



32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

*Happy Holidays!
from Local 32*



UA Local 32

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Jeffery J. Owen
PJ Moss
Tim Herbert

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Business Manager / Financial Secretary
Steve Menne
**Assistant Business Manager /
Plumber Business Agent**
PJ Moss
Steamfitter Business Agent
Erik Pound
Refrigeration Business Agent
Dan Jensen
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Marty Yellam
**Municipalities Business Agent /
Metaltrade Marine Pipefitter Business Agent**
Troy Shopin
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Brad Moore
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UA 32

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Have an article you would like to submit? Please contact Tim Herbert by email:
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Business Manager's Report

by Jeffery J. Owen

Season Greetings!

The familiar sight of cranes in the Seattle skyline is a marker that the work outlook, in the Seattle area is slowly improving. However, for the fifth (5th) consecutive year man-hours are down. Today, many of our members are working out of classification, or traveling until the Building Trades work improves. There are a few bright spots in the Light commercial work. Presently there are (20) projects either in progress or scheduled to start and will be adding labor in the next few months

The 2012 Political Season can be characterized as a victory for working families. Your membership involvement in the election of a labor-focused Governor and the re-election of our allies brings a positive outlook to our local. Of the candidates endorsed by the Local 32 Pac Committee 95% were either elected or re-elected. The basic goal of labor remains the same—to better the standards of life for all who work for wages and to seek decency and dignity in the workplace.

Due to the legislative road blocks put in place by politicians whose sole intent is to minimize or eliminate organized labor in the workplace; **Brother Keith Nester** worked on behalf of the Local union from June 4th, 2012 through the November 6th elections. He worked with the Washington State Labor Council, to educate and organize working people; with the main goal of getting candidates elected or re-elected to our Local and State governments. Keith was an integral part of labors' success in the election. We as a membership thank him for his hard work and dedication to our shared success.

The Local 32 PAC committee plays a significant role in identifying political candidates who support working class interests. The intent is to have well informed political allies who are vital to protecting Local 32 working families. We will engage in coalition building with our city leaders and members of our school boards; to educate them on apprenticeship standards, the importance of prevailing wage laws and responsible contractor language. The process to reach out to our elected officials will take a lot of time and effort. We are fortunate to have our Political Action Committee that is up to the challenge.

October 1st, we as a Local Union took a

very important step when Sister Leanne Guier came on staff as our full-time Political Coordinator. Leanne is uniquely qualified for this position, as she currently holds an elected office; and has built relationships that will assist her. Well informed political allies are vital for protecting Local 32 working families. Having an open door to city officials is integral to our ability to influence policies that have a direct connection to our biggest focus: **Jobs**.

October 20th, 2012 our Local Union participated in handing out literature in support of the Auburn school bond; valued at \$110 million dollars with additional matching funds to follow. The bond required 60% to pass and at the time of this publication the vote stalled at 61.9%. Many of our members and their families went door to door, and visited 6,000 homes. The passing of this bond is a prevailing wage job creator. Also on October 20th, our Local Union hosted a Labor Neighbor walk at Local 32. You can see the video on our website. With the Seattle Building Trades and the Washington State Labor Council in attendance, we had over 300 members from other Local Unions; in addition to the candidates who participated.

At this time, we are working with the Seattle School District to push the approval of their Schools 1st Campaign. This Operations and Capital Bond levy, valued at \$694 million dollars will be utilized to build new schools, and upgrade existing schools. It is not a coincidence that our ability to secure good jobs for our members has a strong correlation to our political visibility across Seattle and King County.

Also, I would like to thank Brother Dusty Hoerler, for his hard work and determination in his running for the 46th, Legislative District. Although unsuccessful this year, he has made a noticeable difference.

Please go take a look at our recently updated website, it has resources for all of our members and their families www.ualocal32.com

Please remember to attend the December union meeting, we have a wage allocation. Happy Holidays to you and yours this season!

Fraternally,

Jeffery J. Owen

Business Manager, Local 32

2012 Annual Events

I want to thank the membership for supporting the following events on behalf of the membership. Each event was well attended.

- Local 32 Picnic - July 14th
- 3rd Annual Apprentice Golf tournament held on August 25th, the proceeds for this year's tournament went towards the Apprentice Graduation.
- Old timers meeting - September 8th, 2012
- Apprentice Graduation - September 21st 2012
- Retiree Meeting - October 16th, 2012
- Labor Neighbor Walk and Auburn School Bond walk - October 20th
- U.A. Washington State Convention- July 18th-20th, 2012. For the 1st time in our history, The U.A. General President Hite, attended and participated in our Convention. He reported on the lack of welders in our Industry, and the need for continued training to ensure a future for many years to come.

Future Retiree Medical Plan Contribution Rates

It is our goal is to continue providing quality, affordable healthcare coverage to our retirees. As the cost of healthcare continues to rise, it is also necessary to occasionally address future rate increases. Beginning in 2013, the Seattle Area Plumbing and Pipefitting Industry Health and Welfare Trust is implementing a new retiree contribution rate structure. Highlights include:

- **If you are currently retired, your current rates will not change**
- Contributions for future retirees (retiring on or after January 1, 2013) will increase at the same rate as the cost of active coverage under the Trust
- Future retirees will have their contribution rate capped after five years of retirement, allowing for a predictable contribution amount in later retirement years
- No change in coverage options (self-funded PPO or Group Health) for 2013

Contribution Rates

Members Retiring Prior to January 1, 2013

Under the new contribution rate structure, **all current retirees (retiring prior to January 1, 2013) with at least ten years of service will have their contribution rate frozen at the 2012 rate for the remainder of their retirement.** There is no Trust subsidy for retirees who retired after 2007 with less than 10 years of service. Contributions for these retirees will continue to be set at the full expected cost of coverage each year.

Contribution Rates – Members Retiring on or After January 1, 2013

For members retiring on or after January 1, 2013, retiree contribution rates will be determined as follows:

1. The **contribution rate for Non-Medicare retirees** (and their dependents) will be on a family coverage basis, and will be calculated as a percentage of the active employee dollar bank back-out factor in effect on January 1 each year. For members retiring on or after January 1, 2013, the following percentages will apply:

Year of Retirement	% of Active Back-out Factor
2013	43%
2014	47%
2015 and After	50%

Based on an active back-out factor of \$1,150 per month (effective January 2013), **the 2013 retiree contribution rate for members retiring on or after January 1, 2013 will be \$494.50 per month** (\$1,150 x 43%).

2. The **contribution rate for Medicare retirees** (and their dependents) will be equal to the total expected cost for the retiree and any covered dependents, but will be capped at the “family” Non-Medicare rate described in #1 above.
3. **During the first five years of retirement**, the contribution rate/Medicare contribution cap will be adjusted annually based on the active back-out factor in effect each January 1. Each year an adjustment will be made in order to maintain the applicable percentage (example: the contribution rate/Medicare contribution cap for 2013 retirees will be adjusted each year to maintain 43% of the back-out factor).
4. **After the first five years of retirement**, the contribution rate/Medicare contribution cap will be frozen for the remainder of the retiree's retirement based on the back-out factor in place at the beginning of the retirees 5th year of retirement, subject to the following:
 - If a participant retires during the last three months of a year (October – December), the following year will be the first year to count toward the five year cap.
 - If a retiree goes back to work and receives benefits through active status for more than six months of any calendar year, that year will not count toward the five year cap.

Examples

Here are some examples of how the new contribution rate structure will work.

