



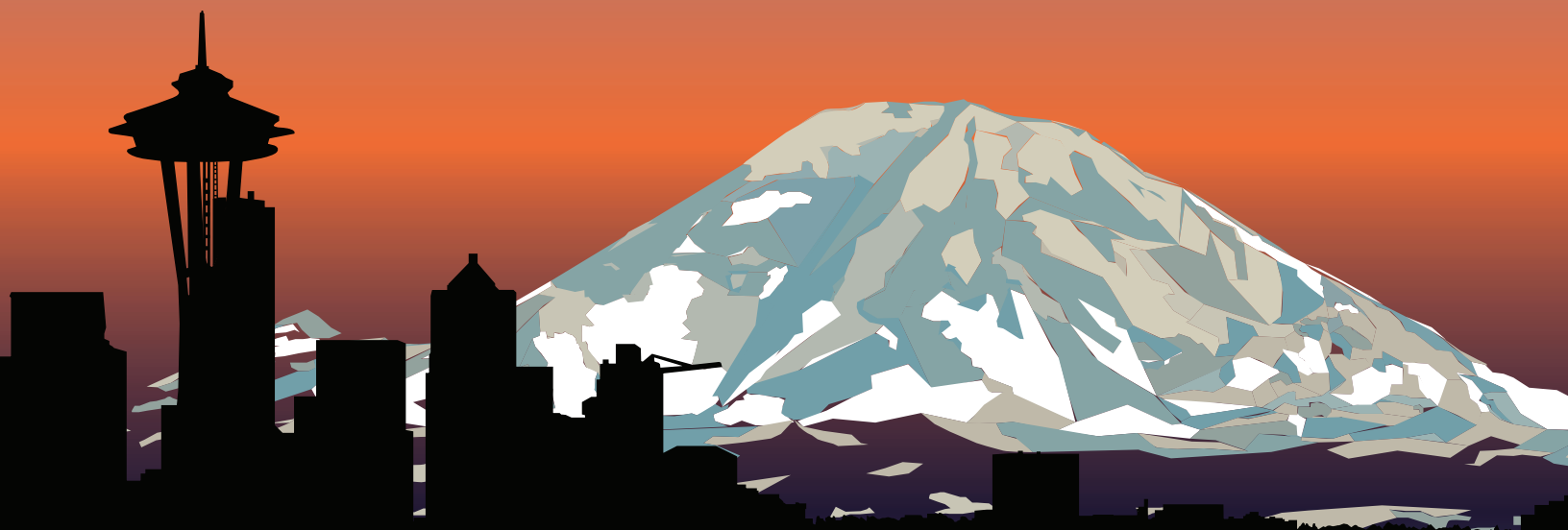
32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

WINTER 2015

United Association Local 32



125th Anniversary Celebration
Saturday, July 18, 2015 • The Westin Seattle

125 Years of Pride

UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

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

Plumber Agent
Ed Holmes

**Steamfitter / Metal Trades Marine
Pipefitter / Wenatchee / Peninsula Agent**
PJ Moss

Refrigeration Business Agent
Erik Pound

Dispatcher and Inside Business Agent
Dan Jensen

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

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

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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



Business Manager's Report

by JEFFERY J. OWEN

Brothers and Sisters:

It's my sincere hope that your Holidays were peaceful and enjoyable for you and your families.

2014 was a busy year for our membership and the business office. The construction outlook and economy have greatly improved, and we are seeing the benefits with our membership going back to work. The man hours are increasing, we started the 2014 Apprentice class, and we are actively organizing.

The work outlook for 2015 looks promising. We continue to schedule and complete pre-jobs with our contractors, and the out-of-work-list continues to shrink. I believe there will be a need for travelers and we have been in contact with our sister locals preparing for the need for journeyman. *(note if you're on the out of work list call and verify your availability.) It's important to check your licenses and certifications and keep them up to date.

Retirements

Brother Steve Menne will retire at the end of April 2015. Steve was appointed Plumber Agent in 2006 and Assistant Business Manager in 2010. He has done a great job representing the membership and it has been an honor to work with him.

Brother Marty Yellam will retire at the end of March 2015. Marty was hired as the Shipyards and SPU agent in 2001. Marty has led his groups through constant change, and he has done it with honor and integrity. His workload will be shared by Fitter agent PJ Moss, whose added responsibilities will include the Shipyards; and newly hired Agent Kurt Swanson who will oversee both Puget Sound Energy and Seattle Public Utilities.

