602	2500.00	Gingell, III, William
Kite, Jack N.	83	602	833.33	Martin, Jackie
Kite, Jack N.	83	602	833.33	Milburn, Vickie
Kite, Jack N.	83	602	833.34	Kite, John
Moran, Michael L.	69	602	2500.00	Moran, Barbara
Hayes, G. E.	70	633	2500.00	Crawford, Jennifer
Bailey, Charlie P.	51	638	2500.00	Bailey, Joyce
Bruno, Richard C.	96	638	2500.00	Bruno, Melinda
Keenan, Dennis J.	70	638	2500.00	Keenan, Patsy
Kilfeather, James S.	51	638	2500.00	Kilfeather, Lisa
Kirby, Donald R.	78	638	2500.00	The Estate of Donald Kirby
Hunstad, Trevor A.	39	648	2500.00	Hunstad, Kersti
Forbes, Don R.	88	663	2500.00	Forbes, Daniel
Gilmore, Claude H.	75	663	2500.00	Gilmore, Susan
Gleason, Charles W.	83	663	2500.00	Gleason, Kelly
Bow, Brian D.	49	669	2500.00	Bow, Daniel
Fairhurst, Adam P.	48	669	2500.00	Fairhurst, Tricia
Kopriva, Thomas L.	70	669	2500.00	Kopriva, Judy
Maitland, Richard E.	74	669	2500.00	Maitland, Linda
Rogers, Steven E.	74	669	2500.00	Rogers, Donna
Vasbinder, Seth A.	59	669	2500.00	Vasbinder, Lisa
Vodvarka, Joseph	69	669	2500.00	Massey, Laura
Walton, Norman W.	77	669	2500.00	Walton, Diana
Wray, David C.	65	669	2500.00	Gee, Kristin
Yankevich, John D.	71	669	2500.00	Yankevich, Tonita

NAME	AGE	L.U.	AMT.	TO WHOM PAID
Young, Walker R.	78	669	2500.00	Young, Carolyn
Eavis, Philippe	78	682	2500.00	Eavis, Karen
Burkett, George W.	93	690	2500.00	Burkett, Marilee
Campana, Mike F.	86	690	2500.00	Campana, Rita
Houser, George M.	60	690	2500.00	Houser, Letitia
Wright, Lucious	76	690	2500.00	Martin, Celeste
Malone, Willie L.	94	702	2500.00	Malone, Ralph
McNamara, Tom	65	704	2500.00	McNamara, Cynthia
Messecar, Albert E.	87	704	2500.00	Armbruster, Sheryl
Slomka, Robert J.	75	704	2500.00	Harler, Jennifer
Duffy, Patrick M.	77	709	2500.00	Duffy, III, James
Alcaraz, David M.	62	719	2500.00	Alcaraz, Angela
Council, Ronald A.	84	719	196.00	Council, Charlotte
Council, Ronald A.	84	719	2304.00	Council, Patricia
Squires, Leonard	79	740	2500.00	Hickey's Funeral Home
Williams, Travis D.	88	760	2500.00	Williams, Doris
Julien, Newsam	84	776	2500.00	Julien, Patricia
Pandolfi, Joseph	39	787	2500.00	King, Lindsey
Burrage, Cecil H.	64	798	2500.00	Burrage, Paula
Hull, Melvin D.	85	798	2500.00	Irvin, Michael
Lewis, Billy B.	71	798	2500.00	Blackwell, Martha
Stafford, Don W.	79	798	2500.00	Fike-Randolph & Son Funeral Home
Stevens, Bobby G.	86	798	1191.54	Giddings, Courtney
Stevens, Bobby G.	86	798	1308.46	Stevens, Wynona
Turner, James D.	70	798	2500.00	Turner, Bradley
Stoner, Robert H.	83	803	2500.00	Stoner, Ruth
Johnson, Francis H.	92	855	2500.00	Martinek, Janice

Total Amount: \$687,500.00



MOVING? Take Us With You

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

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

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

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

FULL NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP _____

LOCAL NO. _____ CARD NO. _____

ATTACH LABEL HERE
FROM BACK COVER



SHOW PRIDE IN THE UA

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



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



304K



121



221



120MK
120WK

120MS
120WS



282

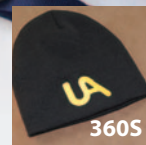
NEW

281

280 Long Sleeve Orange T-shirt



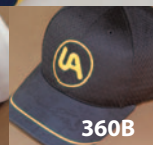
301



360S



360W



360B

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

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 3¾" with a 2¾" stainless steel blade. It has a black thermoplastic handle with finger grooves, a belt clip, and laser engraving on the blade. \$28.00

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

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

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

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

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

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



*As We Gather Around Our
Collective Thanksgiving Tables,
Let Us All Be Thankful for Our Great Union
And the Endless Opportunities It Has
Presented to Us All!*

*Happy Thanksgiving,
From All of Your General Officers*