Example 1: Retirement in January 2013

Year	2013	2014	2015	2016	2017	2018	2019+
Toward Cap	Year 1	Year 2	Year 3	Year 4	Year 5	Capped	Capped
Retiree Contribution/Medicare Cap	43% of 2013 active back-out factor	43% of 2014 active back-out factor	43% of 2015 active back-out factor	43% of 2016 active back-out factor	43% of 2017 active back-out factor	43% of 2017 active back-out factor	43% of 2017 active back-out factor

Example 2: Retirement in October 2014 (note: 2015 counts as first year of five year cap)

Year	2014	2015	2016	2017	2018	2019	2020+
Toward Cap	No	Year 1	Year 2	Year 3	Year 4	Year 5	Capped
Retiree Contribution/Medicare Cap	47% of 2014 active back-out factor	47% of 2015 active back-out factor	47% of 2016 active back-out factor	47% of 2017 active back-out factor	47% of 2018 active back-out factor	47% of 2019 active back-out factor	47% of 2019 active back-out factor

Example 3: Retirement in July 2015, with return to work for more than six months in 2017 (note: 2017 does not count toward five year cap)

Year	2015	2016	2017	2018	2019	2020	2021+
Toward Cap	Year 1	Year 2	No	Year 3	Year 4	Year 5	Capped
Retiree Contribution/Medicare Cap	50% of 2015 active back-out factor	50% of 2016 active back-out factor	50% of 2017 active back-out factor	50% of 2018 active back-out factor	50% of 2019 active back-out factor	50% of 2020 active back-out factor	50% of 2020 active back-out factor

The Union and Board of Trustees will continue working hard to maintain quality, affordable healthcare coverage for our retirees. However, please note that benefits for retirees, widow(er)s and their eligible dependents, including the contribution structure outlined here, are not guaranteed, and are provided to the extent that contributions are sufficient to support plan costs.

Caremark-Mail order prescriptions

If you are having problems either getting signed up for CVS Caremark; or having them deliver your medications in a timely manner, please call me here in the office. I am aware that mail order program can be inconsistent at times. I have had many conversations with members regarding frustrations of the mail order system.

If you need to talk to live person at Caremark you can call (866)-818-6911, and immediately press option zero, you will be transferred to a Customer Care Representative.

On the LINKS page of the UA LOCAL 32 website, you will find the following documents for Prescription Drugs through Caremark:

1. Mail Order Form
2. List of Participating Pharmacies in Washington
3. Prescribing Drug Formulary
4. Maintenance Drug List

In addition, there is a direct link on the HOME page to take you directly to www.caremark.com where you will find the above documents, as well as a host of other information

Marijuana Law passed how does it affect me?

The passage of Initiative 502, legalizing limited recreational use of marijuana.

The use of marijuana, which is a Schedule I controlled substance under federal law (Controlled Substances Act, 21 USC § 812), is expressly prohibited under this Plan even if its medical use is authorized under state law.

So regardless of your current employer or Industry the drug testing rules in place supersede the legalization. To be clear if you are tested for pre-hire or randomly tested and fail you may be or will be terminated depending on the current drug testing policy in place by your employer. Do not take a chance.....

Supplemental Pension

By now you have received in the mail the notification that effective December 31st notice of Termination of the Washington Capital Mortgage Income Option Washington Capital Mortgage Income Fund will no Longer be an available Investment Option Effective December 31, 2012.

Washington Capital Management has informed the Plan's Board of Trustees that as a result of new regulatory changes the Mortgage Income Fund (MIF) will no longer be an investment option in the Western Washington U.A. Supplemental Pension Plan. The Plan's investment in the Mortgage Income Fund will be liquidated effective as of December 31, 2012.

Replacement Fund is the PIMCO Total Return Fund

Amounts invested in the Mortgage Income Fund will be transferred to the PIMCO Total Return Fund, and any future contributions currently directed to the MIF will automatically go to your PIMCO account.

Timelines for Initiating Transactions Before Automatic Transfers from Mortgage Income Fund to PIMCO Total Return Fund

The Mortgage Income Fund is being eliminated as an option as of December 31, 2012. If you don't want your account balance to be automatically transferred to the PIMCO Total Return Fund and you instead want to reallocate your Mortgage Income Fund assets to other fund options, **you must do so before November 30, 2012.** You can do so by completing a Washington Capital Mortgage Fund Transfer Out form to move the assets and complete a form for direction of future contributions. These forms are available at www.YourBenefitsite.com.

Mortgage Income Fund Redemption Process Expected to Take a Few Weeks

IF I HAVE QUESTIONS?

You can contact Tony Dozier or Sean Patella-Buckley at Milliman, 800.481.7336 if you have any questions about your 401(k) accounts. If you want to check your current allocations you can look at your account information at www.YourBenefitsite.com.

WHAT IF I HAVE QUESTIONS ABOUT MY HOURS OR CONTRIBUTIONS?

If you have general questions you can call the Administrative Office (Zenith American Solutions) at 206.352.9728 or 888.406.3246.

*Happy Holidays to you and your family this
Holiday Season*

Office Closures

December: Monday, 12/24 & Tuesday, 12/25 - For Christmas

January: Tuesday, 1/1/13 - For New Year's Day

AGENTS REPORTS

Steamfitter Report

By P J Moss

Brothers and Sisters,

First and Foremost I would like to wish you and your families a happy and safe holiday season. I look forward to seeing many of you at our December Union meeting. We will be voting on our upcoming money allocation. Also, this is our opportunity to recognize all of our new Journeymen who have completed their apprenticeships in the past year.

The work outlook for the Steamfitters and Welders within the next several months will be slow at best. In town we have several contractors that have secured Boeing work. These projects look to keep crews busy till the first of the year. Many of our contractors that play heavy in the tenant improvement side of our industry are predicting a fairly steady workload through the next quarter. This could lead to sporadic hiring, however many of these types of calls are in the range of 4 to 6 weeks. As far as large new construction projects, we have several contractors with these types of jobs on their books. Unfortunately, many of these projects are not forecast to begin until the middle of 2013.

After the first of the year, there are potential Fitter and Welder travel opportunities. We have had several members who worked this fall on shutdowns in Alberta, Canada. Opportunities should be available for shutdowns that are scheduled to begin in February and March of 2013. Local 290 in Portland is slow at the moment, but we have been told that they look to start manning back up in early 2013 for continued work on their Intel project. If you are interested and able to travel, please contact me so that we can look at your specific situation and see if we are able to find opportunities.

Welders continue to be a topic that I want to focus on. There is a chance that even with our current out of work situation, we could get into the Welder "B" list looking for TIG welders. Our next UA weld test will be on Saturday, December 8th. The deadline to sign up will be Thursday, December 6th.

In addition to the weld tests the weld shop runs welder continuity tests upwards of twice monthly. The upcoming dates for December and January are:

- Tuesday, December 4th
- Tuesday, December 18th
- Tuesday, January 8th
- Tuesday, January 22nd

I stress these testing and continuity dates for anyone that is currently on the welder list, or planning to sign the welder list. As you know, without a current up to date weld cert, you are unable to sign the welder out of work list. If you are on the welder out of work list; and have not kept up your continuities, we are unable to dispatch you as a welder.

The last item I would like to address is the **Local 32 Facebook** page. You can find it at www.facebook.com/Local32. Please take the time to "Friend" our page, and keep posted of upcoming events and information. We are looking for any pictures of the current projects you are on, and/or of Local 32 members enjoying time outside of work. If you have pictures you would like to see posted, please email them to me at pjmoss@ualocal32.com with the subject line "facebook pics". Prior to taking any jobsite pictures, please review any site specific restrictions of taking "On the Job" pictures.

In closing, I want to thank all our Stewards, Elected Officers, countless Volunteers, and Staff who make Local 32 a leader in our industry and community.

Fraternally,

P.J. Moss

Refrigeration Report

By Erik Pound

Brothers and Sisters,

I'm hopeful that 2013 will be a better year than 2012. However, it appears that it will take a while for the economy to pick up.