Staff Changes:

Brother Ed Holmes (Plumber Agent) came on staff in October 2014. He was approved by the Executive board and confirmed by the membership at the October Union meeting. He is working with Steve through the transition and is doing a great job.

Brother Kurt Swanson (PSE/SPU Agent) came on staff January 5th, 2015 he was approved by the Executive board and confirmed by the membership at the January union meeting.

Health Plan and Medical Costs

Health Plan News: I receive a lot of questions about our health care plan, regarding how it works, how the benefits are paid, and the hourly contributions. Please carefully review the following, and it will give you a better idea of how our health plan works.

Plan Name – Seattle Area Plumbing and Pipefitting Industry Health Trust. The plan is managed by a joint board of Labor/Management Trustees as required under the Taft Hartley Act of 1947. It is es-

Jeffery J. Owen,
Business Manager /
Financial Secretary,
and the Officers and
Members of **UA Local
32** will be celebrating
our **125th Anniversary
Gala** with dinner and
entertainment.

Saturday, July 18, 2015

The Westin Seattle
1900 Fifth Avenue
Seattle, WA 98101

Formal invitation to follow



tablished pursuant to the Collective Bargaining Agreement. We are a non-profit organization and the plan covers active employees, retirees and eligible dependents. It provides coverage for medical, prescription drugs, dental, vision, life/AD&D insurance and weekly disability income (actives only).

Who are the Trustees? The current Labor Trustees are Business Manager Jeffery Owen, Plumber Agent Ed Holmes, and Fitter Agent PJ Moss. I want to thank former Labor Trustees Brother Steve Menne, and Randy Scott for serving the membership. The Management Trustees are Ed Kommers, (MCA), Mark Webster (MacDonald Miller) and Jerry Bush (University Mechanical).

Who are the plan participants? 1,600 (Local 32) active members, 3,000 spouses and dependents of active members and 850 retirees and spouses for a total of 5,450 covered individuals.

What does it mean to be self-insured? There is no insurance company involved in the basic benefit plan. We fund the Plan by hourly contributions from active members plus COBRA and Retiree Self-Payments. All income is pooled by the Plan to provide benefits. The current hourly contribution rate is \$9.01 per hour. An insurance company is hired on a limited basis to provide stop loss coverage. This coverage protects the Plan's asset pool from high claims (greater than \$275,000 annually for any single person).

All benefits and costs associated with providing those benefits are paid from the Plan's asset pool. In this way, the cost of benefits is spread throughout the group and the risk is pooled. If costs exceed income, our choices are to ask for additional contributions, spend down reserves, or adjust benefits.

How do we control costs? Health care costs continue to increase 6% to 8% per year, 3 to 4 times the rate of inflation.

- We changed to a new Preferred Provider (PPO) network effective May 1, 2014. Aetna replaced First Choice (PPO) and Cigna/Care Allies (pre-certification and case management). This change is projected to save the Trust over \$1.5 million annually. **No changes for Medicare eligible retirees and spouses.**
- A one-time review to confirm that all dependents covered by the Trust meet the dependent eligibility definition of the plan was conducted by a third party firm (HMS). If you did not verify your eligibility through HMS, you had an additional opportunity during open enrollment. If you didn't verify during open enrollment you received a letter informing you that benefits will not be paid until you have verified your dependents.

The following is the Seattle Area Plumbing and Pipefitting Industry Health Trust income and expenses for the 12 months ending September 30th, 2014, and historical reserves.

- \$30,496,458 in income was received and \$31,831,910 in expenses were paid, resulting in an operating loss of \$1,335,452 for the previous 12 months. Approximately 95% of every dollar we spend is used to pay claims or provide benefits. Administration and operating costs make up only 5% of Trust expenses.
- ***For the last two years we have had an operating loss of \$4,454,307.00***
- Health care reform has also increased costs to the plan. These costs come from the new Regulatory fees required in 2014 and 2015, along with mandatory changes to dependent coverage to age 26, and the elimination of lifetime annual maximums.
- The following table shows the Trust's total Assets, Unallocated Reserves (after liabilities) and estimated months of expenses in reserve for the last six years. As you can see, the numbers of months of expenses in reserve have dropped by more than half over this period of time. The Trustees monitor this number closely, as it is important for a self-insured Plan to have sufficient reserves to fall back on when unexpected large claims occur.

