



32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

SUMMER 2015



UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

Dispatcher / Assistant Business Agent
Dan Jensen

Plumber / Port Angeles/Wenatchee Agent
Ed Holmes

Steamfitter / Metal Trades
Marine Pipefitter Agent
PJ Moss

Refrigeration / HVAC Business 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

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.



Local 32 Business Office Staff

Listed from L to R: Patty Gilmore, Cheryl Anderson, Jamie Yellam, Tamarra Henley, Shannon Kelly, Shannon Thomson, (not pictured)



Business Manager's Report

by JEFFERY J. OWEN

Brothers and Sisters:

Do you plan on attending the 125th Anniversary Celebration of Local 32? The office and staff are actively making preparations; please turn in your RSVP card as soon as possible. This will be a night to remember! We would like to give every member the opportunity to be a part of it. If you have questions, lost your invite or need assistance purchasing tickets, please contact the Local 32 Business Office.

As we get ready to celebrate the great history of our Local Union, I am reminded of the fact that father time gets us all. I see more of our brothers and sisters retiring and enjoying the next phase of their hard earned retirement years. At the Retiree Union meetings, held every two months (*next meeting is June 16th.*); I am told that the most important part of the meeting is the financial report on the state of the Pension and Health plans. I see the concern on their faces regarding the financial well being, of those plans. As they are now relying on these Pension plans for their income; there is increased emphasis on what is being done to minimize costs and increase the sustainability of the plans. I recently attended a retirement party for one of our brothers who is 4th generation of this Local Union. He told everyone of how much he appreciated having a health plan that he paid into his entire career, and his father before him. He also spoke of what it meant to him that he is retiring knowing he has a good pension and health plan.

It's a sobering moment for me every time I meet with our retired members. I am reminded of the awesome tremendous responsibility that we have as a membership; to protect their pensions and health plans and to do it in an honorable way, which reflects the values of this Local Union. It is not said by them, but they expect us, who are serving this great Local Union to own this responsibility. Those who came before us, and who will come after us - expect us to continue on with the fight! Don't make excuses, just do it - regardless of the numerous challenges we face.

The Plan may be debated, but to have a bright future we must understand our past, and learn from our mistakes. What hasn't changed is our need to maintain strong collective bargaining agreements, a Nationally Recognized Apprenticeship program, and a strong political presence in all levels of government. We continue on with a strong focus on promoting our organizing strategy and employers' growth in the market share.

I encourage all of you to honor our past, with your attendance of our 125th Anniversary Celebration on July 18th. When you see a Local Union retiree around the Hall, please take the time from the busyness of life, to take your hat off and thank him or her for what they have done for this Local Union and its rich traditions and history.

Faternally,

Jeffery J. Owen

Business Manager/Financial Secretary



United Association Local 32
Plumbers, Pipefitters & HVAC/Refrigeration Union
Seattle, Washington

125th Anniversary Gala

Saturday, July 18, 2015

Westin Seattle • 1900 Fifth Avenue • Seattle, WA 98101

Event Registration	5:00 p.m.
Welcome Cocktail Reception	5:30-7:00 p.m.
Dinner and Entertainment	7:00-10:00 p.m.

TICKET PRICES

ACTIVE MEMBERS		RETIREES	
Per Couple	\$150.00	Per Couple	\$64.00
Per Person	\$ 75.00	Per Person	\$32.00
Table of 10	\$750.00		

Event Tickets MUST be purchased in advance, NOT at the door.

To reserve tickets, please fill out and return
the card below with your payment.

Ticket Reservation Deadline June 19, 2015

For more information please contact the Business Office at
425.277.6680 or email UA32125 ualocal32.com

Cocktail attire suggested • No children please

HOTEL INFORMATION

A block of rooms has been set aside at the
Westin Seattle for the event rate of **\$269.00**
plus taxes per day based on single or double
occupancy.

You must identify yourself as being with **UA
Local 32** to obtain this rate.

Westin Seattle

Reservations should be made no later than
June 19, 2015

and are subject to availability.

Call the Westin hotel at **888.627.8513** or
reserve online at

www.starwoodmeeting.com/book.ualocal32

PARKING DETAILS

Off-site parking is available at \$7 per car at
the following IMPARK Garages:

Security 3rd Avenue Garage

Located on 3rd Avenue between Stuart and Virginia
Avenue this garage is on the east side of street.

1700 7th Avenue Garage

Located on Stuart between 7th and 8th Avenue this
garage is on the south side of street, across from the
court house.

Both garages are two blocks from hotel.

WIN
Seahawks
Tickets

WIN
a Big
Screen TV

*United Association Local 32
125th Anniversary Celebration Response Card*
Reservation Deadline is June 19, 2015

The following will attend:

Member Name: _____

Address: _____

City, State, Zip: _____

Phone: _____ Email: _____

Your Guest(s): _____

TICKET PRICES

Active Members: \$75 per person | \$150 per couple | \$750 table of 10

Retirees: \$32 per person | \$64 per couple

Event Tickets MUST be purchased in advance, NOT at the door.

Amount enclosed \$ _____



Your ticket
enters you to
win a Grand
Prize trip
to Super
Bowl 50

Plumbers' Report

by Ed Holmes



Brothers and Sisters:

Time continues to move by quickly. Since the last quarterly report, I've been assigned several positions on various boards and committees within our industry. They include: Local 32's JATC and the TAG Committee Member for the State Building Code Council; which is reviewing the New 2015 UPC Code and making recommendations to the state. In addition to the regular monthly and quarterly meetings, and daily job site visits; I serve on the JATC Committee and JATC Service Plumbers Committee.

Dispatching for our plumbers has been slow. We have been dispatching three to four members a week. However, three to four per week are returning to sign the list. It has been fairly consistent at approximately sixty on the available, out of work list. The work is there, but just not our time yet. Several of the projects have been pushed out by three to four months.