Refrigeration Agreement

Our new agreement was ratified on September 29, 2011; there were many language changes to the agreement, with the intent to make it easier to read and understand. We will receive \$2.50 over the next three years. Our next raise will be \$0.50 on January 1st, 2013; the allocation vote will be at the December union meeting.

Seattle University

We just finished a wage opener in June, and our members at Seattle University (S.U.) averaged a 3% wage increase in 2012. Also, S.U. recently hired a new HVAC Technician.

Lake Washington School District

The Lake Washington Bargaining Council negotiated a one-year extension effective for the 2011-2012 school year. Currently, we are in negotiations with the district for a new 3-year contract; and expect to finish by the end of November.

Building Trades Refrigeration & HVAC

HVAC work continues to be steady. We are starting to see building trades construction work pick-up, but it will take time for service work to follow. Most contractors believe that 2013, will be better than 2012.

Supermarket service continues to be very steady.

Supermarket construction has been steady. We saw a slowdown last winter, but things have picked up, and most guys are back to work. We still have a couple of supermarket construction guys on the out of work list. I expect work to slow down for the Holidays.

Our out of work situation as of November 6, 2012:

- 43 Journeymen
- 3 Apprentices.

There are work opportunities for our members who are willing to travel. If you're interested, get in touch with me.

I continue to maintain a distribution list of members. I utilize this as a way to pass along job opportunities for city, county, shipyards & school districts; as they become available. If you would like to be added to this list, please contact me @ 425-277-6680 or Erik@ualocal32.com.

Erik Pound

Refrigeration /HVAC Business Agent

Wenatchee Report

By Eric Ercanbrack

The outlook for work in the coming year 2013 is very good for industrial work and there is reason to be optimistic on the commercial front as well. This is welcome news to our members as 2011 and 2012 have been a struggle to acquire work for our members in North Central Washington.

We currently have one major project underway with Apollo at Sterling Middle School in East Wenatchee employing 5 plumbers and one fitter. I expect to have 1- 2 more fitters working there by the end of November. The Wenatchee School District is putting an Alternative High School out for bid in December and although competition for the project will be fierce I am confident our contractors will have a good shot at it.

LOCAL 32 Light commercial contractor Precise Plumbing has seen work pick up a bit recently and is currently working on a project at Wenatchee Valley College with Design Air. They also were recently awarded the plumbing on a new public market and assisted living facility in Wenatchee. Precise Plumbing's share of local light commercial market

continues to be between 30% to 50% for the area. The economic downturn in the last two years has put several of their local competitors out of business while Precise has weathered it far better due to work recovery and their own conservative business model. When the local economy finally rebounds Precise should be in a good position to expand and further increase their market share.

Work in the North Valley for Ogborn Plumbing remains steady with 4 plumbers working full time. While public works projects in the North Valley has been non-existent due to the economy. Ogborn Plumbing continues to dominate the local custom home market with the majority of this work coming from the Veranda Beach development at Lake Osoyoos in Oroville WA. Dave Ogborn recently informed me that work looks good through 2013 for his crew there.

On the industrial front, the 2nd unit at Wells Dam is scheduled to begin construction on January 10th. UA signatory Acme Piping has submitted a bid to Toshiba Power and feels confident they will acquire the project but final award is still pending.

I recently received word that a tenant has purchased the remaining space at the VM Ware Data Center in East Wenatchee (Sabey) and that a build-out of the existing data Center and construction of a new one is in the works. Hopefully I can report the start date at the December meeting.

Olympic Peninsula Industrial Report

By Eric Ercanbrack

Work at the Nippon Bio-Mass project continues to be 100% non union. Factory Sales and Engineering out of Louisiana is the prime contractor and is attempting to self perform all the boiler and pipe work on the project. Installation of the piping for the boiler has not yet begun and it appears it will not until after January 1st. JH Kelly has been given a fabrication package to bid, but as yet has not received word from FS&E as to an award on the bid package. FS&E currently has around 50 employees on site,

with the majority working on steel erection and concrete. There are six FS&E employees currently working on the boiler tubes.

The U.S. Dept. of Commerce earlier this year designated that the project does not meet the provisions of a Davis-Bacon project, our understanding is that Washington Dept. of Labor and Industries feels otherwise but cannot affect the ruling by the Dept. of Commerce. The conflict between the two agencies centers on over ten million dollars in federal tax breaks issued to the Bio-Mass project. Unfortunately it appears that Commerce has jurisdiction and L&I will not be able to affect any change. In order to reverse such a decision made by a federal agency it is imperative that we enlist the help of our state and federal legislators. I have contacted our federal legislators Dicks, Cantwell and Murray along with the state representatives for the Port Angeles area (Hargrove, Van De Wege and Tharinger) in an attempt to gain their support in reversing Commerce's decision. I intend to either speak to or meet directly with each one of the legislators and state our objection to the status of this project.

Local 32 Business Manager Jeff Owen has hired the Torres Law Group to assist us with obtaining all documents related to the wage determination as well as any other pertinent information regarding this issue. Most of the document requests that have been submitted should be filled by November 19th. Torres has a history of being successful in winning issues of wage compliance and may prove to be helpful in this situation as well. We have also hired Laser to investigate FS&E and their subs for violations of state or federal laws wherever they may have done business.

In late November or early December myself and organizer Brad Moore will be running a public information campaign in the Port Angeles area. The purpose is to educate the community as to the impact of the Bio-Mass project having been awarded to a non-union out of state contractor and the absence of prevailing wage on the project. Brad and I intend to banner and leaflet the downtown area, speak at the city and county council meetings and interview with the local media. Local pressure coupled with help from our legislators may prove to be successful in changing the wage determination. I must stress to our membership that merely changing the wage determination does not mean that our members will

get the work. Unfortunately, when this project was awarded to a non-union company two years ago we faced an uphill battle.

Since I took over the area a few months ago many members have approached me and voiced their anger as to the situation at Nippon. Some members have also stated we should picket the mill or find some other way to send a direct message. While I understand and appreciate their frustration, we must remember that our signatory contractors are still performing all upgrades and large maintenance piping projects for Nippon inside the mill. Nippon is a private company that can contract work out to any company they see fit, to openly attack Nippon for their business practices would be to jeopardize

the opportunity for our contractors to acquire future work there.

If you wish to be part of the banner team or have any questions regarding my report please feel free to contact me directly.

In solidarity,

Eric Ercanbrack

LOCAL 32 WEBSITE REVISION AND RELAUNCH www.ualocal32.com

It may be the same WEB ADDRESS but it's a New Look

Be sure to log onto Local 32's website and check out the new look that was launched on November 15th. Cheryl Anderson has spent many hours putting this together. This site is designed to be user friendly and a wealth of information for the membership. Various office staff has been tasked with their own section to keep everything up to date and fresh. If you are wondering about upcoming events or the latest issues, you should find it here.



ELECTION 2012

By Steve Menne

Brothers and Sisters:

It's the morning after the election. I want to take a moment to thank our members that volunteered their time and energy. Their efforts have helped make this a successful campaign. The results are not official yet, but things are looking good.

Leanne Guier came on staff in October. She has hit the ground running. She has contacted members to volunteer for political actions, and has spent countless hours educating us on how each candidate supports labor. Because of her efforts and those of our Political Action Committee (PAC), Local 32 is well respected in the political arena. An Endorsement from our Political Action Committee is a coveted accomplishment for any politician.

The PAC's focus has been on jobs. The PAC will support any politician that commits to creating jobs for our members and growing our workforce.

Also during this election cycle, Local 32 put Keith Nester on staff to coordinate our efforts with the Washington State Labor Council. Keith spent many long days leafleting jobsites; and also recruiting our members to participate in "Labor Neighbor" walks, or Phone Banking.

