



32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

WINTER 2014



Preamble to the UNITED ASSOCIATION CONSTITUTION

The aspirations of this Association are to construct an organization which shall subserve the interest of all its members and be a fitting monument to the Unions attached thereto.

The objects of this Association are to protect its members from unjust and injurious competition, and secure through unity of action among all workers of the industry throughout the United States and Canada, claiming, as we do, that labor is capital, and is the only capital that possesses power to reproduce itself or in other words, to create capital. Labor is the interest underlying all other interests; therefore, it is entitled to and should receive from society and government protection and encouragement.

Mankind generally condemns that which they do not thoroughly understand and through prejudice and ignorance neglect to pay that strict attention and regard to the principle of unity for elevating their condition and for the accomplishment of good works which is so much required in creating confidence, generating esteem and respect, and for promoting harmony and good feeling among themselves; therefore, let every member weigh the substance of these laws within his mind and thus become qualified to determine upon that which is herein set forth in the spirit of sincerity and honesty of purpose.

As earnest proof that we entertain a true sense of our obligations, interests and duties toward one another, each member should make himself thoroughly acquainted with the laws herein contained, that he may avoid imposing upon the same, and also be prepared to use his influence on those who do not as yet belong to the Association, but whose only reason for not belonging to it is that the benefits offered have never been fully explained to them. Above all, members should avoid becoming in arrears. Large numbers, which should insure "strength," very frequently produce weakness, because those in arrears are debarred from the benefits, and also make it impossible to meet the claims which are made by members who are in good standing.

Recognizing the right of the employer or capitalist to control his capital, we also claim and will exercise the right to control our labor, and be consulted in determining the price paid for it.

We therefore urge upon all journeymen and apprentices who have jurisdiction of every branch of the plumbing and pipe fitting industry, in every section of the United States and Canada, to join with us in our efforts to secure through the power of organization, both for ourselves and our children, a steady demand and a fair compensation for our toil, and a position in society to which, as wealth producers and citizens, we are justly entitled. Recognizing the need of united political action, we urge that the political policies as determined by the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress shall be the basic foundation of our political beliefs. We must assist in electing to public office only those favorable to the cause we espouse, which is the cause of human freedom and in doing so, elect our friends and defeat our enemies.

For the successful accomplishment of the ends desired by the Association, for the instruction, information and guidance of its members, and for the due regulation of the business connected therewith, this code of laws is hereby enacted.



UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

**Assistant Business Manager /
Plumber Business Agent**
Steve Menne

Steamfitter Business Agent
PJ Moss

Refrigeration Business Agent
Erik Pound

Dispatcher and Inside Business Agent
Dan Jensen

**Municipalities Business Agent /
Metal Trades Marine Pipefitter
Business Agent**
Marty Yellam

PSE/Gas Distribution Agent
Troy Shopin

Mainline Agent
Ernesto "J.R." Ybarra

Wenatchee/Peninsula Agent
Eric Ercanbrack

Organizer
Tim Herbert

Organizer
Brad Moore

Business Development Specialist
Leanne Guier

UA 32

**Seattle Plumbers and Pipefitters
United Association Local 32**
595 Monster Road S.W. Suite 213
Renton, WA 98057
www.ualocal32.com
www.facebook.com/local32

Main Office Phone Number:
425-277-6680

Main Office Fax Number:
425-277-7370

Union meetings are the 2nd Thursday of every month at 5pm.

Have an article you would like to submit? Please contact Tim Herbert by email: tim@ualocal32.com or call: 206-707-2936.

We Want to Know!

If you or someone you know has given generously of their time, and/or labor for a good cause; or has been involved in extraordinary charitable activities, please let us know! Contact Tim Herbert with all details and pictures of our members helping the community.



Business Manager's Report

by JEFFERY J. OWEN

I hope you and your family enjoyed the Holiday Season.

The end of the year brings the promise of new beginnings in 2014. The work outlook we have researched looks to be promising. With the out of work list looking very similar to this time last year; this is a good time to make sure your licenses and certifications are up to date.

The man hours report for the 2012-2013 fiscal year, in comparison to the two previous years. Is as follows:

- **July 2012 through June 2013** **2,423,559**
- July 2011, through June 2012 2,375,605
- July 2010, through June 2011 2,391,876

I want to thank the membership for your continued support of the Business office and Officers of Local 32. Our collective success is imparted to each of us in what we give back to the Local Union.

I want to Thank You for your participation through volunteering, at our annual events:

- Christmas Party
- Local 32 Picnic
- Old Timers' meeting
- Political Action Events
- Apprentice Golf Tournament
- Eastern Washington Golf Tournament

2014 will be a busy year for the Business Office. First and foremost, will be the Building Trades Negotiations. Be looking for the Building Trades negotiations survey in early to mid-February.

- Building Trades Agreement expires May 31st.
- Eastern Washington Agreement expires June 30th.
- Residential Agreement expires June 30th.
- Refrigeration Agreement expires September 30th.
- Gas Distribution Agreement expires November 15th

Our political involvement will be evolving and remain a critical part of 2014. It's important that we remain vigilant protecting workers rights and not allow Washington State to become a right to work state. It's obvious the attacks on workers' rights will be the agenda in Olympia. With the recent developments in health care legislation and the attack on pensions, our political involvement will need to increase.

December Union Meeting Wage Allocation

At the December Union meeting, the membership allocated \$1.00 as follows:

- The first special order of business. **Allocation of \$1.00** by the Local 32 Building Trades Commercial & Industrial Plumbers & Pipefitters. The wage allocation was as follows: \$0.05 to the Organizing Fund, \$.20 to H&W, \$.25 to Supplemental Pension and \$.50 to the check.
- The second special order of business. **Allocation of \$1.00** by the Local 32 Building Trades Commercial & Industrial Refrigeration Mechanics.: \$0.05 to the Organizing Fund, \$.20 to H&W, \$.40 to Supplemental Pension and \$.35 to the check.

- Wenatchee Wage allocation was Friday December 13th; the **allocation** was as follows: \$.05 to the organizing fund, \$.20 to H&W \$.75 to supplemental pension.

Our “**Annual Christmas Party**” was held immediately following the Union Meeting. I want to thank all the brothers and sisters who volunteered to prepare the meal for the membership. Our Vice President and Chef, Brother Keith Nester and Christmas committee prepared a great meal!

U.A. Local 32 Health Plan:

The Seattle Area Plumbing and Pipefitting Industry Health and Welfare Plan continues to implement provisions of the Affordable Care Act (ACA), commonly referred to as “Obama care”. In 2014, additional benefit changes will be required and the Plan will be subject to new fees assessed by the federal government on all health care plans.

Required 2014 ACA benefit changes will become effective for this Plan on July 1, 2014 (the beginning of the Plan’s fiscal year). You will receive a notice from the Plan in advance of any changes. While the required benefit changes will generally enhance coverage, both the benefit changes and assessed fees will result in increased costs for the Plan. For example, the largest of the new fees is equal to \$63 per covered person per year. This fee will have to be paid by the Plan at the end of 2014, and will total approximately \$300,000. Additional fees are scheduled for 2015 and 2016.

Also effective in 2014, are two significant provisions of the ACA that do not directly affect the Trust, but may have implications for you. They are the development of the public health care exchanges, and the individual mandate. The individual mandate requires most individuals to maintain health insurance coverage, or be subject to a tax penalty at year end.