Within Local 32, we have already started our own meetings regarding what else we can do to educate Legislators of the importance of the UPC. We need to identify the goal of IPC and their supporters. We are tired of always being on the defense of our industry and our way of life. It's time for us to be the offensive and let the Independent Builders Association, WABO, Laborers 440, the Realtors Association, and Carpenters know we are done reacting and we are going to protect our beliefs, our way of life, our Code and our Industry.

Service Plumbing

We now have Shop Stewards at each company doing Service Plumbing work. We are going to start meeting on a regular basis to develop how we grow that part of our industry; and ensure Plumbers are doing what the state laws say is certified plumber's work. We recently sent out surveys to all the Service Plumbers, with questions about their companies and the industry as a whole. We had the entire group come and meet with our Business Manager to discuss this part of our industry. It was surprising the amount of drain cleaning and actual service work the members are doing and not as much TI as we thought. Bottom line is, until the contractors make the commitment to grow that industry, it's going to be a slow process. Most contractors don't have a Service Plumbing salesman or project manager. Typically, the Service Plumber group is tied in with the HVAC salesman and after the HVAC sales pitch the plumbing side is just an after thought. For Instance: "Oh, by the way, we do plumbing, if needed!"

Our Industry, as a whole, is changing. We are doing thirty-percent more work with fewer members. We see it with all the prefabrication, the use of the Trimble for lay-out and inserting decks, multi-craft racks, auto-cad, iPads, TV screens in the knock boxes and fewer paper drawings. Our members and contractors have become very efficient in every step of the construction process; all of these positive changes are directly impacting how we do our work.

An example of a recent Pre-job was a fifty (50) story building. Members to be employed at peak time were twelve (12) plumbers for three to four months, then down to six or less for the duration of the project. Local 32 members and our



McKinstry Pacific Health Center

Contractors have become very efficient at what we do. If you attended the April Union Meeting, and stayed around for the demographic presentation, you saw the numbers. When we take into consideration the number of Retirees verses the newly organized members, apprentices, plus another 255 building trades non-retired members of my generation of 57 years and older; the ratio between active and retirees is 2.1 to 1. Our history shows that this scenario does not keep our funds full. We have to find ways to increase our market share, across the nation. The UA only controls about 12% of the work, we control a lot of the work downtown; but where we will be when all of this vertical construction is completed, is in service, tenant improvement. No one knows how long this boom

will last, we remember 2008, we have to determine the barriers and walls that hold us back and not be afraid of change. With the combination of our current work and work projected for the near future; we have a great opportunity to get a lot of positive things done. The goal of the remodel of our current building will be to transform the way we train our apprentices. The facility will be eighty percent hands-on and twenty percent book work. This is essential to keep our foundation strong. Additionally, we will add a new meeting hall and Local 32 Business office, while paying for it during this boom time. We have the opportunity now to set our future leadership up for success including making decisions from a position of strength. This business office and leadership of our Manager is committed to this. Opportunities like this, only come around so often. We need to take advantage of it; and together, we can make a positive impact for the future.

Fraternally,

Ed Holmes

Plumber Business Agent



Ocean Park Broadstone Project



SJS Legacy Project



Refrigeration / HVAC Report

by Erik Pound

Brothers and Sisters,

Work is starting to pick up for the Refrigeration/HVAC Mechanics. Due to a mild winter, we have seen a few layoffs and the out of work list has grown since the 1st of the year. Most contractors agree that 2015 will be a very good year. I still feel the best is yet to come and we are going to see an increase in commissioning, tenant improvement and service work soon.



The Crabby Welder – from Mark Davis while working in Sitka, Alaska.

Building Trades Refrigeration & HVAC

Our HVAC service shops are picking back up, and we have seen some hiring. Most of the membership that had been working less than 40 hours per week or has been on furlough is back to work full-time.

The supermarket service shops are all over the board: some are keeping busy; some have been a little slow. But it looks like things are going to pick up soon.

Supermarket construction work is a little slow for some and busy for others, but it looks like 2015 is shaping up to be a very good year for them as well.

Our out of work situation as of December 31, 2014:

21 - Journeymen

0 - Apprentices

Shop Steward's Meeting

The last Refrigeration Steward's meeting was Thursday, March 5th. We had 22 people attending, including 19 Stewards. I would like to thank our Refrigeration Shop Stewards for their excellent participation since we've started the quarterly meetings.

Our next wage allocation is \$0.85 effective January 1st, 2016. This will be a topic of discussion at future shop steward meetings and we will come back to the membership with a recommendation at the December, 2015 union meeting.



Left to right: Pat Baldwin-McCurdy and Mike Mullen at Seattle University.

Seattle University

We completed a stand alone contract with the University in August of last year. We are currently scheduling dates for this year's wage opener.

I went to a meeting with the other Building Trades Business Representatives at the University on April 2nd. Due to lower enrollment projections, the University isn't prepared to offer any raises at this time.

We incorporated a step program into our agreement along with a memorandum of understanding outlining a schedule of wage increases for certain members. I've been assured that these members will receive their wage increases over the term of the agreement.

We will be meeting with the University again in mid-June to discuss these issues further.



Tony Foy and Paul Sakai at Microsoft.

Lake Washington School District

We have recently elected a new president of the council. The contract is up August 15th, 2015 and we have begun to prepare for negotiations. The council has met twice, and we're in the process of developing our proposals to district. We hope to meet with the district soon.

Shoreline School District

I have recently been assigned to represent our 2 members working at Shoreline School District. This is a multi-craft bargaining unit run by the Building Trades. So far I've attended a Labor-Management meeting and met with the District's H.R. over a minor disciplinary issue.

Their agreement expires August 31st, 2016.

Contractor's Luncheon

We had a contractor's luncheon at Local 32 on the March 31st. There were 43 people attending from 16 companies.