Date	Total Assets	Annual Unallocated Reserves	Estimated Months Unallocated
December 31, 2009	\$36.9 Million	\$24.2 Million	11.2
December 31, 2010	\$36.2 Million	\$23.5 Million	11.0
December 31, 2011	\$34.0 Million	\$22.5 Million	9.3
December 31, 2012	\$31.4 Million	\$19.5 Million	7.7
December 31, 2013	\$29.6 Million	\$16.2 Million	5.9
October 31, 2014	\$29.3 Million	\$14.5 Million	5.4

At the December 9th, 2014 Trust meeting, the following decisions were reached regarding medical benefits. Please note: this is the first increase to deductibles since 2004.

Effective April 1, 2015, the Seattle Area Plumbing & Pipefitting Industry Health Trust is making the following changes to its medical plan deductible, coinsurance, out-of-pocket maximums, and co-pays:

Continued on next page



	CURRENT BENEFIT	NEW BENEFIT
Deductible	\$250/person \$750/family	\$300/person \$900/family
Coinsurance	80% in-network 70% out-of-network	80% in-network 60% out-of-network
Out-of-pocket Maximum	\$1,000 per person both in-network and out-of-network	\$2,000 per person / \$4,000 per family in-network \$5,000 per person / \$10,000 per family out-of-network
Office Visit Co-pay	\$10 per visit or in-network and out-of-network	\$20 per visit in-network \$40 per visit out-of-network
Emergency Room Co-pay	\$50 per visit	\$100 per visit

COBRA

Effective March 1st, 2014 the new COBRA Rate will be \$ 460.00 per month which will include Dental and Vision. The current COBRA rate is \$390.00. For members who are currently on COBRA, they will be grandfathered, through the end of their current COBRA eligibility period.

Pension Reform

I have spoken with many of you who have concerns about our State and National Pensions, and how the recently announced Pension reform act affects our plans and retirees. As I reported to the retirees at the Retiree Union Meeting in December 2014, and to the membership at the January 2015 Union Meeting; neither the National Pension plan nor the State Pension plan is currently affected. Below is helpful information regarding the status of both plans, and the effect of the recently announced pension reform rules.

National Pension – I received a letter from the National Pension office dated October 20th, 2014, the required notice that the actuary of the Plan has certified that the National Pension Plan is endangered (yellow) status for the 2014-2015 plan year at a funding status of 78.41 %. There is also a legally required summary of federal rules governing multi-employer plans. This plan is neither in reorganization nor insolvent; nor is it projected to be in either status in the future.

State Pension – Investment Return: On January 1, 2013, the Plan's market assets covered 89.0% of the value of its Accrued benefits. Due primarily to investment returns during 2013 of 18.0%, which were 11.0% above the 7.0% investment return assumption, the funded ratio has increased from 89.0% to 99.9%.

The Multiemployer Pension Reform Act of 2014 (MEPRA 2014) was signed into law on December 17, 2014 as an amendment to the Consolidated Further Continuing Appropriations Act.

Below is a summary of the major provisions in MEPRA 2014 and the impact for the **Washington State Plumbing and Pipefitting Industry Pension Plan (the Plan)**.

- No “sunset” of the Pension Protection Act of 2006 (PPA) – provisions of PPA that were set to expire at the end of 2014 have been extended permanently. This means that the Actuary for the Plan will continue to certify the Plan's status at the beginning of each year. **Since the State Pension Plan was certified Green on January 1, 2014 and is expected to be Green again on January 1, 2015, the extension of provisions related to Yellow and Red plans do not currently apply.**
- PBGC Premiums to double in 2015 – PBGC premiums will increase from \$13 to \$26 per participant in 2015. In future years, premiums will increase with national wage growth. **This will increase the State Pension Plan's premiums by about \$100,000 in 2015.**
- Options for “deeply troubled” plans – **The State Pension Plan is in the Green zone and is far from a “deeply troubled” plan.** Under MEPRA 2014, plans that are projected to run out of money in less than 20 years are allowed to reduce benefits, including benefits being paid to retirees, subject to certain limitations. There are limits to how much benefits can be reduced and there are protections in place for older retirees. In addition, the benefit reductions are subject to approval by the Treasury and must be ratified by a vote of the participants. **The State Pension Plan is not projected to run out of money so these provisions do not currently apply.**
- Other provisions – there are many other provisions of MEPRA 2014 that impact plans that are endangered (Yellow) or critical (Red) or projected to become endangered or critical in the near future. **Since the State Pension Plan is currently Green and projected to stay Green (assuming there is not a significant drop in the investment markets) these provisions largely do not apply to the State Pension Plan.**

If you have any questions regarding pension reform, and how it currently affects you or the membership, please feel free to contact me at the Business Office (425) 277-6680.

