



32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

FALL 2015



Celebrating 125 Years



UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

Assistant Business Manager/Dispatcher
Dan Jensen

Plumber / Port Angeles/Wenatchee Agent
Ed Holmes

**Steamfitter-Welder Wenatchee/
Port Angeles Agent**
Jason Hewitt

Metal Trades Marine Pipefitter Agent
Erik Miltun

Refrigeration / HVAC Agent
Erik Pound

PSE / Municipalities Agent
Kurt Swanson

Mainline Agent / Gas Distribution Agent
Ernesto "J.R." Ybarra

Organizer
Tim Herbert

Organizer
Brad Moore

Business Development Specialist
Leanne Guier



Seattle Plumbers and Pipefitters United Association Local 32

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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.



Local 32 Business Office Staff

Listed from L to R: Shannon Thomson, Jamie Yellam, Tamarra Henley, Patty Gilmore, Cheryl Anderson, Shannon Kelly

Business Manager's Report

by JEFFERY J. OWEN



Brothers and Sisters,

It's been a busy summer for the Local Union. Our members are maintaining steady employment in all areas of our trades, with a few exceptions. Our Working Man hours are up and the apprenticeship is growing. We are in the second year of our Building Trades Agreement with the next wage allocation scheduled for January 1st 2016.

I would like to mention two highlights of the summer. The 1st being our annual picnic July 11th, in which the picnic committee worked overtime to make it a special day for our families. The 2nd was our July 18th,

Celebration of our 125th Anniversary. We celebrated our history, as well as our future in seeing old friends; then finished it off with a Local 32 Historical Video. *(If you want a copy of the video, contact the Local Union Business Office and one will be mailed. You can also see it at www.ualocal32.com, our Local union website.)*

At the last union meeting I mentioned, to the membership, how proud and impressed we are with the commitment and dedication displayed by our Political Action Committee Members. Specifically, the important work they do as a committee for Local 32 members. Additionally, we consistently see them, in attendance, at the monthly union meetings. The same can be said about all of our elected officials and members who volunteer on behalf of our Union.

I want to thank all of our Local Union officers, for their commitment to the Local Union. The Executive board and Finance committee, who monthly show their dedication, long after their working day is over. They are consistently at the Local Union representing the Union membership diligently in their respective elected roles.

Also important to recognize, are the members who volunteer for the various committees, within our Local Union. The Picnic, Political Action, Old Timers' Committees hard work this past summer, and throughout the year, should make us all proud to be part of this Union.

Our President, Eric Gilbreath and our Vice President, Keith Nester worked consistently in their leadership roles preparing for the annual events and encouraging members to volunteer.

Thank you again for all of your work to make this Union great!

Eastern Washington Golf Tournament

The monies raised at our Local 32 Annual Eastern Washington Golf tournament went to the following Charites:

- \$5,000 to Retired Senior Volunteer Program. For every dollar given, it is matched by an additional \$4.00 by the federal government to help senior citizens for food and transportation.
- \$2,275.00 to the Chelan Victim Fireman's fund. 100% of the donations went to the victims affected by the fires.

A special thanks to Retiree Buster Ercranbrack with help from Judi Cunningham who make sure that this event happens yearly for those in need.

Staff Changes

Affective July 27th, Brother PJ Moss, was appointed Training Coordinator by the JATC Trustees. These changes were necessary due to the unexpected resignation by Training Coordinator, Eric Ercanbrack. I want to thank Eric for his service to our Local

Union, not only as the Coordinator but his previous held position as Business Agent. We wish him well.

At the September Executive Board and Local 32 Union meeting, the membership ratified the appointments of our **new Steamfitter Agent, Brother Jason Hewitt; and Ship Yards Agent, Brother Erik Milton.**

Upon his appointment as Agent, **Brother Hewitt resigned his position on the Executive Board.** Consequently, there will be nominations in October and elections in November for the open Executive Board position.

Building Fund Allocation

Beginning in October 2014, the training coordinator began reporting to the Trustees, JATC committee and the membership at the Union meetings the possible need for a remodel of our training facility. Due to changes in training requirements and much needed repairs and upgrades to the facility that included the Weld shop, Roof Replacement and HVAC repairs.

Due to the recommendations and the planned use of the current union hall as a major use for training, it was obvious that the Local Union would need a new facility going forward.

The Local Union and JATC have worked in a cautious collaborative effort on such a large project; which will require a high level of planning and financial commitment.

After notification to the membership, a Power-Point presentation regarding the size and potential costs of a new business office was presented at the June Union meeting.

A Motion was presented as follows:

Effective with the June 1st 2015 hours. To reallocate \$.25 from the Market Recovery fund to the building fund; in which the Monies are to be used for the cost of construction and maintenance of a New Business Office and Union hall. **The motion passed.**

It was also discussed and agreed the importance that all members participate financially in cost of the new business office and Union Hall.

As there will be more to be reported in the coming months, I would encourage you to attend the union meetings; or, if you have questions please do not hesitate to call.