The good news is that if you are covered under the Seattle Area Plumbing and Pipefitting Industry Health and Welfare Plan, whether as an active employee, retiree or COBRA participant, you and your eligible dependents will meet the individual mandate requirement, and **will NOT** need to purchase coverage through the public exchange. However, if you or your dependents lose coverage under the Plan, you will want to consider the potential tax penalties and your options for maintaining coverage; whether through the public exchange, COBRA coverage, or participation under a spouse’s plan. The law does allow for one gap in coverage per year without a penalty, but the gap must be limited to no more than three months. If you have more than one gap in a year, or a single gap in coverage greater than three months, tax penalties may apply.

As a reminder, our Plan is self-funded, which means that all expenses are paid directly from your contributions through our employer’s, as well as contributions from retirees and COBRA participants. In light of these new ACA costs, the Plan Trustees continue to look for ways to control costs, while at the same time maintaining a high level of benefits.

We’ll continue to keep you updated on ACA issues as they relate to our Plan and your coverage.

Health Plan Update

The Trust’s income and expenses for the 12 months ending October 31, 2013.

- \$30,228,948 in income was received and \$33,475,427 in expenses was paid, resulting in an operating loss of \$3,246,480.
- During the first four months of the current plan year (July 2013 – October 2013), the Trust realized an operating loss (income less expenses) of \$644,738. The loss is net of \$1,088,238 in stop loss reimbursements, which were for claims paid in the prior plan year.
- As of October 31, 2013, the Trust’s unallocated reserves (based on market value of assets) totaled \$17.5 million, approximately 6.8 months of current projected expenses.
- ***As of January 1st 2014, the hourly contribution rate is \$8.66 per hour.***

Eligibility

- Year over year, active/self-pay eligibility has increased 1.2% and retiree eligibility has increased 2.3%.
- 1,591 active and self-pay members on average were eligible each month, an increase of 1.2% from the prior year.
- An average of 1,092 spouses and 1,940 children were eligible for benefits each month.
- An average of 494 retirees/surviving spouses, were eligible for benefits each month, an increase of 2.3% over the prior year.

Sincerely,

Jeffery J. Owen
Business Manager
Local 32

Freedom of Movement

Reminder to check in or check with your agent if you are unsure.

Dues Increase

At the 38th Annual U.A. Convention in August, 2011, a motion was made and it was moved, seconded, and carried to increase monthly dues by \$1.00 effective January 1, 2014.

Please note: there will be additional changes in 2015.

Introducing Local 32 Challenge Coins



If you attended the December Union meeting you were given a Local 32 challenge coin. Unions around the world have recently embraced the concept of coins as a way of creating a sense of brotherhood and belonging. In

2014 Local 32 had a series of (8) coins made. Each coin has the UA Local 32 Symbol on the front and a saying from the Preamble To The United Association Constitution on the back. Randy Scott who is a Local 32 member, at the 2013 WSA convention introduced the WSA challenge coins. After the WSA convention Local 32 created a coin to be distributed to our membership for participation in union activities, service to the union and for meritorious activities.

Unions around the world have embraced coins to be an excellent means of team building and creating a sense of brotherhood and belonging. Tonight we take the time to honor and recognize (5) Brothers that have dedicated more than we could ever ask to our Local union. These Brothers have provided leadership

and a true sense of duty to Local 32 and all of its members.

Brother AL SEXTON

Brother Sexton provided Local 32 with over 50 Years of Service which started in 1954 until he retired in 1995. His long list of service to our Local includes the following.

- Training Coordinator from 1969-1979
- Business Manager: 1979 until he retired in 1995.
- Brother Sexton was a role model and mentor to many members of our local.

Brother AL GILMORE

Brother Gilmore provided Local 32 with 35 Years of Service which started in 1978 to the present. He is currently enjoying his retirement. Brother Gilmore provided leadership to our Local as:

- Vice President- 1992-1995
- Plumber Agent from 1994 to 1995.
- Business Manager 1995- 1998.



Honoring Brother Al Gilmore



Brother Danny Sexton receiving award on behalf of his father Brother Al Sexton



Brother Jack Moss receiving award on behalf of his son Brother Jim Moss



Honoring Brother Randy Scott

Brother JAMES MOSS

Brother Moss provided Local 32 with 35 Years of Service which started in 1978 to the present. His list of service to our Local includes the following.

- 1987-1989 Recording Secretary
- 1989-1992 Vice President
- 1992-1995 President of Local 32 & Washington State Association Executive Board member.
- 1994-1998 Steamfitter Agent
- 1998-2006 Business Manager
- 2006 Trustee for the United Association
- 2006-2011 International Representative
- 2011-Present UA Director of Energy

Brother LARRY FRITTS

Brother Fritts has provided Local 32 with over 30 Years of Service which started in 1983 to the present. Brother Fritts has been elected and served as:

- Member of the Executive Board from 1992-1995
- Plumbing Agent from 1995 to 2006.
- Business Manager from 2006 until 2010.

Brother RANDY SCOTT

Brother Scott has provided Local 32 with over 30 Years of continuous service from 1982 to Present.

Has been elected and served as:

- Recording Secretary: 1995-1998
- Organizer 1995- 2007
- Washington State Association Executive Board Member 1998-2007
- Steamfitter Agent from 2007 to 2009.
- In 2009 he was elected Executive Director of the Washington State Association, a position which he still holds today.
- Heritage class Instructor from 1995-2013

Local 32 created a coin to be distributed to our membership for participation in union activities, service to the union and for deserving activities both past and present. At future union functions we will start a new tradition by honoring members past and present with the presentation of UA Local 32 coins.

History of the Challenge Coin

During World War I, American volunteers from all parts of the country filled the newly formed flying squadrons. Some were wealthy young men who left colleges such as Yale and Harvard in order to enlist in the military. In one squadron, a wealthy lieutenant ordered solid bronze medallions embossed with the squadron emblem for every member of his squadron.

He carried his medallion in a small leather sack about his neck. Shortly after acquiring the medallions, the lieutenant's aircraft was severely damaged by ground fire during a mission. He was forced to land behind enemy lines, where he was captured by a German patrol. In order to discourage his escape, the Germans took all his personal identification except for the small leather pouch around his neck.

He was eventually taken to a small French town near the front lines where he managed to escape during a night bombardment. During the attack, he donned civilian clothes and fled without personal identification.

After escaping, the brave pilot succeeded in avoiding German patrols until he reached the front lines. With great difficulty, he crossed no-man's land and stumbled into a French outpost. Unfortunately, the French in this sector had been plagued by German saboteurs, who sometimes masqueraded as civilians and wore civilian clothes. Not recognizing the young pilot's American accent, the French thought him to be a saboteur and made ready to execute him.

Just in time, the American remembered his leather pouch containing the bronze medallion. He showed the medallion to his would-be executioners. When the French captors recognized the squadron insignia on the medallion, they gave the pilot enough time to confirm his identity. Instead of shooting him, they gave him a bottle of wine.

Eventually the pilot made it back to his squadron, where it became a tradition to ensure all members carried their medallion or coin at all times. This was accomplished through a challenge. A service member would ask to see the coin. If the challenger could not produce his coin, he was required to purchase a drink of choice for the member who had challenged him. If the challenged member produced his coin, then the challenging member was required to pay for the drink.

This tradition continued through the war and for many years, while surviving members of the squadron were still alive.

In some cases a coin can be earned meritoriously for a job well done. Regardless of how they are acquired, the history of the challenge coin remains a part of the military tradition, and servicemen and servicewomen will continue to display them proudly for years to come.