Our agenda included:

- Introducing the JATC Executive Director Eric Ercanbrack, HVAC Coordinator Duane Bjornson and Refrigeration Coordinator William McLaurin to the contractors.
- A discussion about demographics and the aging workforce for the Refrigeration/HVAC group. There are 66 Refrigeration/HVAC members over 55 years old. It's logical to assume that all of these members will retire within the next 10 years. It's imperative we develop a plan to replace them through increasing apprenticeship numbers and organizing.
- Reviewing a handout consisting of:
 - The Local 32 office staff
 - A detailed breakdown of Refrigeration/HVAC, Steamfitter and Plumber Apprentices,
 - A detailed breakdown of Local 32 membership totals and the Refrigeration/HVAC group.
- Business Manager Jeff Owen and MCAWW Executive Director Ed Kommers spoke about women in the trade. The state apprenticeship council has serious issues with the fact that we haven't been able to attract and retain women in our apprenticeship program. Local 32, the JATC and the MCAWW need to find a way to bring more women into our workforce.

It was a very successful event, and I'm looking forward to having a follow up meeting later in the year.

Fraternally,

Erik Pound

Refrigeration /HVAC Business Agent

Steam Fitter Report

by P.J. Moss



Brothers and Sisters:

First and foremost, I want to say that I am looking forward to seeing many of you at the upcoming events Local 32 will be hosting this summer:

our Annual Summer Picnic, Retiree Union Meetings, and especially our 125th Anniversary Celebration on July 18th at the Westin-Seattle.

FITTER REPORT

At the beginning of 2015, our out of work lists shrunk to the lowest numbers in the last 5 years. Unfortunately, with sliding schedules on several projects we have had some increase in those out of work numbers over the past 3 months. I expect the trend to continue for another month or two before we start moving back in the proper direction. We have been busy with pre jobs and discussions about the upcoming workloads that our contractors have on the books. Once we get through this stall in the work load, it is my belief that later this summer and into the fall we could see some of the best employment numbers since the last work boom in 2008.

In past articles I have talked about the need for skilled combo welders, and the need to acquire and maintain any number of certifications. These help our members supply the required skills our contractors need us to have to maintain our competitive edge in the market. These skills and certifications are more important than ever and I want to continue to stress the need for them in our industry. One skill set that I haven't discussed much in previous articles is the ever changing face of jobsite leadership. With several hundred active members already fifty-five and older looking at retire at the end of this next work cycle; it is more important than ever to train and build our next group of foremen and leaders.

We can't look at a Brother or Sister retiring as one person whose spot can be filled by the next apprenticeship graduate. We need to realize that we are in many cases losing thirty plus years of experi-

ence. I would ask all of you Brothers and Sisters who are looking forward to a well-earned retirement to also look back to the people who will be here when you leave and pass on the knowledge you have. With compressed schedules and tighter margins on jobs, the thought of stepping up as a foreman can at sometimes be overwhelming. Although, with the encouragement and mentoring from our current foremen and leaders; we will be able to train and establish the next generation of leaders within Local 32, that will help us maintain our place as a leader in the construction industry.

SHIPYARD REPORT

Since Brother Marty Yellam's retirement this March, I have taken over his duties as the Business Agent for the Shipyards. Not only did Brother Yellam leave big shoes to fill; but there has been a large learning curve as well. I would first like to thank all of our Brothers and Sisters who have reached out and offered assistance and much appreciated words of advice. I am still working on familiarizing myself with the Members, Contracts, and Contractors in the industry. Since becoming the agent for the shipyards we have seen some fluctuation in the manpower needs for several of the ship yards. I am proud to report that at the time of writing this article we are at almost one hundred percent employment for our Marine Pipefitters. I believe that this trend should carry us through most of the summer.

In closing, I want to thank all of 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 organizing opportunities please do not hesitate to contact me.

Fraternally,

PJ Moss

PSE and Municipalities Report

by Kurt Swanson

My first four months on the job has been an eye opening experience. I am having a great time working with, and meeting, more of our members. I have learned more about the workings of our Union, and I am more proud than ever to be a Local 32 member.

The three units that I have assumed responsibility for are the City of Seattle, Puget Sound Energy, and Water District #49. These three bargaining units represent a wide range of covered job titles ranging from Water Pipe Worker and Plumber to Dispatcher and Gas Fitter. The combined number of 32 members across these three employers is approximately 315 members. There is still a great deal to learn, but I feel lucky to have good leadership and great people working at our Local who can bring me along. I am grateful for their support.

PSE

As usual, our members are handling their business in a professional manner and helping PSE reach their goals. The company has recently moved up in the JD Powers survey standings, and the emergency response time is better than it has ever been. These facts, combined with a +96% customer satisfaction rating, illustrate the high caliber work that our members provide on a daily basis. I have also received a great deal of positive feedback from the management at PSE about the members participating in safety programs and other company events and initiatives.

I want to take this opportunity to thank my union brothers and sisters for their participation on the Employee Participation Program for Call-Out committees that we have set up. There are 33 of you, working on 11 committees, so I am not going to list you all individually, but thank you for your participation! You are doing a great service for your brothers and sisters by agreeing to handle these discussions with management, on what has always been a sensitive topic. The data shows that the members have been taking



Boiler plug pounded in to stop a leak

the callouts, and handling after hours emergencies, in a professional manner. This commitment to the job has bought some time while the company hires some new gas workers. We all appreciate it when more workers are brought in.

Some relief is in sight as the Gas Worker and Utility Worker recruitment is in process. The Labor Management Committee and I are working with PSE to provide any support

they need to bring in these new Local 32 members. Several existing utility workers are going to move into the gas worker program. Congratulations are in order for those individuals who are making the commitment to the program: Marc Toledo, Edward Predki, Valentin Dikov, Rodger Joy, Brian Mays, and Larry Rand. Good luck in your new endeavor!

City of Seattle

As many of you know, the last contract extension (with the City) expired on December 31, 2014. Back in January, the Mayor met with the Joint Craft Coalition to update them on when the City might be ready to begin the contract negotiations. The Coalition expressed their frustration with the lack of progress, and by mid-February the contract negotiations with the City had begun. The Joint Craft Coalition has met weekly since then, and is working very hard to understand the issues. Some of the issues include a paid parental leave, the \$15.00/hour minimum wage, and cost of living adjustments.