Fraternally,

Jeffery J. Owen
Local 32 Business Manager

POSTED JANUARY 6, 2015

**NOTICE TO INTERESTED PARTIES OF
THE WASHINGTON STATE PLUMBING & PIPEFITTING INDUSTRY PENSION PLAN**

1. Notice to: All present employees covered by a Collective Bargaining Agreement pursuant to which the plan is maintained.

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan:

2. Plan Name: Washington State Plumbing & Pipefitting Industry Pension Plan

3. Plan Number: 001

4. Name and Address of Applicant:

Joint Board of Trustees
Washington State Plumbing & Pipefitting
Industry Pension Plan
201 Queen Anne Ave. N. Ste. 100
Seattle, WA 98109-4824

5. Applicant EIN: 91-6029141

6. Name and Address of Plan Administrator:

Joint Board of Trustees
Washington State Plumbing & Pipefitting
Industry Pension Plan
201 Queen Anne Ave. N. Ste. 100
Seattle, WA 98109-4824

7. The application will be filed on January 20, 2015 for an advance determination as to whether the plan meets the qualification requirements of §401(a) of the Internal Revenue Code of 1986, with respect to the plan's amendments.

This application will be filed with:
Internal Revenue Service
EP Determinations
P.O. Box 12192
Covington, KY 41012-0192

8. The employees eligible to participate under the plan are those for whom a participating employer is required to contribute to the plan on the participant's behalf by the terms of a Collective Bargaining Agreement or a Special Agreement.

9. The Internal Revenue Service has previously issued a determination letter with respect to the qualification of this plan.

RIGHTS OF INTERESTED PARTIES

10. You have the right to submit to EP Determinations, either individually or jointly, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. These comments may be submitted to:

Internal Revenue Service
EP Determinations
Attn: Customer Service Manager
P.O. Box 2508
Cincinnati, OH 45202

You may, instead, individually or jointly with other interested parties, request the Department of Labor submit, on your behalf, comments to EP Determinations regarding qualification of the plan. If the Depart-

ment declines to comment on all or some of the matters you raise, you may, individually or jointly if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

11. The Department of Labor may not comment on behalf of interested parties unless requested to do so by the lesser of either 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the Department to comment with respect to this plan is 10 employees. If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:
 - a. The information contained in items 2 through 5 of his Notice; and
 - b. The number of persons needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Ave. NW
Washington, D.C. 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you must be in writing and received by EP Determinations by March 6, 2015. However, if there are matters that you requested the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received by it within 15 days from the time the Department of Labor notifies you that it will not comment on a particular matter, or by March 6, 2015, whichever is later, but not after March 21, 2015. A request to the Department to comment on your behalf must be received by it by February 4, 2015 if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or by February 14, 2015 if you wish to waive the right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in sections 17 and 18 of Rev. Proc. 2014-6. Additional information concerning this application (including, where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the Service; and copies of section 17 of Rev. Proc. 2014-6) are available at the address of the applicant listed above during normal business hours for inspection and copying. (There is a nominal charge for copying and/or mailing.)

Plumbers' Report

by Steve Menne

Brothers and Sisters:

Since October 2014 work has picked up and our current out of work list is down to a handful of members available for work. The outlook for 2015 looks bright and we should have an opportunity to do things to set a course for decades to come.

Our apprenticeship program is on the mend. During the recession there was a 3 year period with no new apprentices. Over the last 3 years we have been able to fill classes with excellent talent and quality applicants. In addition to filling new apprenticeship classes with quality apprentices we have also started several helpers that are showing potential. There will be changes happening that are necessary to provide the best training opportunity for these young men and women coming into our trades. This will help us keep the upper hand in productivity and professionalism in our industry. When you are working with these young men and women on the jobsites it is important that we continue to show them how to hone their craft and be productive mechanics. On the job training is a key factor that sets us apart from our competition.

The amount of work in King County is evident by the number of cranes scattered throughout downtown Seattle. It is rumored that the amount of cranes will double in the downtown Seattle area by this time next year.

Our contractors are concerned about manpower and leadership. We have been able to put some travelers from within Washington State to work and it looks as though we will be able to put more out to work in the near future. In addition to taking in travelers we have started to organize quality workers from the non-union sector. Our focus is on organizing the best of the best from the Non-Union including those that have shown to have leadership qualities.

Doing these things in moderation will set us on a course for prosperity and work for decades to come.