Unions around the world have recently embraced the concept and found the coins to be an excellent means of team building and creating a sense of brotherhood and belonging.



Challenge Coin Rules:

1. Rules of the coin game must be given or explained to all new coin holders.
2. The coin **MUST** be carried at all times. You can be challenged for it anywhere, anytime. You must produce the coin without taking more than 1 step or an arm's length to produce it.
3. When challenging, the challenger must state whether it is for a single drink or a round of drinks.
4. Failure to produce a coin, for whatever reason, results in a bought round or single drink. (whatever the challenger stated). This type of transaction could be expensive, so hold onto your coin. Once the offender (coinless member) has bought the drink or round, they can't be challenged again.
5. If all the challenged produce their coins, the challenger loses and must buy the drinks for all respondents. This too can be expensive, so challenge wisely.
6. Under no circumstances can a coin be handed to another in response to a challenge. If a person gives their coin to another, that person can keep the coin — it's theirs! However, if a person places the coin down and another person picks it up to examine it that is not considered giving, and the examiner is honor-bound to place the coin back. The examiner can't challenge while they hold another member's coin. After negotiating a "reasonable ransom", the examiner must return the member's coin.
7. If a coin is lost, replacement is up to the individual. A new coin should be acquired at the earliest opportunity — losing a coin and not replacing it doesn't relieve a member of his/her responsibilities. This is especially true if your fellow members know you traditionally carry a coin.
8. The coin should be controlled at all times. Giving a coin to just anyone is like opening a fraternity to just anyone. It is an honor to be given a coin, let's keep it that way. A given or awarded coin is of more personal value than a purchased coin.
9. No holes may be drilled in a coin.
10. The above rules apply to anyone who is worthy to be given/awarded a coin, has a purchased coin or who is known to be a previous coin holder.

EXCEPTIONS: There are no exceptions to the rules. At the time of a challenge you are permitted one step or an arm's reach to locate your coin. If you still cannot reach it – SORRY ABOUT THAT!

UA's Purpose Coin

1 of 8

"The objects of this association are to protect its members from unjust and injurious competition."

Labor is Capital Coin

2 of 8

"Claiming, as we do, that labor is capital, and is the only capital that possesses power to reproduce itself or in other words, create capital."

Supporting Labor Coin

3 of 8

"Labor is the interest underlying all other interests; Therefore, it is entitled to and should receive from society and government protection and encouragement."

Unity Coin

4 of 8

"Pay that strict attention and regard to the principle of unity for elevating their condition and for the accomplishment of good works which is so much required in creating confidence, generating esteem and respect, and for promoting harmony and good feeling among themselves."

Organizing Coin

5 of 8

"Be prepared to use his influence on those who do not as yet belong to the Association, but whose only reason for not belonging to it is that the benefits offered have never been fully explained to them."

Labor Rights Coin

6 of 8

"Recognizing the right of the employer or capitalist to control his capital, we also claim and will exercise the right to control our labor, and be consulted in determining the price paid for it."

Solidarity Coin

7 of 8

"Join with us in our efforts to secure through the power of organization, both for ourselves and our children, a steady demand and a fair compensation for our toil, and a position in society to which, as wealth producers and citizens, we are justly entitled."

Political Action Coin

8 of 8

"We must assist in electing to public office only those favorable to the cause we espouse, which is the cause of human freedom and in doing so, elect our friends and defeat our enemies."

Plumbers' Report

by Steve Menne

Brothers and Sisters,

There are reasons to be optimistic about 2014 and employment opportunities.

Over the last month and a half we have pre-jobbed many good sized projects that are either underway or scheduled to break ground in early 2014. MacDonald-Miller, Holmberg, Hawk, Holaday Parks, Stirrett & Johnson, PSF, University and Diamond B have all been busy securing work for our members. These are some of the reasons I am optimistic for 2014.

- **MacDonald Miller** has a couple of jobs at Virginia Mason Hospital as well as a 350 Unit apartment at 2030 8th avenue.
- **Holmberg Plumbing and Heating Inc.** has the Seneca Community Apartment job as well as the Liberty High School Job.
- **Diamond B Construction** won the new Sammamish High School Project.
- **Holaday Parks** has secured the Bellevue Marriott Hotel and construction at the Insignia project continues.
- **Hawk Mechanical** has the 4th and Denny mixed use project and a 165 unit apartment job.
- **University Mechanical Contractors, Inc.** has been working on and will continue to work on the first building at the Amazon Headquarters in downtown Seattle.

The **Enhanced Residential Market** is still going strong. We have three contractors competing in this market. The definition of **Enhanced Residential** is up to 7 stories of mixed use and apartments. Adept Mechanical Services INC., SJS Mechanical Services LLC., and Ocean Park are our contractors that are currently doing work in the **Enhanced Residential Market**.

- **SJS Mechanical Services LLC** has a couple of projects slated for 2014. They have an apartment complex which consists of 4 apartment buildings with 100 units apiece. They also have the Town Square Legacy project at 2070 Bel-Red Rd in Bellevue which will be a 200 apartment project.

- **Ocean Park** has work in West Seattle. They will be doing the Spruce project which is a 275 unit apartment complex. They also have a project at the corner of California Ave and Alaska Ave in West Seattle, this project is a 211 unit complex.
- Also upcoming is the Aegis on Madison project and the Melrose and Pine project.

The Building Trades and Enhanced Residential sectors at local 32 continue to be the strong point for our workforce. However, we are exploring ways to get back into the residential service and construction sector. This is a multi million dollar business that we are currently not competing in. Local 32 is looking into how we can become more involved in this area of Plumbing construction and service. We have a few contractors willing to explore this endeavor and we need to create an agreement which will allow us and our contractors to compete with some well established non-union contractors.

I would like to end my report by reminding everyone that if you need to upgrade your skills or get your CEU's to renew your certification please contact the JATC to get enrolled in the classes of your choice. As work opportunities arise it is imperative that we are all able and ready to produce at a high level.

I wish you all a safe and happy New Year!

Fraternally yours,

Steve Menne
Plumber Agent

E-mail notification

Local #32 is in the process of becoming more tech savy with the times. We want to be able to connect our members with flyers, documents, informational, political, and other topical discussions in a timely manner. If you haven't already done so, please take a minute to sign up with our e-mail notification on the homepage of our website.



Steam Fitter Report

by P.J. Moss

Brothers and Sisters,

Let me first take the opportunity to wish you and your family a happy and safe holiday season. As

the calendar turns over to another year, we should all take an opportunity to congratulate all of our Brothers and Sisters who have retired over the last year. Also, let us take a moment and remember our Brothers and Sisters who have passed away.

January will mark a change for our Local that many of you might not notice. The December JATC meeting was the last meeting that Brother Mike Shinn sat at as a member of the JATC Committee due to ever increasing demands on his time with his company and his role in the MCAWW. Brother Shinn has been a Management representative on that committee for the past 14 years. He has been involved with the Steamfitter interview process during

his time on the JATC. He has also help cast the vote that has turned out this generation of Plumbers, Refrigeration Mechanics, and Steamfitters. His experience as a Local 32 Apprentice, Journeyman, In-

structor, and Contractor has been an invaluable asset to our training department as a member of the JATC. I would like to take this opportunity to thank Brother Shinn for his continued commitment to our Local and our Industry.