During the same period, I have had the pleasure of working with a group of our members from the City on the Local 32 contract negotiations committee. We have been working on reviewing the current collective bargaining agreement language. We are preparing suggested edits, based on member input, in preparation for our Local 32 (side) negotiation. A big thank you to those men for coming to numerous meetings after their long work day; It has been a pleasure to work with these individuals and to get to know them. If you have a chance, please thank them for their service to the group:

Continued on next page



Blowing 6 inch IP repair, shovel launched by gas pressure



High pressure gas flare off

Josh Werner, Peter Redis, Bill Hoxey, Oscar Del Pozo, Sheppard Grey, Dan Manship, Jerry Garcia, Landis Terwillegar, Andrew Stockholm.

The contract negotiations are ongoing. I will continue to work with the negotiation committee on presenting the issues, and addressing new ideas and requests from the membership. We will work toward having our house in order, so when

the coalition negotiation is done, Local 32 will be ready with an updated CBA for the members. Please call me if you have any questions or concerns.

Water District #49

Our members at Water District #49 are doing well. The water district is making a change in management, and our members are working on assuming additional responsibilities during this process. This will allow the water district to continue to operate smoothly during this transition. It is very impressive



New water meter test station.

that our members can run a water utility with minimal management assistance. This is a testament to the quality workers that represent Local 32 at this location. Rest assured, our Local 32 members are doing their part to ensure the viability of the water system in Burien.

Overall the work force is prospering. The employers I work with are seeking good workers to build for the future. Many of our existing members are retiring, or looking to retire over the next few years, so we should see more recruitment in the future. We will continue to work on collective bargaining agreements that provide family wage jobs and benefits for our members.

Fraternally,

Kurt Swanson



Organizing

by Tim Herbert

Brothers and Sisters:

As the economy picks up, all of us in the organizing department are facing new challenges. We are busy policing the industry. It is vital that we do not lose market share during busy times.

Many contractors during economic booms do not comply with labor laws and use unlicensed craftsmen to complete projects. The organizing department researches jobs and trends and with the assistance of

Labor and Industries we help protect the integrity of all of our trades. If you are on a jobsite and see a mechanical contractor that you do not recognize; please call us, and we will research the contractor and make sure they are following all rules, regulations and using licensed craftsmen.

The organizing department is also tasked with finding quality individuals to join our membership. We are constantly interviewing possible members and assessing their skill sets. We work hard to make sure they will be a good fit for our great organization.



Organizing quality leadership and skilled individuals helps our membership grow and strengthens our retirement and medical plans. It also weakens our competition by placing financial stress on contractors that are bidding against Local 32 contractors. Taking quality leadership and journeymen from our competition makes it harder for them to complete jobs in a timely manner and on budget.

If you know a skilled mechanic that is working in our trade and you think they would be an asset to this local and our contractors, please have them contact us.

Faternally,

Tim Herbert and Brad Moore

Labor History

The Labor Union Movement in America

www.socialstudieshelp.com/eco_unionization.htm

The roots of our country's trade unions extend deep into the early history of America. Several of the Pilgrims arriving at Plymouth Rock in 1620 were working craftsmen. Captain John Smith, who led the ill-fated settlement in 1607 on Virginia's James River, pleaded with his sponsors in London to send him more craftsmen and working people.

Primitive unions, or guilds, of carpenters and cordwainers, cabinet makers and cobblers made their appearance, often temporary, in various cities along the Atlantic seaboard of colonial America. Workers played a significant role in the struggle for independence; carpenters disguised as Mohawk Indians were the "host" group at the Boston Tea Party in 1773. The Continental Congress met in Carpenters Hall in Philadelphia, and there the Declaration of Independence was signed in 1776. In "pursuit of happiness" through shorter hours and higher pay, printers were the first to go on strike, in New York in 1794; cabinet makers struck in 1796; carpenters in Philadelphia in 1797; cordwainers in 1799. In the early years of the 19th century, recorded efforts by unions to improve the workers' conditions, through either negotiation or strike action, became more frequent.

By the 1820s, various unions involved in the effort to reduce the working day from 12 to 10 hours began to show interest in the idea of federation-of joining together in pursuit of common objectives for working people.

As ineffective as these first efforts to organize may have been, they reflected the need of working people for economic and legal protection from exploiting employers. The invention of the steam engine and the growing use of water power to operate machinery were developing a trend toward a factory system not much different from that in England which produced misery and slums for decades. Starting in the 1830s and accelerating rapidly during the Civil War, the factory system accounted for an ever-growing share of American production. It also produced great wealth for a few, grinding poverty for many.

With workers recognizing the power of their employers, the number of local union organizations increased steadily during the mid-19th century. In a number of cities, unions in various trades joined together in citywide federations. The Nation Labor Union, (actually a federation- an organization of local unions) formed in 1866. The NLU eventually persuaded Congress to pass an eight hour day for Federal workers. Never very strong, it was a casualty of the sweeping economic depression of 1873.

Five years later, the Knights of Labor captured the public imagination. Formed in 1869 by Uriah Stephens and expanded rapidly under the leadership of Terrance Powderly, the Knights were an all-embracing organization committed to a cooperative society. Membership was open to all workers, whether they be skilled or unskilled, black or white, male or female. The Knights achieved a membership of nearly 750,000 during the next few years, but the skilled and unskilled workers who had joined the Knights in hope of improvement in their hours and wages found themselves fragmented by the rift between skilled and unskilled workers. Skilled workers tired of labor activity on the part of unskilled workers who were easily replaced. The Knights, an effective labor force, declined after the Haymarket Square riots. In the riot members of the Knights of Labor where accused of throwing a bomb which killed police officers. The Knights, already fragmented, where faced with enormous negative publicity, and eventually disbanded.

benefit news



SEATTLE AREA PLUMBING & PIPEFITTING
INDUSTRY HEALTH TRUST

MAY 2015 PLAN CHANGES:

NEW DENTAL PREFERRED PROVIDER NETWORK DELTA DENTAL OF WASHINGTON

What does this change mean for me?