In solidarity,

Steve Menne

Plumbers' Report

by Ed Holmes

Brothers and Sisters:



Since starting my new position on October 20th, time has gone by very quickly. I have had the opportunity to visit many jobsites. My visits have not been because of problems or issues; but just to stop in and see how things are going, offering my assistance,

if needed.

I can say that on all 32 jobsite visits to date, both commercial and residential, the professionalism and craftsmanship has been outstanding. It has also been awesome to see many of the former Apprentices that I worked with as the Training Coordinator; now performing in the capacity of General Foreman, Foremen, Shop Stewards and productive Journeymen. To all of those Apprentices who stuck with the program and didn't quit during the down time, thank you for your commitment to our organization. I know our future is bright.

Jurisdiction

I have been working with our contractors to obtain new Letters of Assignment regarding Local 32's jurisdiction issues, with the Laborers Local 440, on the Seawall Project over pressurized piping. The fact is that we can only go back ten years, in written documentation, regarding any jurisdictional issues with the Laborers. Having confirmed this with UA Director of Jurisdiction, Michael Mulvaney, any documentation prior to 2005 cannot be used. Local 32's Business Manager, Business Agents and with the help of our UA Contractor, Holmberg, we were able to resolve the issues locally, at the Seawall project, before heading back East for the resolution. There can be no misunderstanding regarding the seriousness of this issue. It is NOT Local 32 trying to claim other crafts work; it is other crafts constantly claiming what has historically been our work. This has been an ongoing issue for many years. Laborers continually try to claim all underground pressurized piping and any system installed with HDPE pipe. Sheet Metal tries to claim and perform our Steamfitter and Refrigeration craft's work; and the Carpenters will do anything they can get their hands on. We will upgrade our letters and get them into our new computer system. This will allow us to gather information and be ready to present our case quicker. All of us need to be involved with jurisdiction issues. We cannot use excuses as, "it's too much trouble" or "we didn't do it on the last project, so it is not worth the time". We

need to ask questions, be involved and not have the attitude that everybody is working now and everything is ok. We need to document and protect our jurisdiction. Failure to do so will have a direct and negative impact on all of us. Jurisdiction is one of many items that we need due diligence on.

Plumbing Service

I have been meeting with our contractors that do plumbing service to determine how we can grow our market share. There is a lot of service work that we are not doing and we need to improve in this part of our industry. The numbers don't lie. It takes less of us to man and complete a project then in the past and there are more of us moving on to retirement.

We are all in this together. A simple call to the business office from a job foreman who is handed a set of drawings for a new project is critical. It is easy to see the big projects; however, the small projects are just as important.

In closing, along with job shadowing Brother Steve Menne, time is going by quickly and there is a lot to learn and much responsibility. I appreciate the opportunity to serve the membership and will do so to the best of my ability.

Fraternally,

Ed Holmes



Steam Fitter Report

by P.J. Moss

Brothers and Sisters:

I would like to begin by wishing a Happy New Year to you and your families. I have enjoyed seeing many of you at our events over the last few months. It seems like yesterday that we were

voting on a new contract. Then, counting down the months and weeks until our work would pick up.

At the start of 2014, we had over 120 combined Fitters, Welders, and Fitter Apprentices out of work. At the time of publication, we have less than 60, and fewer than 15 are available. If you have driven through Downtown Seattle in the last few months, you can see the dozens of tower cranes that have driven the positive work outlook.

Along with the work in Downtown Seattle, we continue to maintain a strong presence at the various Boeing sites throughout our jurisdiction. Several large projects in Bellevue are going to break ground in the first half of 2015. We even have a contractor with a 19-story tower in South Center. With continued work at Boeing, data centers, and even hospital/medical projects our members are being required to provide more than the basic Driver's License and Social Security Card to get on site. This trend is being driven by the end users and owners of these sites. Several documents that will help you get on these projects include: a Passport and original/certified Birth Certificate. You may also be required to pass a background check to be eligible for several of these types of projects.

With this upturn in work, I believe that we will have to go outside of our available manpower to fill all the calls that could come into dispatch. This cannot be done strictly through travelers, apprentices, or organizing. It will be a combination of all three carefully balanced approaches to fill the short-term needs; but protects our long-term growth in manpower and market share. Though this can be a sore subject for some; if we have the resources and people interested in joining Local 32 that will help raise the collective talent level, it is important that we welcome them in as Brothers and Sisters. These can be Journeymen, Apprentices, or even Helpers from different trades and backgrounds that have brought their skills to the pipe trades.