The work in town has started to move in the right direction. In the last 2 months, we have held pre jobs for over a dozen projects that total over 300,000 man hours in Local 32 work. These projects are mostly commercial projects. We are in the process of scheduling close to a half dozen more pre jobs for upcoming Enhanced Residential work. As well as waiting for another dozen more commercial jobs to have signed contracts and schedules so we can bring our contractors in for pre jobs. Please read Brother Menne's article for a partial list of what companies and jobs have already been through the process. Although 2014 looks to put more members to work, we are still a few months from the initial hiring.

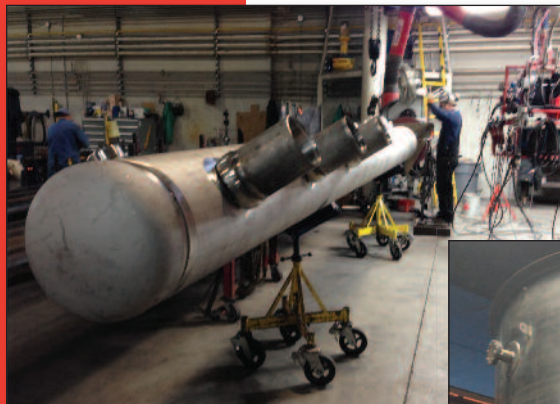
Tenant improvement work has helped many of our members keep busy through this slow fall and winter period. We are continuing to win jobs on Boeing sites throughout King County and several of these smaller projects could put members to work. Currently, the requirement from the Boeing Company to work on their property is, you must have either a current passport, or an original certified birth certificate. I would ask that all members be aware of this, and be prepared so that we are able to fill these possible work orders in a timely manner.

In previous newsletters, I have spoken about work opportunities in both Portland Local 290 and Edmonton Local 488. There are still many opportunities in Local 290, and if you are interested please contact our dispatcher Dan Jensen or me for more information. Also, if you are interested in the upcoming shutdown work this spring in Canada for Local 488. If traveling out of town is not an option, there are openings periodically in the shipyards for experienced pipefitters and welders.

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. If you have any questions regarding work and travel opportunities, please do not hesitate to contact me.

Fraternally,

PJ Moss
Fitter Agent Local 32





Shipyard Report

by Marty Yellam

Shipyard work in Seattle has been a mixed bag in 2013. As the Local Marine Industry transitions into a single point of contact (one union)

and jurisdiction's among tradesmen and women being blended, has made the Union members in the Puget Sound Metal Trades Council (PSMTC) very concerned about their future. This shipyard model has been supported by the Metal Trades Department along with Local Affiliates. This culture shift will enable workers to be more efficient and competitive in the marine repair and new construction arena in Washington State.

The PSMTC is currently negotiating the Vigor Shipyard (VSY) Contract (Old Todd CBA). The Union Representatives in the council have struggled with the Master Agreement that was signed off last summer in Las Vegas.

What this all means to Local 32 Marine Pipefitters at VSY; the signing of the master agreement last summer allows the local metal trades' council to negotiate its Local agreement as an addendum to the master agreement.

What was also signed off in the master agreement was a selective list of local issues that the company would be willing to negotiate. Here are a few items listed. For example: 1) Defined Union Pensions 2) Vacation accruals 3) Grandfathering of seniority, just to name a few.

The company has been consistent in referencing the master agreement and what they will negotiate in the local agreement. The Puget Sound Metal Trades Council and all our VSY Stewards have struggled with this short list of negotiated items.

The Company is now getting frustrated with the Council, and is looking to give their last and final proposals for us to vote and attempt to ratify. Local 32 has not recommended the company's offer at this point. We have not yet finished the negotiations.

VIGOR MARINE

Vigor Marine (VM) Update, work has been slow for VM; Local 32 is working through a Memorandum of Agreement with Local 104 boilermakers. The company has the ability to direct hire pipefitters and refer to the boilermakers; who in turn contact Local 32 for dispatch. This process is working well, and we will continue this process into the future.

Continued on page 10



Vigor Shipyards members.

VIGOR FAB

Vigor Fab—Vigor Fab has also worked under the same model as Vigor Marine. Vigor Fab has been hiring directly for pipefitters. They refer the new hires to the Boilermakers Local 104; who in turn, contact local 32 for dispatching. Vigor Fab currently has twenty-eight (28) Local 32 pipefitters.

I want to thank that group for their exceptional work and commitment in helping me personally preserve the classification of Marine pipefitter at Local 32. The working conditions on this new construction

job have not been at the level we would like to see. Our pipefitters have managed to safely perform their work, while having to meet strict performance measures. The pipefitters have found a way to be successful in a very stressful environment. Thanks for your good work.

I would like to wish all Local 32 families HAPPY NEW YEAR.

Local 32 Shipyard Steward Acknowledgment



Erik Miltun, Local 32 Steamfitter/Marine Pipefitter 35-year member was voted by his peers of the Puget Sound Metal Trades to represent all Affiliated Unions for Steward Activities at Vigor Shipyard. Erik has been a vital part of Local 32's transition into the future of the Marine Pipefitting.

Over the past two years, Erik has kept Local 32 on a mission to clean up the mess in the shipyard. Over the last decade, Local 32 Business Agent, Marty Yellam has had to be flexible with the Todd Shipyard contract in order to be able to provide Journeyman Pipefitters manning requirements.

Erik, with the help of Craig Swanke and the Marine Apprentice instructors have helped develop and refine a 40-hour Marine Pipefitting class to help Building Trades Members transition into the shipyard at Journey-level pay rates, without marine experience.

Erik has also helped Agent Yellam with educating members on the new Vigor Model; also known as the National Metal Trades Agreement, which was signed in Las Vegas last summer. This has been especially difficult because of the lack of education from the Unions and Management.

The agreement does not go into effect until the Local agreement is ratified or implemented. Erik has participated in current negotiations; and has been working with all crafts in efforts to keep them current and up to date with contract information.

I personally want to thank Erik Miltun for going over and above his duties as a Bull Steward, and acknowledge his commitment to Local 32. Erik is a true Union Brother, and Friend.

Faternally,

Marty Yellam

Metal Trades Agent, Local 32

Public Utilities Report

Wow, another year has come and gone, Working Families are still trying to recover from the economic fallout of 2009. During the past 4 and a half years the Metal Trades work has had it's up's and down's.

City of Seattle/SPU

Seattle Public Utility's, S.P.U added 16 new Water Pipe Worker apprentices this October. Local 32 and water operations management have worked this hiring process for three years and have finally prevailed. A special thank you to Rick Scott, Tony Blackwell and Chief Steward Josh Werner. Tony Blackwell is now the New Director of Operations at Seattle Public Utilities. Tony is a past member of Local 32 as well as a past shop Steward.

The City Contract will expire on December 31, 2013. We are currently scheduled for an aggressive session of bargaining from now until ratification of Local 32's agreement. We have received city contract surveys and are meeting with Local 32 bargaining committee at present.

The plumbers at the City have been holding their own. City Parks has just graduated their first Local 32 Plumber apprentice Koy Saechao. I would like to personally thank Koy for his commitment to Local 32 and his fellow plumbers who have taken the time to teach Koy the disciplines of plumbing.

The Plumbers at Seattle Center have also kept busy at normal staffing levels. The Plumbers at Fleets continue to work miracles managing city buildings in the downtown corridor. If you are interested in City employment please contact me. I will do what I can to help put you to work.

I think it's important to remind all Local 32 members that we represent a variety of classifications at the City of Seattle. Local 32 has members who represent us at Lake Young's (WPW), Tolt Reservoir (WPW), Landsberg, Seattle Water Service Inspectors at Seattle Mu-

nicipal Tower (Water Quality), Water Reservoir Maintenance crew (City Wide) and the Operating Control Center at 2700 Airport Way.