Fraternally,

Jeffery J. Owen

Business Manager, Local 32

United Association News

It was announced July 28th, that the **United Association and the United Roofer, Water proofers and Allied Workers approve an affiliation agreement.**

The agreement maintains the two union's autonomy and structure while providing for close cooperation between the two organizations in relation to training, organizing and other areas. According to General President Hite and International President Robinson, the agreement was motivated in large part by a shared passion for water conservation and a desire to offer client owners environmentally responsible building solutions that will improve their bottom line.

Upcoming Events

- Retiree Union Meeting October 14th
- Retirement Preparation Seminar October 31st

For More information on these events or to RSVP, please contact the Business Office (425) 277-6680

The Annual Old Timers' Celebration

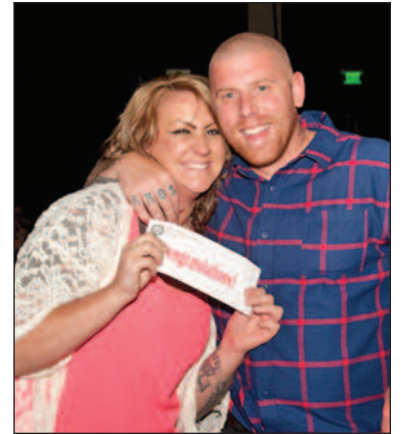
The Annual Old Timers' Celebration was held on Saturday, September 12th! I was honored along with our President Eric Gilbreath to be able to present Brother Howard Powers his 70 Year Pin. Thank you Brother Howard for all that you have done for your Local Union. More on the Old Timers' Celebration will be coming in our Winter Edition of 32 Connections.



(Left to right) President, Eric Gilbreath, member Howard Powers, and Business Manager Jeffery J. Owen

UA Local 32 *125th Anniversary Celebration*

Saturday, July 18, 2015 • The Westin Seattle
HONORING UNION PRIDE, TRADITION & EXCELLENCE



Brandy Atchley before and after winning Grand Prize Trip to Super Bowl 50







JATC Report

by PJ Moss

Brothers and Sisters:

I am very humbled and honored to be writing this article as the new Apprenticeship Coordinator for the Seattle Area Pipe Trades and Local 32. I am looking forward to this new opportunity and challenge. I am also very excited to work with our staff and instructors, especially our full time instructors. These men are some of the most skilled and talented instructors in the entire United Association. Our Local and industry are better because of the dedication, craftsmanship, and hard work they show our Apprentices day in and day out. They truly do shape the foundation and future of our industry.

As school starts this year our current apprenticeship numbers are as follows:

- 95 Commercial Plumber Apprentices
- 75 Refrigeration / HVAC Apprentices
- 62 Steamfitter Apprentices
- 28 Residential Plumber Apprentices
- 6 Marine Pipefitter Apprentices

Total count of: 266 apprentices in our Training program

As the calendar turns over to 2016, I expect the total number to exceed 300 as the work our contractors have continues to expand. By the start of the next school year, we could be close to 350 apprentices in the program.

Although numbers and predictions are necessary to determine future training needs, our apprenticeship numbers will ultimately be determined by the talent level of the applicants we are able to recruit into the apprenticeship program. As the job market in our jurisdiction continues to grow, it is more important than ever to get our message out into the community. We need to introduce the Pipe Trades to young men and women who have a great work ethic, drive and desire for a career within our great organization.

This is where I need the help of our membership. I want to speak to community groups, organizations, congregations, or any other gathering that has individuals that are interested in excelling in a demanding, but very rewarding career. But, I will need your help to open those doors, and make the

first introductions. I will make time for our instructors, and myself to be available for anyone who asks us to come and speak with them about apprenticeship opportunities. I have also set aside time in my schedule every week; to meet with any applicant that would like to sit down and discuss the apprenticeship one on one. As our trade and industry continues to advance, we must evolve where and how we recruit. Over the next few months and years I plan to work with the Local Union and Contractors to find new ways of reaching out into our communities and finding the top tier talent.

Since I started on July 27th, I have had a great opportunity to meet many of our current apprentices. It is exciting to see the commitment and dedication these men and women have to learning their respective crafts. At our orientations at the end of August, we discussed many things with them, but there is one specifically that I would like everyone's help with. I told all of the apprentices that when I asked the JATC Staff and Instructors if we had ever had one month without a single late evaluation I was laughed at and told that has never happened. So, I have challenged our apprentices to help me make this happen. But, this also led to a more in depth discussion. We need to be more critical, tough, and honest with our apprentices when filling out the evaluations. I would rather see a negative yet honest evaluation, which details what certain skills an apprentice needs to work on; followed by progressively better evaluations showing their commitment to excellence. Unfortunately, so often we see excellent evaluations, with little to no constructive criticism followed by a negative termination evaluation. So, please stay on your apprentices about turning in their monthly evaluations! In turn, I ask you to take the time to give them quality, honest feedback about how they can improve as mechanics and craftsmen. One of my mentors once told me the definition of the term excellent:

Possessing outstanding quality or superior merit; remarkably good. Of the highest or finest quality. Extraordinary; superior

In the last newsletter, there was extensive discussion about our proposed building renovation and remodel. At the time of writing this article, we are still working with our member and user groups that were formed at the beginning of the summer to finalize our conceptual design. Currently, all groups have approved a design idea and direction and are waiting for final concept drawings that incorporate the input



from the various groups. Once the drawings have been finalized, we will be putting together a presentation that all the groups will be invited to so that we can get a final buy off before presenting to the Trustees of the JATC. The input and direction we receive from the Trustees will then determine when we will be able to present the concept design to the membership.