The culmination of these efforts was demonstrated to the community on Saturday, October 20th, when Local 32 hosted a "Labor Neighbor" Walk and Barbecue lunch. Many of the candidates were at Local 32 to greet and thank the participating members, for their support. It was gratifying to see our hall filled with Building Trades Affiliates.

Local 32 was represented by the following members:

Keith Nester
Andrew Schetzle
Jeff Zielinski
Eric Ercanbrack
Leanne Guier

Gary Gregory
Gordon Baxter
Jeff Owen
Scott Mayfield
Andrew Smith
Brandy Stocking
Caleb Gura
Sara Rowan
Carl Lewis
Ashley Saunders
Steve Simpson
David Byrne
Keith Harrington
Karl Davies
Daniel Martin
Troy Shopin
Will Brandz
Russell Cannon
Kelly Simmons
Zach Smith
Sandy Husband
Frank Near Jr.
John Komorowski
Karen Aleto
Tom Allen
Aaron Downs
Josh Howell

On the same day, Local 32 supported the Auburn School District; by dropping literature in support of their bond for the reconstruction of Auburn High School, and other school district projects. **Local 32 was represented by the following members:**

Steve Buchanan
Lloyd Berg
Sara Rowan
Elena Warner
Ron Wallace
Cody Hinman
Dan Partlow
Justin Shook
Scott Jobe
Scott Ginoza
Pete Mahowald
Ean Thompson
Ken Robinson
Cathy Arroyo
Beau Brower
Derrick Russell

Rich Palmer
Doug Scott

Our members have represented Local 32 in a positive way. Thank you so very much, you make all Local 32 proud!

Last but not least, I want to thank our Political Action Committee for the great job they did this election cycle! They performed interviews with candidates; and made recommendations to our members, based on the candidates who support our values, as working tradesmen and women.

U.A. Local 32 Political Action Committee participants are as follows:

Leanne Guier
Eric Gilbreath
Gordon Baxter
Dusty Hoerler
Carl Lewis
P.J. Moss
John Perkins
Russ Steadman
Karl Davies
Chris Ellwell
Rob Jones
John Komorowski
Bruce Lingenfelter
Keith Nester
Jeremy Sandor
Marty Yellam

We greatly appreciate all that you have done to enhance the political perception of who we are as tradesmen and women. Now Get Back to Work! Your job never ends! If you would like to serve on Local 32 Political Action Committee, or Volunteer for any activity, please contact the Local 32 Business Office.

Sincerely,

Steve Menne
Assistant Business Manager
UA Local 32

CAMPAIGN 2012



CAMPAIGN 2012



ORGANIZING 2012

By Brad Moore and Tim Herbert

As this year comes to an end, we as an Organizing Department, take time to look back and reflect on a years worth of hard work. We have had countless meetings with contractors about the benefits of our training department, and the quality of work our members consistently provide. Hours upon hours of time was spent at home shows, educational seminars, political events, on jobsites, Labor and Industry buildings, and in any other area that has to do with our industry. As Organizers, we police prevailing wage jobs, educate workers on their rights, inform awarding agencies about responsible contractor language and much more.

Our success comes in many forms, most of which are not measurable.

- A fine levied against a contractor that is not in compliance, does not put one of our members back to work. Instead, it allows our competition to know that we are watching.
- Back wages being paid out by a contractor who had been ducking prevailing wage laws, is not seen on our members pay checks; however, it affects the results of future bids for our contractors.
- Pay Raises that are awarded to non-union workers, based on our involvement; are not deposited into our members bank accounts, but do help level the playing field for jobs not yet bid.

As Organizers, our ultimate goal is to sign contractors that will employ our members. However, there are numerous other things that we do that have a positive effect on our industry.

The economy and job market has created many new challenges, for all of us. The organizing department is no different. The issues today's economy creates dictates that we focus on being proactive, not reactive to the problems that our members face. Understanding the strengths and weaknesses of our non-union competition is vital in developing strategies to retain and expand work for our members.

In the times that we are facing, I am reminded of a quote; "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy". Martin Luther King Jr.

Happy Holidays and Best wishes from the Organizing Department.

"THE CONTRACTORS' CRITIC" IS AN EXAMPLE OF WHAT THE ORGANIZING DEPARTMENT IS DOING.

The Contractors' Critic

Reporting on Safety, Productivity, and Honesty in the Construction Industry.

MEET ARON COWIN; MILLIONAIRE BULLDOG PLUMBING OWNER, ALLEGED MALE MODEL, AND TWICE-CONVICTED FELON

Aron Cowin, millionaire owner of Tacoma-based Bulldog Plumbing, fantasizes on his Facebook page that he is a male model and professional golfer, not a plumber. While everyone is entitled to fudge a little on their Facebook page, the alluring nature of Cowin's pretend life may cast a troubling light on the darker corners of his personality.

Although Cowin claims to be a male model, court records reveal he is no Casanova, who left women sighing at the memories of his tender embraces.

Instead, Cowin's activities, as detailed in court records, show him physically and mentally abusing his wife, girl friends, and female business partners.

To Cowin's Idaho girlfriend, Aron Cowin was a deadbeat dad. After he moved to western Washington, she remained in Idaho, supporting his child, wondering if he will make child support payments out of his \$33,000/month salary, according to a court judgment.

To Teresa Kruse, Cowin was a brutal beast who choked her and pounded her once-pretty face again and again. Those savage crimes earned Cowin his first felony conviction for assault, according to criminal court documents.

To Cowin's business associate, Hadassah Cohen, Cowin was

COWIN cont'd on page 2

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COWIN/BULLDOG PLUMBING'S MILLIONS OF INCOME FROM TAXPAYER DOLLARS

Cowin has also profited in recent years from roughly \$16.9 million in earnings from about fifty local government contracts, including work at the State Legislative building in Olympia, several schools and government buildings, including a \$1.3 million ongoing job at Valley Medical Center.



BULLDOG-INSTALLED PIPING REPLACED AT THE O'BRIEN LEGISLATIVE BUILDING AS CONTRACT GOES 90% OVER THE ORIGINAL BID

In 2009 Bulldog Plumbing obtained a large subcontract for the John O'Brien Legislative Building renovations in Olympia. Bulldog worked in that building's basement on the heating system, while the Legislature was in session on the upper floors.

According to their filings with state government, Bulldog's original contract was for \$674,600. But Bulldog ultimately collected \$1,289,256, almost double the original bid. Even with those added costs, some State officials raised questions about the quality of Bulldog's work and ordered it to be replaced during Phase II of the renovation.

"Some of the steam pipes that Bulldog originally worked on were swapped out," said Jamie Tieggs, with the State General Administration, which oversaw the construction project. "Even though the piping met the specifications, some of the State project managers were not comfortable with it." Other evidence indicates, however, that Bulldog's work did not meet specifications. After the Bulldog-installed piping was removed, an independent welding inspection company, International Inspection Inc.

O'BRIEN cont'd on page 7

COWIN/BULLDOG BUSTED TWICE FOR CHEATING ON WAGES

Bulldog tried to put extra money in its own pocket on the O'Brien project by cheating at least 27 of their own workers out of almost \$20,000 in legally mandated wages.

Former Bulldog worker Bryan Heaney and others complained in writing, that among other practices, Bulldog forced him to work up to 23 hours in a shift on the O'Brien job, but to "split the shift" into two days in an effort to avoid requirements to pay double time. Bulldog also required him to sign a statement that he had agreed to 10 hour shifts, to avoid overtime obligations. After Heaney complained, he says Bulldog cut his wages 20%.

The Department of Labor and Industry prosecuted Bulldog's wage scheme, fined the company and ordered repayment of the workers. It was at least the second time that L&I had fined Bulldog for chiseling on wages.

Bulldog was ultimately barred for working on government construction contracts for one year as punishment for their continued wage violations. Cowin unsuccessfully attempted to evade the sanctions against Bulldog Plumbing by operating under a new business name of Bulldog Mechanical, according to Labor and Industry records.