The Trust will be contracting with Delta Dental of Washington for access to discounted rates. How does this affect you?

- Your dental out-of-pockets will be less if you use a Delta Dental network dentist
- You will contact Delta Dental directly for benefit information and claims status
- If you use Sunrise Dental, Bright Now or Pacific Dental Alliance:
 - They are Delta Dental dentists
 - Their payment schedules may be different so contact your dentist directly for their payment schedule

How do I find a Delta Dental PPO dentist?



Visit their website at

www.DeltaDentalWA.com and:

- Click on the [Patients](#) tab and then on the [Find a Dentist](#) tab at the left side of the website
- You can search by dentist name or location
- Choose the “Delta Dental PPO” option under the “*In this Network*” field

My dentist is part of the Delta Dental Premier network. Are there any advantages?

Yes, they still have pre-approved fees but they typically are not as highly discounted as a Delta Dental PPO dentist.

Will I receive an ID card for the dental plan?

Yes, you will be receiving two new dental ID cards from Delta Dental of Washington. Below is a sample:



Covered dependents will not receive separate cards. Once you receive your new card, show this to your dentist so they can submit your claims with dates of service on or after 7/1/2015 directly to Delta Dental of Washington.

What happens if a treatment has already been started?

If you have treatment that requires more than one appointment, such as a crown, bridge, dentures or root canal, and the treatment is considered completed after 7/1/2015, the claim should be submitted to Delta Dental of Washington.

My child is in the middle of braces – what now?



All participant who have been receiving ortho benefits will have the current orthodontia lifetime maximums transferred to Delta Dental by the Trust

Office. The orthodontia lifetime maximum will be the total of claims paid by the Trust Office and Delta Dental. The orthodontia lifetime maximum is \$2,000.00. Active members and their dependents are eligible for orthodontia coverage.

How do I access information about my dental coverage?

Once you receive your dental card, go online and register for Delta Dental's secure portal:

- Visit www.DeltaDentalWA.com
- Go to "MySmile[®] personal benefits center" and register yourself through a one-time registration process
- You will be able to view dental benefits, eligibility and claims information

What if I want to just talk to someone at Delta Dental?

You can call Delta Dental of Washington at (206) 522-2300 or (800) 554-1907. Their mailing address is PO Box 75983, Seattle, WA 98175-0983.

keep all your numbers handy

- 24/7 Nurseline
- 800 556-1555
- Hospital Precertification number for your provider
- 888 632-3862, option 3
- Mental Health/Substance Abuse Precert
- 800 424-4047
- Beginning Right Maternity Management
- 800 272-3531
- Zenith American Solutions for MEDICAL eligibility, claims /benefit questions
- 888 406-3246, option 1 claims, option 2 eligibility, option 3 pension

MAY 2015 PLEASE KEEP WITH YOUR PLAN DOCUMENT



JATC Report

by Eric Ercanbrack

The start of 2015 has brought both prosperity and challenges for the Seattle Area Pipe Trades. At the beginning of May, Local 32 had over 240 building trades apprentices employed in the jurisdiction and those who have been laid-off have returned to work rather quickly. This high rate of employment is expected

to continue for some time with higher than normal demand for new apprentices continuing well into next year. The Seattle Area Pipe Trades currently has 247 Building Trades apprentice's indentured in the program and we expect that number to climb above 300 by year's end, and then to around 350 by the summer of 2016.

The increased number of apprentices needed to replace our aging demographic of Building Trades members, a burgeoning construction boom in King County and the replacement of apprentices not indentured due to the recent recession presents a daunting challenge to the JATC. The most pre-dominant and urgent is recruitment of talented young men and women that will be capable of leading our Local in

Congratulations to the 2015 Washington State Apprenticeship Contest Competitors



(Left to right) Plumber Jeremy Sandor, Welder Daniel Martin, HVAC/R Mechanic Brandon Moore and Steam Fitter Jordon Ballew.

Daniel Martin is moving on to the regional competition which is being held in Salt Lake City, Utah in July 2015.

the future. It is critical that the apprentices who are indentured are held to a high standard and when that standard is not met, tough decisions must be made by the Joint Apprenticeship Training Committee. We must never take for granted the fact that the success of who we are is due to the level of professionalism and expertise of our members working in the field. I would like to commend both our members and our field supervision for assisting the JATC in demanding a high standard of our apprentices and encourage that to continue as our number of apprentices in the program grows over the next 18 months.

The other challenge is the current state of our training facility and the rapidly changing installation techniques being used by our members in the field. As I have now reported on several occasions, the training center is in need of a major overhaul of the most basic of items such as a new roof, HVAC system, weld shop smoke ventilation, and plumbing repairs. It was due to evaluating the cost of these needed repairs and the realization that our training had not kept up with our changing industry that the idea to modernize the building was born. We have seen this idea morph and evolve over the last six months to where now a comprehensive plan has developed. One that will see the Local potentially build a new facility on the east side of the building that will house a new meeting hall and new Local 32 offices.

The major benefit of the Local's move to a new building will be that the current union hall will be available to the JATC which will enable us to greatly enhance our ability to train with a new hands-on philosophy, and provide our members with a state-of-the-art facility that will be second to none anywhere in the industry. The Seattle Area Training Trust Board of Directors had a special meeting in May in which it was decided to move forward with a Site Plan and Permit Application submittal to the City of Renton which must be completed and submitted by June 18, 2015 in order to get in ahead of new FEMA flood setback requirements. These new requirements would not allow us to build the new facility housing Local 32. The Training Trust will be meeting again sometime in late July at which time a solid direction as to how we officially move forward will likely be decided.

Last fall, a 3-D conceptual design of the proposed new facility was developed for the Training Trust and the JATC Committee. It was met by enthusiasm and the belief that our training and facility was in need of change. As with most successful organizations, such as ours, the level of change was debated and a firm consensus is yet to be achieved.