In closing, I want to thank the members I have had the privilege to represent over the last five years. Your support, honesty, insight, and at times patience has helped me appreciate what Local 32 not only means to me; but to all of you, at a level I didn't re-

alize, the day I walked into the Business Office. Finally, I want to congratulate Brother Jason Hewitt and Brother Erik Miltun on your appointments as Business Agents of Local 32. Your dedication and passion for the members, and the industries you have worked in and are now going to represent; is a testament to your professionalism and commitment to see Local 32 continue as a leader in the Pipe Trades for the next 125 years.

Fraternally,

PJ Moss

Apprenticeship Coordinator



Steamfitter Report

by Jason Hewitt

Brothers and Sisters,

I am looking forward to working with you as the new Steamfitter agent. It is an honor and a privilege to be given the opportunity to represent the Steam-

fitters and welders of Local 32.

I would like to take some time to tell you a little about myself. My wife, Jennifer and I have been married for 15 years. We have been blessed with 4 wonderful children. We have 4 boys ranging in age from 7 to 22. My youngest son, Noah and his older brother, Lucas (14) enjoy playing football. Their brother Tyler (10) has tackled a different activity; he is a musician that is starting to master the Clarinet. Our oldest son, Cameron was just accepted into the apprenticeship here at Local 32.

Professional profile

I started in the trades back in 1999. After being a helper for 6 months, I was given the opportunity to join the apprenticeship. I graduated from the apprenticeship in August of 2005. I have worked as a journeyman/foreman and job steward for several of our contractors. In 2010, I was elected Reading Clerk for Local 32. In 2013, I was elected to the Executive Board. During my time in office, I was able to better understand the day to day activities of our local union; and recognize what a great organization we belong to. I am looking forward to working with all of my fellow brothers and sisters. I consider it a great honor to represent Local 32, and its members.

Fraternally,

Jason Hewitt

Steamfitter Agent



Plumbers' Report

by Ed Holmes

Brother and Sisters:

As we have moved into fall, there has been an up tick in dispatches for Plumbers. Based on conversation with our contractors, work is finally going to be here approaching October. I know we have been waiting a long time; however, many things are out of our control. The future is looking very positive.

Jurisdiction:

Diamond B assigned the foul air piping to the UA on the Murray CSO (Combined Sewer Overflow Control) project, which is in West Seattle. This is very important to us as there are several more of these projects in the future.

Additionally, Hawk Mechanical assigned foul air work to the UA. JP Francis has begun to install the storm drainage piping in the Sound Transit Tunnel, and making very good progress.

As soon as Bertha gets drilling again, we will continue the storm drainage piping on the 99 Tunnel.

Diamond B continues in full piping mode on the 520 Bridge. These assignments and performance of work are very important to Local 32; to prove that Local 32 has been doing the work within this jurisdiction for ten years. The Laborers were granted this rule when they rejoined the Building Trades back East; and now we are building our documentation. Our computerized jurisdiction program continues to move forward, with only a few items to work out before utilizing this tool.

Fixed Units:

Seattle Housing Authority

We are currently in negotiations on the contract, which is up at the end of December 2015. We also continue to make progress on our negotiations with the use of Maintenance Mechanics doing plumbing. It is looking very positive for the plumbers gaining some of their work back and being able to hold management accountable if our agreement is violated.

Dept. of Health Plumbing Inspectors

We have been making progress through our Labor/Management Committee meetings (LMC). We will be providing training for all the Inspectors to be certified through NITC, as Medical Gas Certified Inspectors. These meetings have been positive for the



520 Bridge

discussion of Certified Plumbers, specifically, footing/underdrains with-in building and on property premise, as stated in state law.

King County

During the negotiations multiple trades are involved. I have learned that it is very difficult to get any forward progress. We were done with our part in April, however, it came down to the last minute to get the document signed by the King County Executive; or there would be no raise for another year! It was delivered with approximately two hours to spare! This contract covers Facilities Management Division (FMD), King County Parks, King County Airport, and The Department of Health Plumbing Inspectors.

LNI FAS and Compliance officers

This group finally got their raise due to a last minute budget deal with the legislators. In September, we will conduct a Shop Steward training course for

all the Stewards with this group. I have also learned that dealing with the state can be a slow and painful process.

Washington State Plumber Advisory Board

I have been named Vice-Chairman of the board, and we are moving forward with LNI on what can be done to strengthen Plumber Certification and the fines system within the state. Again, this will take a lot of work and will require all of us to be involved, when the time is right. We have started discussions on what our plan is and the direction we are headed. This process is also tied-in with protecting the UPC vs the IPC.

Underdrains in Building:

We continue conversation regarding Underdrains in buildings. There continues to be an issue in the jurisdiction around us, which has allowed the Laborers to install underdrains in the Boeing plant up north. This action created the conversation with the Chief Plumbing Inspector in Seattle and with LNI. Here is what I know:

RCW 18.106.010:

(9) “Plumbing” means that craft involve in installing, altering, repairing and renovating potable water systems, liquid waste systems, and medical gas piping systems within a building.