Thank you all for the opportunity to represent you. I wish you all a Happy New Year!

Marty Yellam
Metal Trades Representative

Water Pipe Worker Apprentice Class of 2015



Did You Know?

Local 32's website has many forms and documents which may be useful for you. Simply go to our website at www.ualocal32.com, click on Resources, then click on Forms and Documents.

You will find useful **BENEFIT** forms such as:

- *Prescription Drug Mail Order Form (Caremark)*
- *Vacation Account Sign Up Form (Waterfront Federal Credit Union)*
- *Reciprocation of Benefit Form*
- *Supplemental Withdrawal Forms (Milliman)*

You will find useful **PAYMENT** forms such as:

- *ADPP (Automatic Dues Payment Processing Form)*

You will find useful **DISPATCH** forms such as:

- *Work Order Form*
- *Termination Form*
- *Work Recovery Bid Request, Bid Result and Bid Extension Forms*

Additionally, you will find Scholarship Forms, Business Manager Reports, and other Benefit handouts in this section.

Please take the time to look at the website forms and document section. Let us know if there are other forms and documents you would like to see made available online.



HVAC/Refrigeration Report

by Erik Pound

Brothers and Sisters,

After a busy summer and fall, work has started to slow down a bit in the 4th quarter. Hiring has dropped off as well. With a few exceptions, most of our contractors expect to see work dropping off over the winter, and don't predict the work load will pick up until the spring of 2014.

We are still experiencing a bit of underemployment; some of our members are working less than 40 hours per week, or are on furlough.

Our out of work situation as of November 30th, 2013:

- 23 Journeymen are on the out of work list, with seven (7) unavailable. That's down from 25 at the time of the last newsletter, and still the lowest number in two years.
- One apprentice is available for work.

Our out of work situation as of November 30th, 2012:

- 40 Journeymen
- 3 Apprentices

All things considered, 2013 was a pretty good year. I think it's safe to say that 2013 has been a better year than 2012.

Shop Steward's Meeting

The most recent Shop Steward meeting was Wednesday, November 13th. The Refrigeration/HVAC group met separately. There were 18 Stewards attending. We discussed the upcoming wage allocation, Weingarten rights, Sheet Metal issues, and the upcoming 2014 negotiations.

Our next Shop Steward meeting will be Wednesday, February 19, 2014. Pizzas show up around 4:30 and the meeting starts at 5pm. I would like to thank our Refrigeration Shop Stewards for their excellent participation since we've started the quarterly meetings.

During December's Union meeting, we allocated \$1.00 for our raise effective January 1st, 2014 as follows:

- \$0.35 to the check,
- \$0.05 to the WSA,
- \$0.20 to Health and Welfare and
- \$0.40 to Supplemental Pension.

Seattle University

This is the 3rd year of a 3-year agreement, it expires June 30, 2014. Our members there have wanted to separate from the Building Trades multi-craft bargaining group and negotiate a stand-alone contract with the University for quite some time.

The University has agreed to negotiate and has indicated that they want to start the process next spring.

Building Trades Refrigeration & HVAC

Most shops are reporting HVAC work is steady, and heating calls are starting to come in due to the colder weather. We have a few VRF system jobs continuing, and I'm hoping more members will go to work on these jobs pretty soon.

Supermarket service work has slowed down a bit for some, while others are keeping busy. But I'm hearing most of our members are getting close to 40 hours. On the construction side, we're seeing the usual wintertime slow down, and we have a few members on furlough.

Weingarten Rights

From time to time our members are called in by management for disciplinary action. When this happens, it's helpful to know your rights. I've decided to include some information about Weingarten rights in my report.

Weingarten rights apply only during investigatory interviews. An investigatory interview occurs when:

- 1) Management *questions an employee* to obtain information; and

- 2) The employee *has a reasonable belief that discipline or other adverse consequences may result.*

For example, an employee questioned about an accident would be justified in fearing that she might be blamed for it. An employee questioned about poor work would have a reasonable fear of disciplinary action if he should admit to making errors.

Under the Supreme Court's *Weingarten* decision, the following rules apply to investigatory interviews:

- 1) The employee can request union representation before or at any time during the interview.
- 2) When an employee asks for representation, the employer must choose from among three options:
 - a. Grant the request and delay questioning until the union representative arrives;
 - b. Deny the request and end the interview immediately; or
 - c. Give the employee a choice of:
 - i. Having the interview without representation or
 - ii. Ending the interview.
- 3) If the employer denies the request for union representation and continues the meeting, the employee can refuse to answer questions.

Variable Refrigerant Flow Systems and Sheet Metal Workers

Recently, U.A. Director of Jurisdiction Michael Mulvaney sent out a letter stating that the Sheet Metal Workers are claiming the installation of Variable Refrigerant Flow (V.R.F.) Systems in several areas of the country. These systems eliminate the need for ductwork and have the potential to dominate the HVAC market in the future.

Locally, the Sheet Metal Workers have officially claimed V.R.F. systems, and have made a lot effort to get into this market. They have a few contractors who are performing a small but significant amount of this work.

The U.A. has asked us to provide letters of assignment and other proof that we are performing this work. I am contacting our Employers to request this information.

National Service and Maintenance Agreement (N.S.M.A.) Oversight Committee

As I reported in the last newsletter, the majority of our Refrigeration/H.V.A.C. membership works for Employers signatory to the National Service and Maintenance Agreement (N.S.M.A.). The N.S.M.A. has been modified by an addendum referred to as the Schedule A.

Recently, a joint labor-management Oversight Committee has been established to review and possibly revise the Schedule A. I have prepared proposals that maintain or strengthen the freedom of movement provisions of the Schedule A and expand the scope of the agreement to include all commissioning work, HVAC/split system piping and VRF (Variable Refrigerant Flow) piping.

After these proposals have met with the approval of the other labor representatives on the committee, we will schedule another meeting with management to discuss incorporating them into the Schedule A.

I have an email list of many, but not all, of our out of work members. I use this to pass along job opportunities for city, county, shipyards & school districts as they become available; as well as other information. If you would like to be added to this distribution list, please contact me @ 425-277-6680, 206 940-4212 or Erik@ualocal32.com.

Happy New Year,

Erik Pound

Refrigeration /HVAC Business Agent

Reminder

Union meetings are the second Thursday of every month.



Happy Holidays!

December 12, Renton, Washington





32



December 13, Eastern Washington





Pipeline Report

by Ernesto Ybarra

I hope that you had a Happy Holidays!

With closing out 2013, I have been looking back at our movement in the industrial x-ray quality welding out in the field for pressure pipelines;

along with new and old compressor and pump stations. We have made progress with our first phase of the need for mainline welders. We will continue to move in that direction and start adding a self-shielded wire process, which is addressing the hydrogen cracking issues with harder pipe. Clients are using this process to cut down wall thickness needs for high pressure transmission movement of their product in the future.

Heli-Arc

We have begun adding heli-arc welding into the mix. We have used for this technique for clients transporting, and using JP8 and certain turbine Hi-purity fuels. The DOT and PHMSA are addressing old systems before new strict regulation is mandated by these newer agencies.

Training Facility Update

So far, we have not found any surplus 24" pipe to run our internal clamp. Also, we are maxed out on storage for pipe that our local contractors and clients have donated. We are still looking for another location to set up our training operation that we now share with two other companies. Currently, it is a small work area, but it's getting the job done for now.