In response to due diligence we will be setting up training committees from all of the training disciplines that are represented in Local 32. They are as follows:

- Commercial And Residential Plumbing
- Steam Fitting
- Welding
- HVAC Service
- Refrigeration
- Plumbing Service
- Tenant Improvement
- Marine Pipe Fitting

These committees will be made up of management, supervision, agents, JATC staff, and rank and file membership. They will be shown the 3-D conceptual design and the debate will begin as how to best train for our future. The commitment of these committee members will be extensive and will be meeting two to three times a month beginning in mid-June with a completion date in October. Once we have completed the findings of the committees, we will update the conceptual design so that it will be ready for final design, estimates, and review by the membership.

As most of you are aware, the JATC has not had a contribution increase since 2009 and wages for our Building Trades and OPEIU staff have increased over 30% during that period. That coupled with an increased cost in training supplies and general inflation will likely require a contribution increase from the membership to accomplish a full building remodel, as well as the increase in training supplies for additional hands-on training. We are currently forecasting what these costs will be and delivering them to the Trust and JATC this summer. It should be noted that the assessment for the Seattle Area Pipe Trades is by far the lowest of the four locals that make up the WSA and we should commend our past Coordinators, Trustees, and Committee members for having been good stewards of the membership's contributions. That being said, the gradual grind of time has taken its toll on both our building and the finances of the JATC and once the research for the remodel and our finances in general is complete, we as a Local will need to decide the way forward.

I hope everyone has a great summer!

Faternally,

Eric Ercanbrack
Training Coordinator

Women in the Pipe Trades



The Seattle Area Pipe Trades "Ladies in the Pipe Trades Committee" has once again proven that the UA leads the way! Our ladies took second place this year at the Women in Trades Fair on May 8, 2015.

The interactive exhibits and contests they created were put on full display.

Out of over 100 employers and labor unions at the event, they were judged as the second best exhibit!

Top photo, left to right: Christine Rhoden, Leanne Guier, Dee May, Sara Rowan

Bottom photo, left to right: Danielle Anderson, Marisa Pilcic, Erin Hash, Raeshel Clark, Breann Simmons

Seattle Area Pipe Trades and Local 32 would like to thank them all for their hard work and dedication.

PAC Report

by Leanne Guier, Business Development Specialist



A POLITICAL GUIDE TO RIGHT TO WORK LEGISLATION



Governor Inslee Signs SB5139 – Pictured L to R: Randy Scott, Angela Boehlke, Leanne Guier, Governor Inslee, Senator Benton, Senator Roach, Larry Stevens (MCA), Gordon Baxter

From the desk of the Business Manager

I recently attended the Construction and Building Trades legislative conference in Washington D.C. The speakers from the National Building trades spoke very strongly of intent of adopting policies to be party neutral and to focus towards building trades majorities at all levels of government. We heard from speakers from both parties that political affiliation no longer matters.

As a Local union we attempt to be party neutral to the political issues regarding job creation, workplace safety, workers compensation and unemployment insurance. It shouldn't matter if the elected officials are democrat or republican but evaluate them on their support for working families. OUR GOAL remains to electing those who support working people.

To build these relationships, they must be built over time and not over two years or a four year cycle. Within local 32 we have for years worked toward a strategy to localize the issue and work with our local elected officials at all levels of governments.

We are a labor organization first and foremost politics comes second. Our Primary concern is to our membership. A Progressive labor relations model that includes the owner contractor and the unions will be needed in the future. We need greater market share and increased membership if we are to survive. Yes, I mention survive as the times have changed, and money alone will not save us. WE must do away with negative stereotypes of and perceptions of who we are as construction industry. Besides we cannot compete with the money that is being spent on political campaigns, today. WE have to educate, across both political parties

There are those who believe that Washington State is next regarding Right to Work legislation. The only way we can hope to defeat it is to establish working relationships across party lines in Olympia. A hard task for sure, but if we believe that indeed Right to Work Legislation is coming to Washington State as it came to Michigan and Wisconsin who both at the time were known to be labor friendly states except where it counted most in government the only way to defeat it will be because we have friends on both sides of the aisle.

We need more Union members such as Leanne Guier, Ray Brickell, Lee Whetham and Chris Elwell in our communities elected officials who make policy and understand working people and are receptive to our issues.

Make a difference as these four members have. Get involved in your local school board, city council or any form of government.

Faternally,

Jeffery J. Owen

Business Manager, Local 32

What is “Right to Work”?

Right to work is legislation that takes away the right of employers and unions to negotiate a fair contract where everyone who benefits has to pay something for the service they get.

“Right to work” laws don’t improve living standards—unions improve living standards

Despite its misleading name, this type of law does not guarantee anyone a job and it does not protect against unfair firing. By undermining unions, so-called “Right to Work” laws would weaken the best job security protections workers have—the union contract.

Lower Wages and Incomes

- The average worker in states with right to work laws makes \$5,971 (12.2%) less annually than workers in states without right to work when all other factors are removed than workers in other states
- In states with right to work laws, 25.9% of jobs are in low-wage occupations, compared with 18.0% of jobs in other states

Lower Rates of Insurance Coverage

- People under the age of 65 in states with right to work laws are more likely to be uninsured (16.3%, compared with 12.4% in free-bargaining states)
- Only 46.8% of the private-sector employers in states with these laws offer insurance coverage to their employee, compared with 52.6% in other states

Higher Poverty and Infant Mortality Rates

- Poverty rates are higher in states with right to work laws (14.8% overall and 20.2% for children), compared with poverty rates of 13.1% overall and 18.3% for children in states without these laws
- The infant mortality rate is 14.2% higher in states with these laws

Less Investment in Education

- States with right to work laws spend 31.3% less per pupil on elementary and secondary education than other states

Higher Workplace Fatalities

- The rate of workplace deaths is 54.4% higher in states with these laws, according to data from the Bureau of Labor Statistics

WE NEED TO EDUCATE OURSELVES!