UPC Chapter 2 Definitions:

Liquid Waste: The discharge from a fixture, appliance, or appurtenance in connection with a plumbing system that does not receive fecal matter.

UPC Chapter 2 Definitions:

Building Drains (Storm): A building drain that conveys storm water to other drainage, but no sewage.

WAC 296-400A-005

“Plumbing” is that craft involved in installing, altering, repairing and renovating potable water systems, liquid waste systems and medical gas piping systems in the footprint of the a building. Potable water systems, liquid waste systems and

medical gas piping systems are defined by the current Uniform Plumbing Code (UPC) and amendments adopted by the State Building Code Council. All piping, fixtures, pumps and plumbing appurtenances that are used in for reclaimed water system are included in the definition of liquid waste systems.

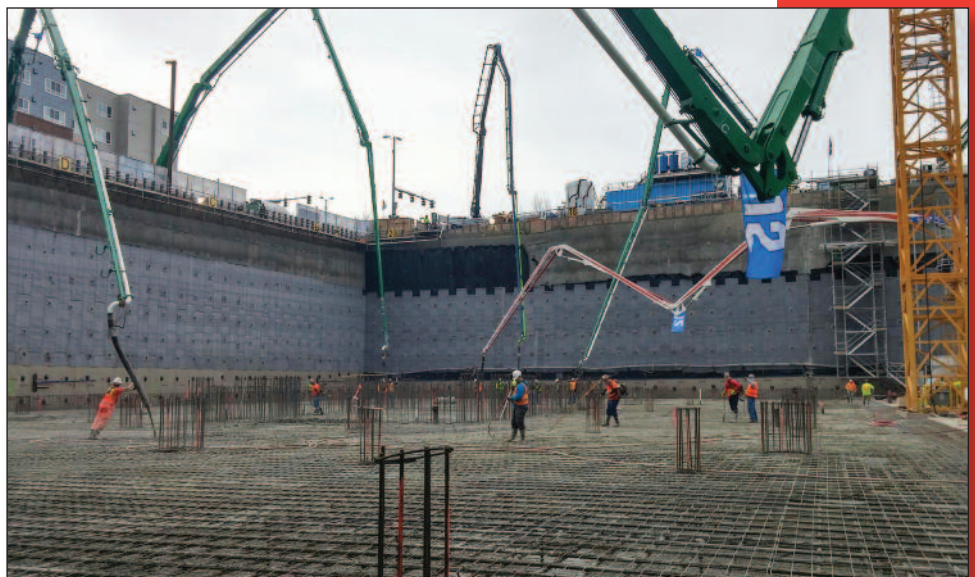
State Building Code Council Amendments WAC 51-56-0200 Chapter 2 Definitions Section 218 P Adopted 2013;

Plumbing System: includes all potable water building supply and distributions pipes, all reclaimed water systems, all plumbing fixtures and traps all drainage and vent pipe (s) and ALL BUILDING DRAINS INCLUDING THEIR RESPECTIVE JOINTS AND CONNECTIONS, DEVICES, RECEPTORS AND APPURTENANCES WITHIN THE PROPERTY LINES OF THE PREMISES.

The way I read this, it doesn’t just say “within the building” it says “the property lines of the premises”. All of these battles, or say opportunities, to strengthen the Plumber Certification will continue. This is a very important issue, one of many, as we move forward to protect what we have and give ourselves the opportunity to gain back what has been taken away.

Fraternally,

Ed Holmes
Plumbing Agent



24-hour pour, Bellevue Mac Miller project.



Refrigeration / HVAC Report

by Erik Pound

Brothers and Sisters,

Due to our exceptionally hot summer, work has been very busy for the Refrigeration/HVAC Mechanics. 2015 has been a very good year so far, and we are going to continue to see an increase in construction, commissioning, tenant improvement and service work.

Building Trades Refrigeration & HVAC

The overwhelming majority of our HVAC service contractors have been extremely busy, and we have seen some hiring. Very few of our members have been working less than 40 hours per week; or have been on furlough this summer.

The supermarket service shops are all reporting an extremely busy summer as well. We've seen a bit of a slowdown with the change in the weather, and we're expecting work to stay steady for the foreseeable future.

Construction work has picked up as well. Work that has been postponed is scheduled to start up this fall; there have been a few supermarket construction guys on furlough. I'm expecting to see more hiring as a couple of VRF jobs are due to start this fall.

Our out of work situation as of September 14, 2015:

- 15 Journeymen
- 1 Apprentice

Shop Steward's Meeting

The last Refrigeration Steward's meeting was Wednesday September 16, we had 21 people attending. We had 10 people the previous meeting on Wednesday, May 27th. As summer is our busiest time of the year, we usually skip the summer meeting. Our topics at the September 16th meeting included:

- The upcoming nominations and elections for Local 32 and the U.A. convention in early 2016.
- Our wage increase of \$0.85 effective January 1, 2015. This will be allocated at the December, 2015 union meeting.
- Shift pay.
- Weingarten rights.