COWIN cont'd from front page

a liar and swindler who cheated her out of her share of the Tahoma Mechanical plumbing company, according to her petition for a restraining order.

To Cowin's current wife, who is also his partner in Bulldog Plumbing, Cowin was a screaming maniac whose threats caused her to direct a police search of their home to remove ten firearms. That led to Cowin's second felony conviction in 2011 for unlawful possession of a firearm.

Nonetheless, Cowin's companies, Bulldog Plumbing and Design, Bulldog Mechanical, and Arrow Mechanical, have managed to rustle up millions of dollars in business over the last several years. Despite his felony convictions, including beating a woman twice, he even performed renovations at a Tacoma women's health clinic, and at police stations and jails.

BIG PROBLEMS ON SOME BULLDOG JOBS

SPANAWAY ELEMENTARY SCHOOL PIPING COLLAPSED

Bulldog Plumbing's work has been not always been satisfactory. The Bethel School District built a new elementary school in Spanaway, in 2009-10. It was a tough, \$9 million job since existing structures were already on the site. Bulldog performed \$587,000 worth of the plumbing and mechanical work. But some of the piping fastenings in the mechanical room failed. The pictures of that construction failure show a pick-up-sticks jumble of pipes laying across each other, on top of light fixtures, and dangling from loose wires, hanging down to the floor.

According to Jim Hansen, Director of Construction and Planning for the Bethel Public Schools, "The pipe fixtures were not done to specifications; it was not done in compliance. There was not enough spacing and a different type of fastener was used (than specified). Bulldog Plumbing was one of the subcontractors

for that work. It shouldn't have happened, but it is being corrected. Mistakes happen all the time. The contractor did argue about it, but they eventually took care of it and that's how it should be. The job was inspected, but it was a very complex job, and it's up to the construction contractor to make sure it meets specifications."

Hansen insisted that overall, it was a good construction job, was within 3% of meeting its budget (Bulldog went \$6000 over their original bid amount) and even won an award from a contractors' association. However, the contractors' association website shows that award was given to the general contractor, not to Bulldog.

The Critic has public records act requests pending with the school district, to determine the precise details of this piping failure.



Cowin's Civil Disobedience Of The Seatbelt Laws

Cowin had been ticketed at least six times for violating the seatbelt laws. During his most recent citation, Cowin bragged to the ticketing officer that he was able to beat these citations by simply lying to the court. Oddly, Cowin also told the officer that regardless of the law, it was "his right to decide" whether to obey the seat belt law or not.

Cowin's recent citation occurred when police stopped Cowin in King County, near Seattle, after observing he did not have his seatbelt fastened. When the officer said he stopped Cowin for not wearing a seat belt, Cowin "smiled" at the officer and said, "Yeah, but I'm gonna say it was on," and added he didn't ever obey the seat belt law because he believed it was his right to decide, and it doesn't matter because he was going to court and say (the officer) was wrong.

The officer replied he saw the belt was off. Cowin quipped he knew, "but the judge didn't" and it worked for him two times before. Cowin also did not have his license or registration with him. After getting the ticket, Cowin said again he didn't believe in the law and it was going to be his word against the officer and he was going to win because he "has the looks."

Cowin's First Felony For Assaulting A Woman

After moving to northwestern Washington, Cowin found himself in criminal court, this time for First Degree Assault, a felony. After receiving a report, Pierce County sheriffs sped to the scene of the beating, and interviewed Teresa Kruse. When police arrived, Kruse was hysterical and crying, her shirt drenched with her blood. Aron's hand print was visible on her neck, and police saw bruises and cuts on her mouth and neck.

Kruse said the burly, 5' 6" 200-pound Cowin had hit her in the face with his fists and attempted to strangle her and she had almost passed out. She said Cowin had also assaulted her earlier, and she had required eye surgery for those injuries.

Cowin actually attempted to justify the most recent beating of Kruse, telling the officer she had attempted to destroy his property. Cowin was charged with feloniously intent to inflict great bodily harm or death. He was ultimately convicted of a felony.

Cowin's Second Felony For A Firearms Violation

Pierce County law enforcement had another encounters with Cowin over an encounter with his wife and business partner In September, 2010, Mr. Drees, the mother of Katherine Cowin, called police during a frightening confrontation between Cowin and Katherine, who is both his wife and business partner in Bulldog Plumbing.

When police arrived, they spotted Cowin walking back into his house. The police knocked on the door and announced themselves. A "visibly upset" Katherine Cowin told police that she and Aron Cowin had been fighting about their business, and there were several guns inside the house. Officers remained with Katherine and conducted a protective sweep of the house. Katherine directed police to a bedroom closet where they recovered ten guns, including both rifles and handguns.

Since Cowin was already a convicted felon because of his beating of Teresa Kruse, police charged him with being a felon in possession of a firearm. Cowin claimed he did not know there were ten guns in a closet next to their bedroom. Katherine later posted bail for Aron Cowin, who ultimately pled guilty to a related charge. He has served out the term of his deferred sentence.

ANTI-HARRASSMENT ORDER PETITION ACCUSED COWIN OF THEFT AND EMBEZZLEMENT

Earlier, Ms. Hadassah Cohen, owner of Tahoma Mechanical, filed a petition in the Pierce County courts for an anti-harassment Protection order against Cowin. Her statement claimed that Cowin participated in the "misappropriation, theft, embezzlement, and sabotage" of her company Tahoma Mechanical. She referred to pending criminal charges against Cowin, and claimed that Cowin "...doesn't appear to be of sound mind ... and is frightening in his very bizarre thought processes." The Anti-Harassment Order petition never went to a contested hearing and was never formalized as a court order.



SOME OF BULLDOG'S LARGER COST OVERRUNS

Bulldog collected large amounts in excess of their original contracts in several other government construction jobs. Here is a chart showing the most pronounced discrepancies, based on Bulldog's filings with the State Department of Labor and Industries.

PROJECT NAME	AWARDING AGENCY	AMOUNT BID	AMOUNT PAID	PAYMENT OVER BID AMOUNT
O'BRIEN LEGISLATIVE BUILDING, PHASE I	STATE GENERAL ADMINISTRATION	674,600	1,289,236	\$614,636 (90% overage)
SCCC EDISON BUILDING	STATE GENERAL ADMINISTRATION	640,000	758,564	118,564 (18% overage)
EATONVILLE HIGH SCHOOL	EATONVILLE SCHOOL DISTRICT	581,435	677,240	95,805 (16% overage)
UNIVERSITY PLACE CIVIC CENTER	CITY OF UNIVERSITY PLACE	616,600	652,539	35,939 (6% overage)
TOTALS		BID-- \$2.6 MILLION	PAID--\$3.4 MILLION	

Contract overages do not automatically indicate unauthorized overcharges. As Tieggs pointed out, change orders, and demands for overtime, could legitimately cause exceedances of the original contract amount. Hansen, at the Bethel School District, insisted that typically contract overruns average about 3-4%. The Critic has pending public records act requests, seeking documentation to support these and other contract overruns.



examined Bulldog's work. Their x-rays of Bulldog's welds indicated that every weld contained moderate to severe defects and would be rejected as not meeting ASME (American Association of Mechanical Engineers) standards. Tieggs explained Bulldog's contract costs overruns by stating there were change orders, and lots of overtime work for Bulldog because of the tight construction schedule that accounted for the hundreds of thousands of dollars in additional costs. But when asked where additional details could be obtained, Tieggs abruptly hung up the phone. In summary, even after paying Bulldog almost twice the original contract amount, the State was apparently so uncomfortable with the piping work that they paid extra to have another contractor tear it out and replaced it. The Critic has public records act requests pending with the State to determine the precise details of this piping replacement and the overruns.