We are still learning from the past, and looking to the future to keep relevant in the upcoming and ever changing energy and welding industry. We had a slow start, and a typical late season slow down; but it is too early in the year to predict how the clients are going to address the projects on the books in 2014.

BP had two large projects late this year, both have gone well. So far, there have been no weld repairs and the project is as productive as the clients scheduling has allowed. Recently, we went to an appreciation dinner with a new contractor and an old client, BP. Both provided me a good report, I was told that they can see Local 32 is aware of need to move beyond the past; and forward to meet new processes and styles of a changing industry.

Williams's Gas laid 3.5 miles 16" with a contractor new to the Northwest. Having to leave a 16" river crossing and a road bore about .5 mile to complete the project. Williams has a package out for bid to finish the north and south Seattle lateral about 900' of 20" in 2014.



Life at Maltby Training Facility



Cascade Natural replaced 12' and 4" mains in Longview with no weld repairs and two Local 32 welders, the piping went well. Although permits, client and city planning slowed the project finished with no big set backs due to hands sent from Local 32.

At one time in Local 32 Pipeline history, the UA was helped by our leaders to stay on the leading

edge with vision, talent and a willingness to change. Keeping with this process, it is my hope we continue to embrace the future and remember to learn from our past successes and shortcomings.

JR Ybarra

Local 32 Pipeline Rep



Eastern Wash. & Olympic Peninsula

by Eric Ercanbrack

WENATCHEE REPORT

Work for the Plumbers and Steam Fitters has been, and will continue to be slow this winter. Since

the completion of the Sterling Middle School project for Apollo Sheet Metal last summer and the fruit Cold Storage work for Double- Kold Inc. this fall, there has been very little work let out for bidding in the region. The one exception, however, is the renovation project at the Wenatchee Technical Skills Center. The project was won by Local 32 signatory contractor Precise Plumbing and is significant due to the fact that the Local 32 regional training center and weld shop is located there through a partnership with the school.

The outlook for work in the Wenatchee area next year has some promise as there are several School Bonds being voted on in February of 2014, the largest being the Wenatchee School District Bond which totals over 100 million dollars and two others totaling 40 million. I will be speaking to the associated School Boards in an attempt to persuade them to institute community workforce agreement language and firm apprenticeship utilization requirements on the upcoming potential projects.

The northern part of the Eastern Washington jurisdiction, located in the Okanogan Valley, is currently at full employment as Ogborn Plumbing has all their plumbers working full time. Also, talks with Levine Plumbing on an agreement have been productive and are nearly complete. Levine has two construction

projects starting in December and I expect to be dispatching one or two plumbers to them next month.

OLYMPIC PENNINSULA REPORT

The new Civic Center in Sequim is slated to begin construction next spring, it is still unclear as to who will be awarded the mechanical on the project but we should know soon. I will be reporting at the monthly meeting as to the status of this project.

Last summer I spoke to both the Sequim and Port Angeles School Districts about the possibility of upcoming Bond proposals in their districts. Both told me they were reviewing proposals for extensive new construction and remodel of existing schools and were likely to put them on the ballot in February. The District's have until December 27th to file the measures and have not as yet done so, should they be on the ballot we will reach out to them to assist in their passage through our political action committee and volunteering.

*If you live in the area and would like to help with the passage of these bonds, please call me direct at 509-670-8207

I would like to personally congratulate Local 32 brother Lee Whetham on winning a seat on the Port Angeles City Council last November. Lee is a great defender of our union and cares deeply about his community, the city of Port Angeles is fortunate to have his involvement in the management of the city.

Fraternally,

Eric Ercanbrack



PAC Report

by Leanne Guier, Business Development Specialist

Tahoma School Bond Passes

We survived another election cycle. We endorsed our friends in labor and made new ones. All-in-all we did pretty good in the win column. While the focus on the Senate race in the 26th district was crucial, there was one ballot measure we focused on a bit more.

In my position with Local 32, the focus is on **JOBS**. In the past, we have participated in school board races, now we have zeroed in on the actual school bond campaign itself.

Our first attempt was the Auburn School District. Yes, we all know how that turned out. There are good things that did come out of that experience. Lessons were learned and relationships were formed. So, when a school board member from the Tahoma School District reached out to us, we were ready to talk campaign.

We knew what we had to offer, and we wanted to increase the opportunity for our members to get this work. After meeting with the superintendent, he agreed to the terms of a Commu-

nity Workforce Agreement (CWA), which is similar to a Project Labor Agreement (PLA). The CWA focuses on keeping the tax payers dollars in the community. With this commitment in hand from the school district, we set out to rally support from our members, building trades affiliates, and the community focused organization, Sound Alliance. Each group set out to call their members who lived in the school district to recruit volunteers for the literature drop set for October 19th; and to encourage members to vote in favor of

this bond measure. If it passed, not only would this mean jobs, but it would be good for the community. The Tahoma schools are bursting at the seams. The district was facing year-round school, and split schedules, if the bond did not pass. It had been sixteen (16) years since the district was able to pass a bond measure.

On October 19th, about 12 of Local 32's members along with about 10 other Building Trades members volunteered for the literature drop, and returned on the 26th for another literature drop. Local 32 members who live in the Tahoma School District were called 3 different times reminding them to vote. **How our members vote is a personal choice. We ask that our members just vote.** On November 5th, the voters of Tahoma School District overwhelmingly passed the school bond with 68% in favor, on the first count! That was a pleasant surprise to everyone. We were able to demonstrate to the school district that building trades members care about community and jobs. I believe we were an instrumental difference in passing the bond and the school district believes that as well.

Looking at the results of this election we learned a few things. Local elections generally have a low voter turn out. King County reports about 30% of the registered voters cast their ballot. Statistics show that 50% of our members in the Tahoma School District cast their ballot. **We don't know how they voted, just that they voted.** This measure meant JOBS for our members. Yes, we had a better turn out than King County as a whole, but with all the outreach done, I am motivated by my curiosity - what steps need to be taken to increase voter turn out from our members.

Faternally,

Leanne Guier
PAC Chair/Business Development Specialist

Happy Birthday Local #32

UA Local #32 will begin our 125th year in August 2014. We will be planning a celebration for this event in the spring of 2015.



Organizing

by Tim Herbert

Happy New Year from the Organizing Department!

My article this news letter is going to focus on the **“Right-To-Work” Law**. **Right-to-Work** Law is a statute in the United States that prohibits union security agreements, or agreements between labor unions and employers, that govern the extent to which an established union can require employees’ membership, payment of union dues, or fees as a condition of employment, either before or after hiring. **“Right-to-work” laws do not, as the short phrase might suggest, aim to provide a general guarantee of employment to people seeking work**, but rather are a government regulation of contractual agreements between employers and labor unions that prevents them from excluding non-union workers, or requiring employees to pay a fee to unions that have negotiated the labor contract all the employees work under.

Here are some facts about the 24 Right-to-Work states.

Lower Wages and Incomes

- The average worker in states with “Right-to-Work” laws makes \$1,540 a year less when all other factors are removed than workers in other states.
- Median household income in states with these laws is \$6,437 less than in other states (\$46,402 vs. \$52,839).
- In states with “Right-to-Work” laws, 26.7 percent of jobs are in low-wage occupations, compared with 19.5 percent of jobs in other states.

Higher Rates of Death on the Job

- The rate of workplace deaths is 36 percent higher in states with these laws, according to data from the Bureau of Labor Statistics.