Seattle University

We completed a stand-alone contract with the University in August of last year, and negotiated a wage opener in June and July. Our average wage increase for journeymen was 8.2%, and we jumped our base wage rate \$6.01/hr. from \$27.42 to \$33.43. The average increase for the non-journeyman group was 15.3%. We have incorporated a step program into our agreement, along with a memorandum of understanding outlining a schedule of wage increases for these non-journeymen members.

There's still a disagreement about the way to arrive at wage increases. We prefer to set a journeyman scale, and assign the non-journeyman a percentage of the scale. The University has negotiated agreements using this model with other unions. For our members,



Jeff Standing and Jerrod Howard

the University calculates a market average based on what we feel is questionable data. We got a great agreement this time, but we've got our work cut out for us at next summer's wage opener.

Lake Washington School District

The Lake Washington School District agreement expired August 31st, and there have been a total of 9 council preparation meetings and 11 negotiation sessions with the district. We have 3 more sessions planned this month. I'm optimistic to have an agreement by the end of the month.

This is a multi-craft bargaining unit. There are 488 in the group, and the building trades-UA, IBEW, Laborers and Painters have around 25 members. The Carpenters and the IAM have around another 10 members. The rest of the group is represented by the Custodians and the Teamsters. Local 32 represents 6 members-5 HVAC and 1 plumber.

The Council has made financial proposals to the district for the entire group, and I've met once to start appendix bargaining for the Local 32 group. This group has historically lagged behind other fixed groups in the area like the Seattle, Shoreline, Bellevue and Issaquah school districts and Seattle U. I've presented the district with comparable data, and I've made the case for attracting help when 2 guys retire in the next few years. I'm optimistic we can get these guys a bit more than what we settle for all crafts.

Please feel free to contact me at the Business Office (425) 277-6680 or Erik@ualocal32.com

Weingarten Rights

Quite a few members have asked me to include this information about Weingarten Rights in my report again. It's important to know your rights if you're called in by management for disciplinary action. Feel free to contact me any time with questions.

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 he/she might be blamed for it. An employee questioned about poor work would have a reasonable fear of disciplinary action if he/she 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.

If the employer denies the request for union representation and continues the meeting, the employee can refuse to answer questions.

Fraternally,

Erik Pound

Refrigeration /HVAC Business Agent



PSE and Municipalities Report

by Kurt Swanson

Brothers and Sisters:

I hope everyone had a good summer. This has been a hot one, and frankly I am looking forward to cooler temperatures, and getting some moisture back on the ground. I have been busy through the summer working on negotiations, handling day to day agent tasks, and trying to stay out in front of it all. Here are some highlights of what is going on with the units I represent:

PSE

The new gas workers are on property. The first group started on July 27th, and the second group on September 14th. This infusion of new workers is great to see. They are all doing ride-a-long time and helping the journeymen get the work done. I would like to welcome two new Local 32 members Ryan Hagen, and Scott Angell; and two existing 32 members Todd Kilty and Steve Johnson. I hope you all enjoy your new jobs at PSE.

It has been a productive summer for the crews at PSE with some non-traditional work being added to the mix. The additional work being done by Gas First Response (GFR) technicians includes: locating

and operating of valves, and isolated facilities surveys. We have also had some GFR Fitters helping with industrial meter changes. Overall, the workers that I have talked to are all happy with this work, and appreciate the new challenges. The company is benefitting from this cooperative approach, as our members are doing a great job of handling the new tasks.



Tim Peterson repairing a gas main

The Inter-Union Gas Worker Conference is right around the corner. I will be attending this year along with Business Manager Jeff Owen, Agent JR Ybarra, and Brothers Mitch Balzer, Lee Sinkovic, and Ray Brickell. Look for me to give some highlights in the next newsletter, and in my monthly union meeting report of November. Back in July, we had a UA film crew in our area to shoot some footage of gas workers at the utility. This footage will be combined with similar work done all around the country and shown at the 2015 Inter-Union Gas Workers Conference.

The Employee Participation Program (EPP) for call-outs has concluded. Thanks again to those members that engaged management on behalf of their coworkers. The information from the meetings has been assembled and passed on to the Labor Management Committee. The idea of using an online software tool (like the electric side) to manage your call-outs is being considered. A committee has been appointed and will be working on a similar tool for Gas First Response.

Since our last newsletter, there have been two natural gas accidents that merit our attention. As you know, unfortunately two of our Local 32 Plumbers were injured back in June. In addition, there was a gas explosion at a Motel in Bremerton in August. Both of these events



Bremerton explosion



Gas line through sewer lateral

illustrate the need to be safe out there when working around natural gas. Please wear all of your protective clothing and use proper procedure. Working near natural gas is like stepping into the ring; be sure to “protect yourselves at all times”.

City of Seattle

After being stalled out for the month of July, the contract negotiations with the city started moving in

August. It is safe to say that whatever has been, or will be voted, it is not as much as we would like, but there is a Cost of Living Adjustment (COLA) increase over the next three or four years, and newly added benefit of 4 weeks of paid parental leave. There has been some movement on the retirement for new hires, and as of this writing, the proposals from both sides are getting closer (to each other).

I know that this has been a long process for all of our members working at the city, and I appreciate your patience and support while we work on this. Special thanks goes to the members who have participated on our negotiating committee. They have put in a good deal of their personal time to help with the process.