THE TROUBLE WITH ARON

Cowin originally entered the plumbing business in Idaho, where he reportedly worked for C and R Plumbing, an outfit with a colorful history of its own. The C & R owner was a convicted drug trafficker whom eventually filed bankruptcy. When Cowin still lived and worked in Idaho, he got his girl friend, Shannon Stephenson, pregnant. She gave birth to Ciarra Cowin, Aron's daughter. But Cowin was a deadbeat dad, and failed to pay the legally-required child support of a modest \$400 @ month. Eventually the Idaho Department of Health and Welfare won a court order against Cowin that allowed the State to collect its costs, to force Cowin to pay his child support, and to file liens, if necessary, against Cowin's property and tax refunds for future non-payment. Cowin had many other problems in Idaho. He was sued by Money Tree for an unpaid loan, and eventually filed bankruptcy himself in Idaho. He also racked up an impressive number of traffic tickets for the following offenses in Idaho:

*For additional details on Cowin's felonies,
please see the articles on Page 4*

Placing Injurious materials on the Highway (similar to littering, but possibly involving discarded glass) 11/23/90

Failure to put on his headlights 10/12/90

Possessing alcoholic beverages 7/5/91

Three tickets for lacking a drivers license 12/3/96, 7/5/91, and 12/4/96

Tail light out 2/9/91

No license plates 2/9/91

No insurance 2/9/91, 12/4/96

Six Speeding tickets 9/25/91, 6/22/91, 3/11/92, 8/19/92, 3/2/93, 4/11/93.

Five tickets for No safety belt 6/22/91, 8/19/92, 12/8/95, 12/4/96, 1/4/96.

Eluding a peace officer (been drinking) 4/97

Three tickets for No registration 12/8/95, 12/4/96, 1/4/96.

Passenger safety violation for a child under 4 years of age (probably a child's seat violation) 7/5/97

Court records indicate Cowin had another eight traffic violations since 2000 in western Washington.



RETIREE CORNER



RETIREE MEETINGS



Our 1st Retiree meeting was held on October 16th, 2012; at the Local Union Hall.

We had a great turnout by our retirees.

Our next retiree meeting is scheduled for December 18th, 2012; at 11 a.m. at the Union Hall.

Doors will open at 9:30a.m. for coffee and visiting with other retired members.

We will have a guest speaker to report on our State Pension and Social Security changes for the upcoming year. We hope to see you there!



Local 32's First retiree meeting October 16th, 2012

RETIREE CORNER



If you plan on retiring in 2013, or later we are having a retirement class
Saturday, February 9, 2013 at the Hall.



Representatives from the National Pension, State Pension, Health and Welfare and Supplemental Pension will be in attendance. Also, information on changes to Social Security and Medicare will be discussed. **Please save the date!**

RETIREE CORNER



Our 1st Retiree Union Meeting A Huge Success

By Leanne Guier

Our first Retiree Union Meeting was held on October 16th, 2012 at 11:00 a.m. 77 of Local 32's retirees attended. The doors to the meeting hall opened at 10:00 a.m., and the retirees started pouring in. We did not know how many to expect; however, it was obvious by the attendance this was well received by our retired members.

Business Manager, Jeff Owen, welcomed all the attendees and introduced staff that was present; Business Agent Steve Menne, Business Agent PJ Moss, Vice-President and interim Political Coordinator Keith Nester, Political Organizer Leanne Guier, and Sister Patty Gilmore. Patty spearheaded the planning and organization of the Retiree Union Meeting. Also, Brother Owen made available Local 32 pins, hats, and stickers for the retirees to help themselves to.

Brother Owen then gave a report on the "Out of Work" list. He reported that approximately 23% of our membership is unemployed. He explained how there are some members going to work under the Enhanced Residential agreement. A member posed a question from the floor, "How many of our members are Vets?"

Brother Owen then spoke on the work our local and the UA is doing with the Veterans In Piping or "VIP" Program.

Next on the agenda was Pension Information. It was explained that beginning the first of the year, investing in Washington Capital was going away from the Supplemental Pension. Members will be getting notified by mail of options to choose from. Regarding State and National Pension, there will not be a 13th check. The Trust is working on getting funding back over 100%.

The next topic was Health and Welfare. Information sheets regarding prescription payouts were available. Members were asked to call and report any problems they are having with Caremark. The Trust is actively working on any issues that have been brought to their attention. Many questions and concerns were raised from the floor. All of these questions and concerns will be referred to the Trust and looked into. Brother Owen went on to explain there will be an increase in the amount that retirees pay starting 2013, and emphasized it will not affect members who are currently retired. Members were invited to attend the 3rd

Annual Health Care Fair on Saturday, October 27th at IBEW Hall in Tukwila.

Retirees were informed about a publication called "The Retiree Advocate". This is a monthly publication of Puget Sound Advocates for Retirement Action. It includes information aimed at retirees addressing issues like Social Security and Medicare on a Federal level. Local 32 is working on having the publication mailed to our retirees each month at no cost to them.

A question was asked of the attendees, "How many have access to a computer and use it?" About three quarters of the members raised their hands. This is good news since Local 32's website is being revamped and includes a retiree link. A member mentioned there is a Shoreline Breakfast Club that meets regularly. It was suggested that date and times of other breakfast club meetings be posted on the website.

Brother Owen also reported on the hiring of a full time Political Coordinator, Sister Leanne Guier. This position is to focus on jobs. She will be working with elected officials to protect our collective bargaining rights. The whole focus of this position will deal strictly with Local 32's involvement on jobs, jobs, and jobs. Social issues will not be addressed, those are personal. The focus is keeping our members working and protecting the rights of working families. Political involvement is instrumental in protecting our collective bargaining rights. A question asked from the floor, "What are we doing about getting candidates elected?" Brother Owen responded with the upcoming events hosted by Local 32. One event is the Labor Neighbor Walk and Ballot Drop Rally on Saturday, October 20th. He also spoke on the Literature Drop taking place in Auburn regarding the Auburn School Reconstruction Bond also taking place on October 20th. He spoke on Vice-President Keith Nester's position of release staff to the Washington State Labor Council on a full time basis for this election cycle.

Sister Patty Gilmore thanked the "Pay it Forward Fund" contributors. These members are making contributions to help pay dues for members who have been struggling during this tough economy. What a wonderful thing to have our Brothers and Sisters looking out for each other. The floor was then opened up for a question and answer session.

The next meeting is scheduled for Tuesday, December 18th at 11:00 a.m.

Respectfully Summited,
Sister Leanne Guier

RETIREE CORNER

By Brother Mike Shilley



“If something feels wrong, it probably is! So, take a careful second look”.

Jim “Flintstone” Karlin

Our winter edition features retiree Jim Karlin, also known as “Flintstone”. While working out of Local 481 in Eugene Oregon; Jim was affectionately nicknamed by a fellow brother and welder. Regularly, he was dispatched by the Business Agent as, “Flintstone the Welder”. The nickname was used so routinely, that it has stuck until this day. Jim retired from Local 32 in 2000, after 37 years in the trade. Since his departure, he has been sharing his expertise with our JATC students in the welding shop.

Background and Career

Originally from Manitowoc, Wisconsin, Jim left the frigid temps for Seattle at the age of 21. He took a job at the Puget Sound Bridge and Dry Dock Company, later to be named Lockheed. Since Jim’s uncle, Ray Piefer was the Superintendent; he was able to obtain work as a Pipefitter Helper. With no apprenticeship training available in the sixties; after six years in the Helper position, he took the Fitter test at Local 32 and became a Journeyman. Now, with the ability to be dispatched to a variety of jobs, he worked throughout the United States.