Higher Poverty Rates

- Poverty rates are higher in states with “Right-to-Work” laws (15.3 percent compared to 13.1 percent).

Less Investment in Education

- States with “Right-to-Work” laws spend \$3,392 less per pupil on elementary and secondary education than other states, and students are less likely to be performing at their appropriate grade level in math and reading.

We are under attack as a Labor Union!!! Right-to-Work laws do not help our industry or working conditions. I hope that the information I provided helps you to understand what we are facing.

The information in my article comes from the following sources.

1. Economic Policy Institute
2. U.S. Census Bureau, Table H-8
3. CFED, Asset and Opportunity Scorecard
4. Census Bureau, POV46, Poverty Status by State
5. Kaiser Family Foundation
6. National Education Association
7. AFL-CIO, Death on the Job: Death on the Job Report

Have you updated your beneficiary information?

It’s your money and your benefits. Wouldn’t you like to designate who it goes to? If you haven’t already done so, please take the time to request the forms to update your beneficiary. Simply fill them out and return them to the Local. We will make sure they get to the office in charge.

Training Department

We would like to start by thanking Local 32 & the MCAWW for their support with our annual Apprenticeship banquet. It was a great success! Congratulation to all our new Journeymen from the Apprenticeship class 2012-2013. Our award winners at the banquet were Plumbing Apprentice Bryan Kindt, Steamfitter Apprentice John (Luke) Bergquist, Marine Pipefitter Mathew Merwine, and Apprentice of the Year HVAC/R Mathew Koch. We would like to once again congratulate and thank these Apprentices for their participation in the apprentice contest and throughout their apprenticeship. They all did an outstanding job representing the Local and our contractors and have made us very proud.

Our winter quarter started on December 2nd 2013. For the winter schedule of upcoming classes please visit us on our web site at Seattlepipetrades.org where you may register online. Update on upcoming Rule changes on the 2012 UPC will be adopted on July 4th, 2014. **Please make note on All Plumbing exams in 2014 will be on the 2012 UPC**

Here are a couple of the changes you may find of interest.

604.11 Lead Content. ~~Water pipe and fittings with a lead content which exceeds 8% shall be prohibited in piping systems used to convey potable wa-~~

~~ter.~~ **New language** (The maximum allowable lead content in pipes and pipe fittings, plumbing fittings, and fixtures intended to convey or dispense water for human consumption shall be alighted average of .25 percent with respect to the wetted surface of pipes, and pipe fittings, plumbing fittings and fixtures.)

1603.4 Connection to Potable or Reclaimed (Recycled) Water Systems. Reclaimed (recycled) water system shall have no connection to a potable water supply or alternate water source system. Potable water is permitted to be used as makeup water for a reclaimed (recycled) water storage tank provided the water supply inlet is protected by an ~~approved~~ air gap ~~or reduced pressure principle backflow preventer~~ in accordance with this code.

1603.11.2.3 Discovery of a cross-connection. In the event that at cross-connection is discovered, the following procedure in the presence of the AHJ shall be activated immediately.

(6) The potable water system shall be flushed after 24 hours, and a standard bacteriological test for drinking water shall be performed by a laboratory certified for drinking water in Washington State. Where test results are ~~acceptable~~ satisfactory to the Authority having jurisdiction, health authority, having jurisdiction, and the water purveyor, the potable water system shall be permitted to be recharged.

Note: all the rule changes are available online on the State Building Code's Web site at SBCC

The training office has submitted two new CEU Electrical License courses, one on VRF systems (8 Hours) and one on CO2 Refrigeration systems (8 Hours). These will be available after the first of the year. Reminder for electrical Trainee card holders, the new requirements are 48 hours or on the renewal date your card will go to an inactive status until you have attended the required classroom hours in an approved course.

For dates or for registering for classes, please visit our web site at Seattlepipetrades.org

The State Electrical Department has selected a group of industry experts for the 2014 Technical Advisory Group to review the new proposals for rule changes. With the help from our



2013 Steamfitter Apprentice Graduates



2013 Plumber Apprentice Graduates



2013 HVAC/R Apprentice Graduates

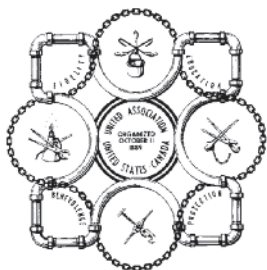
Business office, MCAWW and Our Executive Director of the Washington State Association Randy Scott. Local 32 was successful in getting four seats on the TAG Committee Duane Bjornson, Antonio Cruz, Tim Herbert and Dale Wentworth. This will be very helpful to be in the forefront of any new change that may be coming.

NEW TRAINING OFFICE HOURS!

The Training Office will be changing the office hours starting in the new year. The counter will be open Monday through Thursday 8:30am to 5:30pm Fridays 8:30am to 4:30 pm

Happy New Year!

From the Training Office Staff



Member Spotlight: **The Todd Family**

by Eric Ercanbrack



(Left to Right) Tim Todd and George Todd

GEORGE TODD

George Todd was born in El Dorado Kansas on July 12th 1925 one of eleven children of Benjamin and Jeanette Todd. When George was six (6), his father Benjamin fell ill with pneumonia while working in the Ohio oil fields and passed away. George's mother, Jeanette then moved the family to California; where George's older brother James was working as a "bare wire" welder. In George's words, "his brother became the family provider".

George began welding in eighth grade at the encouragement of his brother James. At age sixteen, he left home to seek work in the Portland Shipyards. His career there would be cut short however, similar to many other young men of his generation, George was drafted into the Army in 1944. George spent one year in the Philippines,

and one year in Japan, until he was discharged in 1946.

After leaving the Army, George joined the U.A. in Billings, Montana before transferring into Local 32 on November 10th, 1948. George met his wife, Dolores that same year at a dance in Seattle; they were married in 1950. They settled in South Seattle where they raised their five children Carl, Debbie, George, Linda, and Tim. George worked off the welders list throughout his career; and worked for many of the large contractors of his era such as University, Massart, Mid Mountain and many others. George retired in 1998, after his last job in Local 32 at Safeco Field for W.A. Botting.

George and Dolores bought an RV after George retired, and spent a year and a half touring all over the United States. George and Delores

have 15 grandchildren, 12 great grandchildren, and are happily enjoying their retirement.

TIM TODD

Tim was born November 22nd, 1953 and graduated from Cleveland High School in 1971. Tim raised four (4) children: Patrick, David, Tiarra and Destiny. Patrick is a firefighter in Tukwila, Dave a tour guide for Discovery Northwest Adventures, his daughters Tiarra and Destiny both volunteer at Northwest Harvest. Tim also has two grandsons, Sean and Kyler.

Tim's first job out of school was as a furnace operator at the old Maralco Steel smelter in South Seattle. He would later join the Ironworkers union in 1974, before being initiated into Local 32 as a Building Trades Steam Fitter apprentice in 1978. Tim, much like his father is a proficient welder and worked on many of the regions past iconic projects such as: the Tacoma skids, the I-90 floating bridge, the Gates Estate and Safeco Field to name a few. Tim spent his last three years in the Local at Macdonald Miller's fab shop.

Tim retired last fall and currently lives in Federal Way. He is enjoying his retirement and spending time with his family. Also, Tim is an avid rock collector, a hobby that was passed down from his father. He enjoys taking trips in search of different types of rocks, and says it is something he and his father George enjoy doing together. Tim conveyed to me that the thing he will miss most about our trade is the relationships he made with fellow members throughout the years on the job. "That's what I miss the most," Tim said.