On the hiring front, we have a couple of new plumbers working for the Parks Department at the city, Armando Espinosa, and Joel Hardin. Congratulations on your new jobs! The Parks Department is also sponsoring one new plumbing apprentice this year. Seattle Public Utilities will be hiring a couple of new Water Pipe Workers, and the temporary SPU workers are doing well.

Highline Water District

I met with shop steward Dan Sleeth, and some of the crew, at the shop on July 30th. I am looking forward to working with this group, and Business Manager Jeff Owen, on their upcoming contract negotiation.



Water District #49

The new management model implemented by the Commissioners has Brother Brian Koehmstedt working in the Superintendent job. The work is going well, and the crew have been alternating Lead duties to fill the gaps. The district is prospering under the current management structure.

For those of you who may not know, Water District #49 is in Burien. Burien is also the home of the Burien Bearcats Football and Cheer organization. The Bearcats have multiple age levels ranging from 6-14 years old and have been around since the 1950's. Our membership recently donated two thousand dollars to help support the Bearcats to obtain equipment and supplies for the upcoming season. This money will go toward football clothing, equipment, overhead, and partial scholarships for some players. Thank you to our membership for your support. Go Bearcats!

Lastly, summer is drawing to an end. As the weather begins to change, and the daylight diminishes, I am hoping that our members can avoid some of the driving issues that usually come up around this time of year. School is back in session, so the busses are running, and the school speed limit zones are back in operation. Be safe, drive slow, and have a happy fall!

Fraternally,

Kurt Swanson

UA LOCAL 32



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Distribution and Mainline Report

by Ernesto "J.R." Ybarra

Brothers and Sisters,

The gas and oil industry has been steady this summer in Local 32's Jurisdiction. A few projects that have been on the books for a while have started. There are rumblings about next year being busy nationwide.

Williams has looked at the Georgia straits project which is a line from Sumas to Cherry Point area then a lay barge line to Vancouver Island for a LNG plant which was first proposed in 2007. BP Olympic has been running smart pigs and data is showing that maintenance work could be needed in

the near future.

With a warm winter, followed by a hot summer natural gas storage has been plentiful. This has slowed upgrades and expansion projects through Mainline and Distribution. With that said, an increasing population and urban sprawl will push expansion on a steady pace. We as a local union will be addressing the need to back fill our work force do complement retirements and attrition. We are in a new era of federal mandates and regulations on scopes of work. With these new regulations and mandates, there will be new challenges for our clients and contractors. It will be our goal to work with them, so that there will be a smooth transition in our industry moving into the future.

Local 32 is in need of a larger training facility. The Maltby yard with all its acreage is set up for mostly welding large pipe. We are working with PJ Moss and Tom Barrett at the Renton training center to set up new distribution fusion equipment and a larger welding area that will house new welding equipment (Miller XMT 350's and Lincoln Invertec 350's). As we continue to expand and need more training space we will look at purchasing land to the south where property values are more affordable. Our goal will be to get the most training space for our training dollars.

Fraternally,

Ernesto "J.R." Ybarra

Distribution and Mainline Rep



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or to purchase tickets!***

Discount admission is:

\$21.79 tax included for Ages: 8+

\$11.94 tax included for Ages: 3-7 and Seniors 60+



Organizing Report

by Tim Herbert and Brad Moore

each of our 20 contractors that participate in the program and the services they provide. The residential market is a market that we historically have not been a part of. Residential plumbing service and construction is a multi-million dollar industry that we are trying to strategically insert ourselves into. All of us in the organizing department are looking forward helping our contractors grow in the residential market.

All of the contractors that participate in the RES program are Union Contractors that are licensed, bonded and insured. I encourage all of you to use our contractors for any plumbing or electrical needs you may have. You can call 1-888-737-4239 to place a service call or you can visit our contractors from our website www.realtimepriority.net/~plumber (still under design).

Faternally,

**Tim Herbert and
Brad Moore**

I would like to take some time and share with you some information about our RESidential Services program; as we often refer to as the RES program. Several years ago, Local 32 partnered with IBEW 46 in an attempt to get back into the residential markets. The RES program is set up to generate service calls for residential plumbing and electrical service and construction. We advertise on KOMO radio and in the yellow pages. In addition to our radio ads, we are present at most King County Home shows. We are currently in the process of rebranding the RES program. We have a new website that is being developed as I am writing this. The website will feature

Here are our Union Contractors that are participating in the RES Program.