In 1973, Jim and his family settled down in Eugene-Oregon; where they spent ten (10) happy years at Local 481. While there, he joined the Musicians’ Union and played drums for a local jazz band. During that time, he worked for numerous contractors, i.e. Nuclear and Coal Power Plants; Pulp and Paper Mills; Oil Refineries. Also, there were several trips to Alaska; the first to the Valdez Terminal, then the oil fields of Kuparuk and Prudoe Bay. Jim concluded his career in the Pipe Fabricating shop at the McKinstry Company.

Mentoring

We are fortunate to have Jim as an intricate part of the Local 32. He has held positions such as Vice President; Executive Board; By-Law Committee; and Exam Board. Now, as a part of the Journeyman and Apprentice Training Center, he spends countless hours in our welding shop; where he enjoys teaching and interacting with the students.

The ever modest Jim tells his students; “If something feels wrong, it probably is! So, take a careful second look”. With all of Jim’s leadership experience within Local 32, he encourages his students to get involved and educated in our Union affairs.

The Easy Life

Married to Gloria for 46 years, have made their family home Covington Washington for the last three decades. They have two children; their son, Adam and daughter, Rachel. Adam lives in Texas; and Rachel works for Microsoft and also finds time to run the “Ola Hair Salon and Spa” in Luna Park, West Seattle. When not in the welding shop, Jim likes to travel with his wife. They have made frequent trips to Wisconsin, Mexico, and New Orleans. He also keeps his hands busy with fishing and woodworking. In 2004, Jim gave up smoking to stage his fight against cancer. We are very thankful that Jim won his battle with cancer in 2004, and continues to enjoy his retirement.

We are looking for a new reporter for this section of the newsletter. Maybe you the reader or someone you know would like to volunteer four times per year to write this article. Please contact the newsletter committee if you are interested.

RETIREE CORNER



FIRST NAME	LAST NAME	RETIRED DATE
Spencer	Acton	January 1, 2012
Ronald	Banks	January 1, 2012
Alaric	Carter	January 1, 2012
David	Jensen	January 1, 2012
Charles	Lewis	January 1, 2012
Honorio	Obras	January 1, 2012
Gonzalo	Pelayo	January 1, 2012
William	Goldsberry	February 1, 2012
Larry	Green	February 1, 2012
Joe	Guzman	February 1, 2012
Gary	Huff	February 1, 2012
Donald	Stewart	March 1, 2012
Kevin	Johnson	March 1, 2012
Mark	Palmer	April 1, 2012
Larry	Mondry	April 1, 2012
William	Stone	April 1, 2012
Gary	Peterson	April 1, 2012
Lavern	Spieker	April 1, 2012
Reginald	Anderson	April 30, 2012
Doug	Lindblad	May 1, 2012
Gary	Carpenter	May 1, 2012
Steve	Brunson	May 31, 2012
Mike	Caldwell	June 1, 2012
Efren	Delagana	June 1, 2012
John	Driscoll	June 1, 2012
Marvin	Taylor	June 1, 2012
Richard	Warren	June 1, 2012
Edward	Toyaji	July 1, 2012
Stephen	Koser	July 1, 2012
Randall	Hughes	July 1, 2012
Gary	Powers	August 1, 2012
Robert	Harp	August 21, 2012
Vaughn	Price	September 1, 2012
Gary	Miller	September 1, 2012
Gregory	York	September 1, 2012
Steven	Nastruz	October 1, 2012
Ken	Gurnett	October 1, 2012
Randall	Crothers	October 1, 2012
Jon	Draper	November 1, 2012
Steve	Gauthun	November 1, 2012
James	Gill	November 1, 2012



Founded 1889

UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

William P. Hite
General President

Patrick R. Perno
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

TO: Plumbers and Pipefitters Local 32 - Members and Their Families
FROM: Jeffery J. Owens - Business Manager

Sunrise Dental is the first dental group to unionize in the State of Washington and we are proud members of the United Food and Commercial Workers Union. They are offering the following benefits to fellow Union Members.

For members covered under a Trust Dental Plan - such as the Seattle Area Plumbing and Pipefitting Trust Dental Plan at Sunrise Dental you will have no out of pocket obligations, up to your maximum annual allowance.

For the members who have regular insurance through work, at Sunrise Dental you will have a \$200 new patient credit towards dental work to use in any procedure not covered by your dental insurance. In addition, this certificate can be used for anything over your total yearly maximum for covered services. Sunrise Dental is a preferred provider for your dental insurance; this translates to a lower fee schedule. Your out of pocket costs at Sunrise Dental will be minimal or zero whenever possible.

Procedure	Your Cost at Another Provider*	Your Cost at a Sunrise Dental Office
Initial Oral Exam	\$ 51	\$ 0
Necessary X-Rays	\$ 82	\$ 0
Adult Cleaning	\$ 46	\$ 0
Crown (Porcelain with base metal)	\$ 627	\$ 0
Root Canal (molar)	\$ 572	\$ 0

We hope you will talk to Sunrise Dental about some of the following additional benefits:

- *Lifetime Free Teeth Whitening for new patients only; As long as the patient keeps his/her 6-month checkup appointments*
- *Refer a friend or family member and receive a \$20 gift certificate from a unionized grocery store*
- *No cost to participate, no restrictions, no per visit charge*
- *For any patient traveling 30 miles or more Sunrise Dental will reimburse for mileage, tolls, and/or ferry tolls, not to exceed \$35 per visit*
- *0% Financing Available for those who qualify*

Any of our Union members that get laid off, Sunrise Dental will provide emergency care (palliative treatment) free of charge up to 1 year from the day of the layoff. For any clarification call **Sunrise Dental Public Relations at 425.453.1450.**

*This offer is for services rendered at Sunrise Dental and not for services referred to a specialist. *Based on Ingenix Dental Fee Analyzer, Seattle area 75th percentile. This offer is valid through December 2012 and does not include specialty services such as dentures, implants, etc. (Willamette Dental is not a part of this offer)*

Please see the back of this sheet for our office locations

We encourage your support of these unionized dental offices

WESTERN WASHINGTON

Arlington • (360) 658-3131
3131 Smokey Point Dr., Ste. 14 A
Arlington, WA 98223

Auburn • (253) 333-9500
201 N. Division Street
Auburn, WA 98001

Bellevue • (425) 450-9500
1200 112th Ave., NE, Ste. C-222
Bellevue, WA 98004

Bellingham • (360) 734-1999
102 S. Samish Way, Ste. 103
Bellingham, WA 98225

Bonney Lake • (253) 862-1015
20071 State Route 410 E
Bonney Lake, WA 98391

Bothell/Mill Creek • (425) 806-0077
18204 Bothell Everett Hwy, Ste. E
Bothell, WA 98012

Carnation • (425) 333-4101
4466 Tolt Avenue
Carnation, WA 98014

Everett • (425) 513-2000
111 SE Everett Mall Way, Ste. B-100
Everett, WA 98208

Federal Way • (253) 838-3232
33600 6th Ave S., Ste. 102
Federal Way, WA 98003

Issaquah • (425) 391-7645
5006 E Lk Samm Pk Way SE
Issaquah, WA 98029

Kent • (253) 856-3384
10216 SE 256th St., Ste. 108
Kent, WA 98030

Lakewood • (253) 581-2888
6006 100th Street SW
Lakewood, WA 98499

Lynnwood • (425) 744-1022
3505 188th Street SW
Lynnwood, WA 98037

Maple Valley • (425) 432-4131
22035 SE Wax Rd., Ste. 5
Maple Valley, WA 98038

Marysville • (360) 651-1882
1603 Grove Street
Marysville, WA 98270

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267 East Main St., Unit 201
Monroe, WA 98272

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2120 Freeway Drive
Mount Vernon, WA 98273