THIS INITIATIVE DOES NOT HAVE LEGS NOW, BUT GIVEN TIME— IT COULD
HOW DO YOU THINK WASHINGTON WOULD VOTE?





Unions Have Been Essential in Building Middle Class Incomes

A particular attack on unions have been Right to Work laws. Spearheaded by large corporations to stifle the voice of the working middle class.

In 2013 Senator Baumgartner, a Republican from the 6th District, introduced Right to Work legislation. Even if it would have passed in the Senate, it would not have made it out of the Democrat controlled House of Representatives. With the Republicans in firm control of the Senate, and the Democrats in control of the House with a very close margin; 47R's to 51 D's. Currently Senator Baumgartner is the Chair of the Commerce and Labor Committee. There were many unfriendly labor bills introduced in the Senate, but didn't get much traction. It seems the Republicans may be lying in wait... Maybe they do not want to poke us in the eye too much, they are so close to having full control.

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

Washington is the nation's fourth most unionized state, with unionized workers comprising 16.8 percent of the workforce. It is exceeded only by New York (24.6). Alaska (22.8), and Hawaii (21.8). South Carolina on the other hand, is bested only by North Carolina as the least unionized state. A mere 2.2 percent of South Carolina's employees were unionized in 2014. Following a national trend, Washington's proportion of unionized employees has been on a steady decline; a mere three years ago, 19 percent of the labor force was unionized. The national average is 11.1 percent.

What Have Working People Fought For and Won?

- Social Security
- Minimum Wage
- Health and Safety Regulations
- Worker's Compensation
- Legal Unions
- Collective Bargaining
- The Weekend
- Overtime Pay
- No Child Labor

The National Right to Work Committee and its partner, the National Right to Work Legal Defense Foundation, have been proponents for right to work for a long time. The group claims to be a “worker advocate,” but an examination of its press releases between 2003 and 2005 by Jobs With Justice showed no reference to any attempt to improve benefits or working conditions for workers; and only one mention of increasing wages. The organization continuously pushes reports with outdated and flawed information to advance right to work.

- Medicare
- Anti-discrimination laws
- Seniority Rights
- Just Cause
- Progressive Discipline
- Weingarten Rights—Representation
- Cost of Living, Wage increases
- Disability Rights
- Health care for all

Right-to-work citizens initiatives were introduced in Washington State in 1956 and in 1958. Both were defeated by a 2 to 1 margin. Washington unions had to put a sophisticated fight against powerful corporate interests and well-funded opponents.

Corporate interests argued that right-to-work meant the freedom of workers to choose whether or not they wanted to be a union member, or even pay for the services they were getting. They argued that the passage of right-to-work laws would make states more prosperous by attracting industries and creating jobs. They are still making these same arguments, but they are as wrong now as they were back then.

2015 Legislative Session 2015

During the 2015 legislative session several bills that would impact our members at Local 32. Such as changes to workers compensation, prevailing wage applications, plumbing code exemptions

With the Republicans controlling the Senate, this is where a majority of the bills resided. Many did not make it out of committee or had no momentum when they reached the Democrat controlled House. (Barely controlled; 47 R's and 51 D's)

Thousands of bills are introduced each legislative session. The process that each bill goes through can be challenging and frustrating for sponsors of these bills.

Senate Bill 5139 (SB5139) was of particular interest to Local 32. The State Building Code Council was created in 1974 to provide analysis and advice to the Legislature and the Office of the Governor on State Building Code issues. The Council establishes the minimum building, mechanical, fire, plumbing, and energy code requirements in Washington by reviewing developing and adopting the Code. When the Code was adopted in 1974, certain buildings four stories or more were exempt from the Code. This bill would delete the exemption from the Code for certain buildings four or more stories high.

This bill originated in the Senate with bipartisan support. Sponsored by Senators Roach, Liias, Conway, Benton, McCoy, Dansel, and Erickson.

TRACKING SENATE BILL 5139

IN THE SENATE

- Jan 14** First Reading, referred to Government Operations & State Security
- Jan 15** Public hearing in the Senate Committee on Government Operations & Security
- Jan 27** Executive action taken in the Senate Committee on Government Operations & Security
GOSS—Majority; do pass
- Jan 28** Passed to Rules Committee for second reading
- Feb 26** Placed on second reading by Rules Committee
- Mar 11** Rules Suspended. Placed on Third Reading
Third reading, passed; yeas, 49; nays, 0; absent, 0; excused, 0.

IN THE HOUSE

- Mar 13** First reading, referred to Local Government (Not Officially read and referred
Until adoption of Introduction report).
- Mar 18** Public Hearing in the House Committee on Local Government
- Apr 1** Executive action taken in the House Committee on Local Government
LG—Majority; do pass
Minority; do not pass
Referred to Rules 2 Review
- Apr 13** Rules Committee relieves of further consideration. Placed on second reading
- Apr 15** Rules suspended. Placed on Third Reading
Third Reading Passed; 53 yeas, 45 nays, 0 absent, 0 excused
- May 11** The Governor **SIGNED THE BILL INTO LAW!**

There are lots of people who worked hard on this bill which has a profound affect on our Plumbers and the Uniform Plumbing Code. Brothers Randy Scott and Gordon Baxter put in a great deal of time and energy.

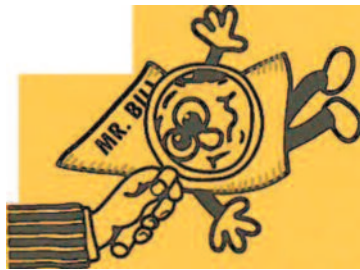
Thank you Brothers and everyone else who helped!



How a Bill Becomes a Law



1 A bill may be introduced in either the Senate or House of Representatives by a member



2 It is referred to a committee for a hearing. The committee studies the bill and may hold public hearings on it. It can then pass, reject, or take no action on the bill.