Auburn Mechanical

When Performance Counts
Auburn, WA
253-838-9780

Bill's Plumbing & Heating

Sequim, WA
360-683-7996

Centerline Plumbing

Seattle, WA
206-920-4673

Covington Plumbing

Bellevue, WA
425-223-5802

Diamond Plumbing

Edmonds, WA
206-459-9206

Erik D Plumber

Kenmore, WA
206-719-5758

Harold's Plumbing

Auburn, WA
253-833-2330

Howards Plumbing

Enumclaw, WA
253-249-4952

Maple Valley Plumbing

Ravensdale, WA
425-432-7599

Mark's Plumbing Service

Everett, WA
425-345-8321

Ogborn Plumbing

Tonasket, WA
509-486-8004

Paramount Mechanical

Seattle, WA
425-204-9700

Plumber's Cooperative

*Decades of experience in all
aspects of plumbing*
Seattle, WA
(206) 858-2633

Retrotech Plumbing

Sumner, WA
253-283-2728

Seattle's Best Plumbing

Woodinville, WA
425-442-4889

Skagit Plumbing

Mt. Vernon, WA
425-791-2059

Supreme Plumbing

Seattle, WA
206-730-2947

Tru Flow Systems

Port Angeles, WA
360-460-5721

Vikings Plumbing & Rooter

Kent, WA
253-332-4692

Zuiderweg Construction

Arlington, WA
360-435-3891



**SEATTLE AREA PLUMBING & PIPEFITTING
INDUSTRY HEALTH TRUST**

6th Annual Health Fair
Saturday, October 17, 2015 Kent
Saturday, October 24, 2015 Bothell
8 am – Noon

Reservations for appointment times begin on August 19th

Closes Monday, October 5th for Kent Location

Closes Monday, October 12th for Bothell Location

REGISTER EARLY TO ENSURE AN APPOINTMENT



Health Screenings/Testing

- Flu Shots for eligible participants age 13 and older
- Diabetes
- Blood Pressure
- Cholesterol
- Electrolytes, Calcium, Triglycerides
- Kidney function
- Thyroid function
- Vitamin D deficiency
- Prostate disease screen

Now's the time to get your preventive health screening testing done!

Flu shots are available this year for you and your covered dependents 13 years-of-age or older.

These services are covered at 100% so you have no out-of-pocket costs!

Mandatory Pre-registration starts on August 19, 2015

To prevent long lines and wait times 10-minute time slots are available beginning at 8:00 a.m. through 11:50 p.m. This also helps to ensure adequate testing supplies and flu shots are ordered for all participants. Go to www.coalitionhealthfair.org to register on August 19th!



PAC Report

by Leanne Guier, Business Development Specialist

Legislative District 30, Representative Carol Gregory

Representative Carol Gregory has been a friend of Local 32 before her appointment to fill the vacancy left by the passing of Representative Roger Freeman of the 30th District. We endorsed her race for the Federal Way School Board in 2013, which she won. As a school board member she reached out to Local 32 to have a meeting with the interim Superintendent of the Federal Way School District. Federal Way was building a new high school and Carol wanted help educating the Superintendent on Community Workforce Agreements (CWA). A CWA was not placed on the project, bid had already gone out. The good news is, a Local 32 contractor did get the work on the Federal Way High School.

Since Representative Gregory's appointment in January of 2015, she has continued her relationship with Local 32 as well as a labor voice we can count on in Olympia. Recently I sat down with Representative Gregory to talk about the challenges in Olympia this past session. "There is a much more organized attack on unions than in the past in this state. It has become quiet and skillful. Right to Work legislation is even appearing at school boards and other municipalities." This just reinforces our commitment to do everything we can to help her retain her House Seat and support those who support our values in local races as well. She also expressed how important it is to retain her seat and how critical the 2016 election cycle will be for the labor movement.

We are 2 House seats and a Governor away from becoming a Right to Work state.

I asked Representative Gregory what would she like to say to our members to convince them the importance of voting for her to retain her seat. She stated, "We got to have people who understand what "their" (republican majority) motives are. Clearly it is to erode the union movement and the building of the middle class. I have a strong belief in the union movement as a way of strengthening our economy to provide skilled workers in our communities."



Left to right: Augie Montoya, Bruce Lingenfelter, Kurt Swanson, Lisa Bogardus, John Komorowski, Gordon Baxter, Leanne Guier, and Joanna Soderlund—Phone banking volunteers for Carol Gregory Primary Election, July 30, 2015

Local 32 has teamed up with King County Building Trades and the Washington State Labor Council to reach out to union members in the 30th District on October 17th and to host a BBQ afterward at Local 32. Contact Leanne for details 206-290-7710



Building Trades volunteers canvass for Carol Gregory August 1, 2015. Gordon Baxter and Leanne Guier represented Local 32.



Building Trades Ballot Drop Rally & BBQ

Hosted by

UA Plumbers and Pipefitters Local 32

595 Monster Road SW, Renton WA

Saturday, October 17th

9 am Buses leave for Federal Way to canvass for

Representative Carol Gregory

**Return to Local 32 around 12pm
for BBQ and meet and greet our
endorsed candidates who support**

Building Trades Values!

ENTER TO WIN!!

**Every volunteer will receive a ticket for door prize
drawings to be held at the BBQ**

**For more information please contact
Leanne Guier at 206-290-7710 or Leanne@ualocal32.com**



In Olympia, corporate special interests have bought influence and rigged the system to get huge tax breaks and shift the tax burden onto the rest of us. In your district, big corporations are bankrolling a deceptive campaign¹ to unseat State Representative Carol Gregory. Why? Because she is a legislative leader who believes hard work should be rewarded and big corporations should be accountable to the people. So when you vote this fall, ask yourself...

Who represents YOU?



Rep. Carol
GREGORY
DEMOCRAT for STATE REP.