Olympia • (360) 866-7669
3250 14th Ave., NW
Olympia, WA 98502

Poulsbo • (360) 697-2777
19351 8th Ave NE, Ste. 211
Poulsbo, WA 98370

Puyallup • (253) 770-4342
13333 Meridian E., Ste. E
Puyallup, WA 98373

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Renton, WA 98056

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12610 Des Moines Memorial Dr., Ste. 208
Seattle, WA 98168

Seattle/Downtown • (206) 623-2666
509 Olive Way, Ste. 1122
Seattle, WA 98101

Sequim • (360) 797-1100
1258 W. Washington Street
Sequim, WA 98382

Shoreline • (206) 542-4444
18532 Firlands Way North, Ste. B
Seattle, WA 98133

Snohomish • (425) 374-8451
2709 Bickford Ave., Ste. A
Snohomish, WA 98290

Tacoma • (253) 759-9291
1530 S. Union Ave., Ste. 7
Tacoma, WA 98405

Tukwila/Southcenter • (425) 291-9555
7100 Fun Center Way, Ste. 110
Tukwila, WA 98188

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Sunrise Dental of Pasco
(509) 542-9981

Sunrise Dental of Spokane
(509) 536-9999

Sunrise Dental of Spokane (North)
(509) 468-0866

Sunrise Dental of Spokane Valley
(509) 924-0055

Sunrise Dental of Walla Walla
(509) 522-2220

Sunrise Dental of Wenatchee
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(509) 457-5050

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Beaverton, OR 97005

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Portland, OR 97233

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Longview, WA 98632

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Portland, OR 97267

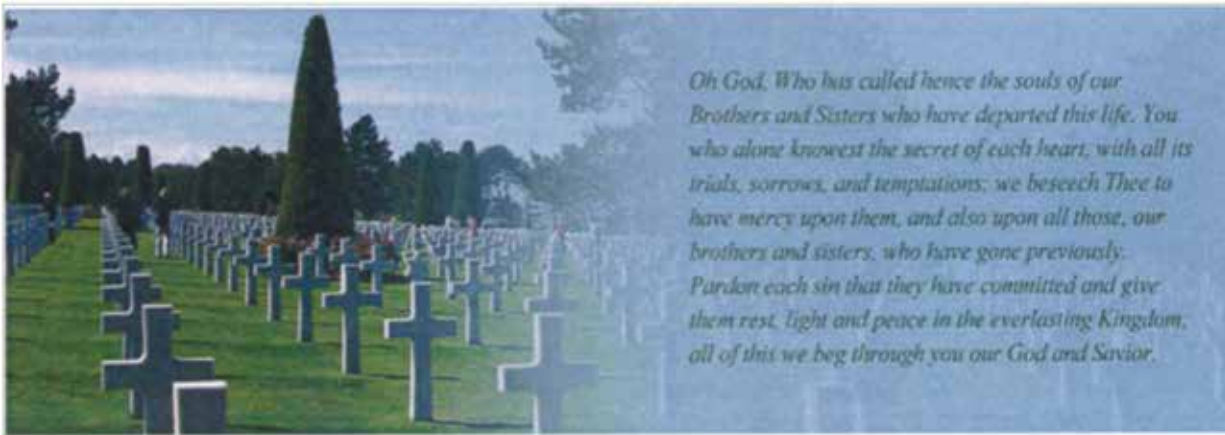
Salem • (503) 391-8920
436 Lancaster Dr., NE
Salem, OR 97301

Salmon Creek • (360) 718-2355
2621 NE 134th Street, Ste. 300
Vancouver, WA 98686

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Stephen Kim, DDS • Chau Do, DMD • Abraham Ghorbanian, DDS, MS • Jagjit Bhui, DMD • Scott Lake, DDS • Juli Chue, DDS • Brian Sohn, DDS • John Lee, DDS • John Kim, DDS
Katie Sohn, DDS • Tameem Anwar, DDS • RJ Henneberg, DDS • Li-Wen Cheng, DMD • Jeffrey Hsu, DDS • Gary Chin, DDS • Julia Chang, DDS • Thanhha Pham, DDS
Chia Lee, DMD • Douglas Park, DDS • Andy Hsu, DMD • Henry Hsue, DMD • Payal Patel, DMD • Stacy Lee, DDS • Kyle Vessey, DDS • Maggie Zhang, DMD, PhD • Yun Kang, DDS, MA
David Shao, DMD • Kee Kim, DDS • Cindy Chen, DMD • Trevor Tsuchikawa, DDS • Carl Cheung, DMD • Heyri Yeom, DDS, MS • Vicky Chen, DMD • Nathaniel Skousen, DMD
Senan Ahmed, DDS, MSD • Shane Sidhu, DDS • Eugenia Lee, DMD, MSD • Igor Elperin, DDS • Nhu-Ha Tran, DMD • Jean Leconte, DDS • Adrian Catuna, DDS • Rheanna Hess, DMD
Prabhjot Sidhu, DDS • Ee-Shen Lee, DMD • Kanton Wong, DDS • Khanhlam Phan, DDS • Irinia Moga, DMD • Joan Kuo, DDS • Phong Dang, DDS • Aman Sidhu, DDS • Katie Wu, DDS

Please visit our website at www.sunrisedental.com for more information

4/17/2012



In Memoriam

Dedicated to those members no longer with us

DATE	NAME	TRADE	YEARS OF
Nov 10, 2012	Brother Thomas K McCarroll	BT Journevman Steamfitter	54
Oct 22, 2012	Brother John A Festa	BT Journevman Plumber	48
Oct 22, 2012	Brother Jesse D Leamaster	BT Journevman Plumber	63
Oct 22, 2012	Brother John K Stewart	BT Journevman Steamfitter	46
Oct 21, 2012	Brother Richard Egland	BT Journevman Steamfitter	71
Oct 16, 2012	Brother Frank B Carroll	BT Journevman Steamfitter	65
Oct 13, 2012	Brother Todd L Hawkins	BT Journevman Steamfitter	35
Sep 27, 2012	Brother Donald A. Draper	BT Journevman Steamfitter	33
Sep 21, 2012	Brother William I. Alvares	BT Journevman Steamfitter	59
Sep 16, 2012	Brother Jeffrev S. Holbrook	BT Journevman Steamfitter/Welder	32
Sep 04, 2012	Brother Steven A Hobby	BT Journevman Steamfitter	34
Jul 19, 2012	Brother Robert L Goodrich	BT Journevman Plumber	62
Jul 19, 2012	Brother Dean D Rayworth	BT Journevman Refrigeration	31
Jul 11, 2012	Brother Larrv L Larson	BT Journevman Plumber	42
Jul 09, 2012	Brother John A Steed	BT Journevman Pipefitter	53
Jun 26, 2012	Brother Arthur J May	BT Journevman Plumber	44
Jun 25, 2012	Brother Robert Stanfield	GD Journevman Gas Distribution	10
Jun 08, 2012	Brother Harry A Decker	BT Journevman Steamfitter	59
Jun 08, 2012	Brother James E Holmes	BT Journevman Steamfitter	54
Apr 08, 2012	Brother Bernard Bromley	BT Journevman Plumber	62
Apr 04, 2012	Brother George A Huntington	BT Journevman Steamfitter	71
Mar 22, 2012	Brother Robert N Fitzgerald	BT Journevman Plumber	62
Mar 08, 2012	Brother Gonzalo N Pelayo	BT Journevman Steamfitter	26
Feb 20, 2012	Brother James D Getchell	BT Journevman Plumber	16
Jan 19, 2012	Brother Harold "Lyle" Griffiths	BT Journevman Plumber	50
Jan 19, 2012	Brother William J Kiel	BT Journevman Plumber	52
Jan 13, 2012	Brother John Krogstadt	BT Journevman Plumber	62
Jan 03, 2012	Brother Anton P Schmidt	BT Journevman Plumber	52
Jan 01, 2012	Brother Ardath W Jackson, Jr.	BT Journevman Steamfitter	46



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