3 A committee report is read in open session of the House or Senate, and the bill is then referred to the Rules Committee.



4 The Rules Committee can either place the bill on the calendar for debate before the entire body, or take no action.

5 At the second reading a bill is subject to debate and amendment before being placed on the third reading calendar for final passage.

6 After passing one house, the bill goes through the same procedure in the other house.

7 If amendments are made, the other house must approve the changes.

8 When the bill is accepted in both houses, it is signed by the respective leaders and sent to the Governor.



9 The Governor signs the bill into law or may veto all or part of it. If the Governor fails to act on the bill, it may become law without a signature.

LSS Graphics/2013



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Procedure	Your Cost at Another Provider*	Your Cost at a Sunrise Dental Office
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Carnation - 425.333.4101
Everett - 425.513.2000
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Kent - 253.856.3384
Lakewood - 253.581.2888
Lynnwood - 425.744.1022
Maple Valley - 425.432.4131
Marysville - 360.651.1882
Monroe - 360.794.0717
Mount Vernon - 360.848.6777
Olympia - 360.866.7669

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Tacoma - 253.759.9291
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LOCAL ANNUAL



#32 PICNIC

Vasa Park Resort

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BBQ LUNCH SERVED AT 11:30 A.M.



Saturday, July 11th, 2015

11:00 a.m.—4:00 p.m.

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Boats Welcome!

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Directions to Vasa Park Resort from I-5

Take I-90 Eastbound exit to Spokane. From I-90/405 exchange, keep heading east on I-90 approximately 3 3/4 miles. Take Exit #13 and head north on West Lk. Samm. Pkwy. S.E. for approximately 1 1/4 miles. Parking lot will be on your left.

From 405

Take the I-90 eastbound exit to Spokane/Issaquah. Head East for approximately 3 3/4 miles. Take Exit #13 and go North on West Lk. Samm. Pkwy. S.E. for approximately 1 1/4 miles. Parking lot is on the left, and the park on the right.

From I-90

Take Exit #13 and follow West Lk. Samm. Pkwy S.E. north for approximately 1 1/4 miles. Parking lot is on the left, the park is across the street on the right.



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This is not an insurance plan and participation is voluntary. This is not an endorsement of their facilities nor should it be considered a recommendation of their services.

ACTIVE/ELIGIBLE MEMBERS. General Dentistry

Subject to the limitations of your plan. All financials will be reviewed with you prior to treatment.
Fees will vary for specialty services.

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Crown/Porcelain Fused to High Noble Metal	\$278	\$0
Complete Lower Denture	\$330	\$0

*By General Dentist. If Specialist is required, fees will vary. Source: 2013 Fair Health Data

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Bellevue-Factoria 425-201-1700	Kent 253-850-9777	Maple Valley 425-578-9152	Puyallup 253-840-0540	Tukwila 206-575-0400	Woodinville 425-492-2000
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13th Annual

Local 32

Eastern Washington Charity Golf Classic



August 22, 2015

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Questions?? Please call (425) 277-6680



Steve Menne & Marty Yellam

Retirement Celebration

April 1, 2015
Emerald Downs

J A
32





Retiree Corner

On April 14, 2015 we had a remarkable turnout for our Retiree Union Meeting. At this meeting we had the pleasure of having Brother Dustan Roach display his Local Union Historical Facts. We also, had the United Association Film Crew out to document our history with first hand experiences from our Retired members.

Also, Business Manager, Jeffery Owen covered the Demographics of the Union Status report with our retirees. Please make plans to attend the next Retiree Union Meeting scheduled for Tuesday, June 16th at 11:00a.m. Doors open at 10:00a.m., we would love to see you there. If you need a ride, or know of a brother or sister who needs a ride please contact the Business Office to make arrangements (425) 277-6680.

Paul Meredith
100th
Birthday
Surprise Party

Sunday
September 27, 2015

1-4 p.m.

88 North Lyle
East Wenatchee, WA
98801
(Just off Grant Road)

Put on by Jim Hall
and Paul's Family

RSVP to Judi at
Wenatchee Office
509-663-4570

NEW RETIREES

December, 2014

Larry Callahan
Artemio Dumandan
Dana Hamar
Steven Jensen
Larry Matthews

January, 2015

Anton Gustin
Arlin Boer

February, 2015

Douglas Neilson
Vicente Pena

March, 2015

Thomas Powers
Larry Weiss
Timothy Williams

April, 2015

Michael Pitchford
James Driscoll
Christopher Jensen

May, 2015

Neil Allen





Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Feb 23, 2015	Brother Dennis M Burns	BT Journeyman Steamfitter	55
Feb 06, 2015	Brother Jimmie C Eldridge	BT Journeyman Steamfitter	53
Feb 03, 2014	Brother Peter J Ploeger	BT Journeyman Plumber	25
Jan 20, 2015	Brother John McAlees, Jr	BT Journeyman Steamfitter	31
Jan 18, 2015	Brother Meredith A Tillman	BT Journeyman Steamfitter	7
Jan 14, 2015	Brother Kris M Mickelson	MT Journeyman Gas Fitter	57
Jan 13, 2015	Brother Ronald L Murphy	MT Journeyman Marine Pipefitter	33
Jan 09, 2015	Brother Johnnie T Lamm	BT Journeyman Pipefitter	48
Jan 04, 2015	Brother Ricky Ary	BT Journeyman Pipefitter	37
Jan 03, 2015	Brother William Bogue, Jr.	BT Journeyman Plumber	62

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!



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

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A large graphic featuring the number '32' in a bold, white font with a black outline, followed by the word 'CONNECTIONS' in a similar style. 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



WILD WAVES THEME PARK DISCOUNT TICKETS AVAILABLE

Enjoy Fun with your Family and Friends all summer long!

You can now log into your own Wild Waves Theme Park site to purchase tickets at a substantial savings off regular admission prices.

Discount Admission is:

June- \$12.99 per person • July-Sept \$25.00 per person

For More information or to purchase tickets go to our website:
www.ualocal32.com