Gregory has served as President of the Federal Way School Board, as Director of Burst For Prosperity (which teaches about personal finance to help people move to better jobs), as a public school teacher, and as President of her union. As your State Representative, she earned a 100% voting record on working families' issues.²

Gregory co-sponsored and voted for a bill³ to **allow all workers in Washington to earn paid sick leave**. Polls show that overwhelming majorities of Americans — including those who self-identify as Republicans — support requiring employers to offer some level of paid sick leave.⁴

Gregory co-sponsored and voted for the Equal Pay Opportunity Act⁵ empowering workers to **combat wage discrimination** based on gender. This bill would prohibit employers from retaliating against employees who discuss or compare their wages.

Gregory voted to **promote apprenticeship opportunities**⁶ and to promote responsible bidders on state contracts by adding restrictions on bidders who violate wage laws, both of which were aggressively opposed by the construction industry.

1. "Big business targets Rep. Gregory with dishonest political attacks." The Sound (7-31-15). www.thesound.org/?p=42166. 2. WA State Labor Council 2015 Voting Record. wslc.org. 3. HB 1356, 2015. 4. "Behind the momentum for paid sick leave." Washington Post (6-30-15). 5. HB 1646, 2015. 6. HB 1990, 2015. 7. HB 1089, 2015.



Teri
HICKEL

REPUBLICAN for STATE REP.



Hickel is a former director of her local Chamber of Commerce and has been Director of a group called Advancing Leadership. She has never served in public office.

Hickel declined to fill out a questionnaire explaining her positions on working families' issues. But her party leaders **killed the paid sick leave bill without allowing a vote** in the Senate after it passed the House. The bill was opposed by corporate lobbying groups.

Hickel declined to fill out a questionnaire explaining her positions on working families' issues. But again, her party leaders **blocked the Equal Pay Opportunity Act** from getting a Senate vote after it passed the House.

Hickel declined to fill out a questionnaire explaining her positions on working families' issues. But her party leaders **killed the bill promoting apprenticeship opportunities** and responsible bidding, after they were opposed by construction industry lobbyists.

That's why Your Union supports
CAROL GREGORY for State Representative

YOU DECIDE. Return your ballot by Nov. 3rd.



A message from the Washington State Labor Council, AFL-CIO — Learn more at WSLC.org





Founded 1889

United Association

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

Celebrating 125 Years



General Office File Reference:

FOR IMMEDIATE RELEASE
September 14, 2015

For more information, contact Rick Terven
(410) 269-2000 or email rickt@uanet.org


One of North America's Largest Construction Unions Endorses Hillary Rodham Clinton for President

ANNAPOLIS, MD – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry ("UA") announced today it is endorsing former Secretary of State, U.S. Senator and First Lady Hillary Rodham Clinton for President of the United States.

"Hillary Clinton brings a unique blend of experience to the office of President of the United States," said Plumbers and Pipefitters Union General President William P. Hite in announcing the endorsement. "She is a skilled diplomat and a tough negotiator, yet she also has great compassion for working families. She is committed to rebuilding our country's aging infrastructure, especially our water and waste water systems, and all facets of the energy sector, including pipelines, nuclear and natural gas. These are top priorities for the United Association of Plumbers and Pipefitters and for the whole country. I'm confident Secretary Clinton will provide the leadership to get the job done. She will help America become stronger, more competitive and create quality jobs in the process."

"Hillary Clinton has stood side by side with workers fighting for the right to organize and against harmful labor policies such as Right to Work," Hite said. He noted that in the end, "this election will come down to which candidate will work the hardest to resolve the persistent problems of income inequality and restore dignity and fairness in the workplace. Hillary Clinton knows that when unions are strong, America is strong. We are proud to endorse her for President of the United States."

The United Association was founded in 1889 and is a multi-craft union whose members are engaged in the fabrication, installation and servicing of piping systems. There are over 410,000 members affiliated with the United Association throughout North America, Australia, and Ireland, including over 340,000 United Association members belonging to more than 275 local unions in the United States and Canada.

Three Park Place • Annapolis, Maryland 21401 • (410) 269-2000 Fax (410) 267-0262 • <http://www.ua.org> 

Mark McManus
General Secretary-Treasurer

William P. Hite
General President

Michael A. Pleasant
Assistant General President

UA Local 32 Annual Picnic

Saturday, July 11 at Vasa Park on Lake Sammamish in Bellevue

Join us next year for our Annual Picnic on July 9th from 11:00a.m.-4:00p.m at Vasa Park. More details to come next year!







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

Non-Profit Org.
U.S. Postage
PAID
Seattle, WA
Permit No. 5681



32 CONNECTIONS

Did You Know?

OPEN ENROLLMENT 2016

Now is the time to choose your 2016 medical plan. Between now and November 13, 2015, you can make changes to your plan and add or delete dependents for the 2016 calendar year. If you have no changes, no action is required of you. If you would like to make changes, please call our Trust office at (206) 352-9728 or (888) 406-3246, option 2 to request a new enrollment form.

Or email the Trust Office at PlumbingPipefittingEligibility@zenith-american.com. The last day you can have a paper open enrollment packet sent out to you is November 6th, 2015, so request your packet right away. Completed forms must be postmarked by November 13, 2015.

If the Trust Office does not receive your changes by November 13th, your plan and dependents will remain the same for 2016 as they are now.