I spoke with several of Tim's closet friends in the local while writing this piece. A common theme always emerged, Tim was a consummate professional and dedicated union man.

Here are two quotes:

"Tim always showed up to work with a smile, his mechanical ability and work ethic set the standard for all those working around him. Tim spent his career refining his craft and was at the top of his game when he retired. To me, he is the definition of everything the members of Local 32 stand for, I consider him a role

model." - Ken Leiker, Macdonald Miller Superintendent.

"In the 21 years I've known and worked with Tim, I have honestly never seen him have a bad day; he always has a smile on his face or something funny to say. You could assign the dirtiest, tightest mirror welds to Tim and he would simply smile and make it happen, that's just the kind of guy he is. I will miss him, but fortunately I won't have to worry about getting to see Tim while he is retired, he is a regular attendee at the monthly meetings and I'm certain that won't change." - Tom Barrett, J.A.T.C. Instructor.

In closing, the picture of George and Tim receiving their 65 and 35 year pins says it all. Their professionalism and unwavering dedication to Local 32 was demonstrated throughout their careers; their leadership will be missed in the field, but their contribution will not be forgotten.

CAPS OFF AND WRENCHES UP TO THE TODD FAMILY!



Tim Todd at work at Mac Miller Fab Shop



Dedicated to those members no longer with us.

Date	Name	Trade	Years of Service
Nov. 30, 2013	Brother William Goldsberry	BT Journeyman Plumber	15
Nov. 29, 2013	Brother Thomas A. Pope	BT Journeyman Plumber	16
Nov. 22, 2013	Brother Russell H. Clark	BT Journeyman Plumber	64
Oct. 17, 2013	Brother Arden Lee Dideon	MT Journeyman Marine Pipefitter	53
Sep. 30, 2013	Brother Stacy D. White	BT Journeyman Steamfitter	16
Sep. 10, 2013	Brother Lawrence P. Boos	BT Refrigeration	36
Sep. 02, 2013	Brother James R. Graves	BT Journeyman Steamfitter	47
Aug. 21, 2013	Brother Gordon L. Happer	BT Journeyman Steamfitter	44
Aug. 13, 2013	Brother Wesley A. Papworth	MT Marine Pipefitter	48
Aug. 12, 2013	Brother Richard M. English	BT Journeyman Steamfitter	13
Jul. 08, 2013	Brother Donald D. Gaskill	BT Journeyman Pipefitter	46
Jun. 16, 2013	Brother John C. Fitzgerald	BT Journeyman Steamfitter	60
Jun. 07, 2013	Brother Loren D. Cole	BT Journeyman Gasfitter	33
May 05, 2013	Brother William B. Caldwell	BT Journeyman Plumber	61
Apr. 22, 2013	Brother Charles C. Brenner	BT Journeyman Plumber	57
Apr. 19, 2013	Brother Frank E. Wilcox, Jr.	BT Journeyman Plumber	54
Apr. 15, 2013	Brother George E. Williams	BT Journeyman Plumber	48
Apr. 09, 2013	Brother Douglas E. Rogers	BT Journeyman Plumber	54
Apr. 08, 2013	Brother David F. Kinman, Jr.	BT Journeyman Plumber	31
Apr. 05, 2013	Brother Hugh W. McFarlane	BT Journeyman Plumber	65
Mar. 31, 2013	Brother Gerald D. Miller	BT Journeyman Steamfitter	54
Mar. 13, 2013	Brother Rudy W. Heino	BT Journeyman Plumber	65
Jan. 27, 2013	Brother Karl W. Davies	BT Journeyman Plumber	13
Jan. 10, 2013	Brother Arthur R. Thomas	BT Journeyman Plumber	35
Jan 06, 2013	Brother Barry L. Garman	BT Journeyman Pipefitter	35



Retiree Corner

Retiree Union Meeting & Christmas Party

We had five (5) retiree meetings this past year. On December 18th, we ended the Year with a Christmas lunch and retiree union meeting. Doors opened at 10:00 a.m.

Make plans to attend the **next** Retiree Union Meeting which will be held **Wednesday, February 19, 2014**. If you need a ride, or know of a brother or sister who needs a ride, please contact the business office to make arrangements.



Retirement Planning Seminar

If you are planning to retire in 2014 or the coming years and want to prepare, the next meeting will be Saturday, **March 29, 2014**. Please put it on your calendar.

Sincerely,
Jeffery J. Owen
Business Manager, Local 32

NEW RETIREES – From December 2012 through December 2013

December 2012

Won Han
Willard Vernon
Sam Martin
John Funseth

January 2013

John Cambell
Rudy Rostro

February 2013

James Kirchmann

March 2013

William Hashman, IV

April 2013

David Hakkinen
Ronald McRae
Ernest Commodore
Stuart Corkum
Allen Lundborg
Rickie Ely
Mitchell Sutherland
Mark Massengale

May 2013

Leigh Nason
John Kuglar
Curtis Urban
Steve Judd

June 2013

Thomas Williams
Steve Fuhrmann
Kenneth Zeumault
Steven Pride

July 2013

Richard Werts
Mark Allen
Charles Crosby

August 2013

Larry Savell
Glen Nelson
Alfred de Leest

September 2013

Odell Gilbreath
Dean Sanders
Charles Wilmott
Peter Fox
Ferris Berg
Timothy Todd
Robert Pelletier 3
Bruce Kelley
Ray Lind

November 2013

Richard Breen

December 2013

Steve Kordus
Scott VanAntwerp
Joseph Primm
Alexander Pizzano
Kent Correa
Wayne Gurnett
Lee Johnson

Annual Old Timers' Meeting

September 14, 2013



2013 Old Timers' Recipients



Old Timers' Planning Committee



(Left to Right) Roland Shaff , Kelly Deignan, Leon Deignan & Family



(Left to Right) David Newson & Frank Newson, Jr.



(Left to Right) Tim, George Todd & Family



Art, Bob & Robby Stoutenberg



(Left to Right) Eric Gilbreath, Jim Moss, Thomas McCarthy & Jeff Owen



(Left to Right) PJ Moss, Jack Moss, Jim Moss & Kevin Nicholas



Seattle Plumbers and Pipefitters
United Association Local 32
595 Monster Road S.W., Suite 213
Renton, WA 98057



NON PROFIT ORG
US POSTAGE
PAID
SEATTLE, WA
PERMIT NO. 5681

A large graphic with the number '32' in a bold, stylized font, followed by the word 'CONNECTIONS' in a similar font. A red adjustable wrench is positioned diagonally across the '32'. In the background, there is a silhouette of the Seattle skyline, including the Space Needle.

32 CONNECTIONS

Did You Know?

Throughout the years Local 32 has received donation money for helping less fortunate brothers and sisters when jobs are scarce and funds are limited.

This fund has been labeled our **Pay-it-Forward Fund**, and we are very thankful and impressed by our many contributors.

Contributions have been made by *Members, Sister Locals, Signatory Employers, and Families of Members no longer with us.*

Without fail we have seen the same member give generously more than a few times.

To those who give, without expectation, recognition or accolades, we want to give a special **Thank You** from our members who have benefited from this fund. Although your charity is provided out of the public eye, we want to take a minute to celebrate and admire you.

If you wish to contribute to our **Pay-It-Forward Fund**, the fund accepts cash, money order, or check made payable to Local 32 **Pay-It-Forward Fund**.

Thank you thoughtful contributors!