By the end of spring, I will have a new set of responsibilities when Brother Marty Yellam retires. I will be working with our Brothers and Sisters that are working in our Marine Industry. Over the next several months, I look forward to meeting our members that work in the Shipyards; as I continue to familiarize myself with the faces, contracts and contractors. I look forward to reporting more on this new opportunity in future newsletter articles and my monthly Union Meeting reports.

In closing, I want to thank all our Stewards, Elected Officers, countless Volunteers and Staff who make Local 32 a leader in our industry and community. I also look forward to seeing many of you later this year at our 125th Anniversary Gala. If you have any questions regarding work and organizing opportunities, please do not hesitate to contact me at (425) 277-6680 or email: pjmoss@ualocal32.com.

Fraternally,

PJ Moss



Mainline and Distribution Report

by JR Ybarra

I hope everyone enjoyed the holidays. 2014 was a slow year for mainline work in our Jurisdiction. Distribution work was steady in 2014 and we finished the year strong. So far this

year we have seen a few layoffs in the Distribution side of the industry. The mainline work outlook is good and plenty of jobs coming up. Supply and demand is currently driving the pipeline industry. However, political, environmental and safety issues are making it harder to determine when jobs will start. When it happens it will be a quick.



The investment companies that have purchased the (contractors) energy providers are more reactive verses pro-active. Instead of planning for the work long-term they tend to want to push their way into the work with minimal thought or planning. Looking down the road we can lay a mile of 36" pipe a day with three or four spreads on 140 miles. This equates to about 46 days work, so it doesn't take long to have a great job pass you by if a person is practicing to weld. It takes several months of effective and diligent weld practice to have a fair chance at making and finishing a job.

As many have heard before "use your time wisely." With all that being said, I still remember hearing when others asked "how are our young members going to get it all done" and that was 27 years ago. The industry is not the same as it was in the old days, but for those who put in the time and effort it isn't nearly as rough as it was in the past. I believe that preparation is the key to having a smooth run as a welder the first couple of years.

We have still been looking for a place to train in the south end of town. We are looking at being cost conscious when purchasing materials for training. We have tried to find a surplus of 24" pipe to train on without much luck. As we move forward this year we have budgeted for training and materials to help with training. We are also looking at purchasing equipment to handle pipe. I am looking forward to expanding our training ability and increasing our ability to be more efficient moving forward.

Faternally,

JR Ybarra



Photos courtesy of Brother Cody Hinman working for Cascade Natural Gas In Silverdale, WA



Shipyard Report

by Marty Yellam

Happy New Year to all of my extended Family at Local 32!

What a great start to the year! There are more tower cranes than you can count in

the downtown corridor; and our building trades' members are headed back to work after a long dry spell. The City of Seattle's budget has rebounded nicely and they are back in the hiring mode.

The good news of the building trades work is not a good sign for the Shipyard contractors. Local 32 was able to dispatch journey building trades members to the shipyard from the start of the depression in 2008 through 2014. I want to take the time to thank all the members who helped Local 32 through a very trying time in the shipyard industry.

As work continues to thrive for Fitters and Plumbers, the migration from the shipyards to the building trades has left a big void for our marine contractors. As a result, we are faced with training the next generation of marine pipefitters.

Due to the peaks and valleys of the ship repair industry in Washington State, along with the uncertainty of future work locations; succession planning through apprenticeship is difficult to project.

Local 32 is working with the Puget Sound Metal Trades Council and Local Marine Contractors to develop the best training practices and address training concerns.

Foss Maritime

Foss Maritime has been busy all of 2014 with the construction of its first new fire boat. We have 35 members working full time on repair and new construction. With the current work at Foss, it is growing out of its work space in the Seattle facility. As a result, they are looking for more space to house their Seattle operations. Foss ownership says, "All options are open", and they will continue to secure more space.

Lake Union Dry-Dock

Lake Union Dry-Dock has slowed from its peak in 2014, and is now working with a skeleton crew. They will continue to bid aggressively to win work.

Vigor Fab

Vigor Fab is finishing up on the second 144 car

ferry, the Samish; construction has begun on boat three. Local 32 is in a recruiting and training phase; which will provide marine pipefitters to our marine local contractors for current and future work. Vigor Shipyard is renovating its pipe shop to allow for space to build the first of many fire boats. I'm crossing my fingers in hopes that we will still have a pipe shop when Vigor is done with their modifications. This pipe shop is one of the only remaining spaces at Vigor that Local 32 calls home.

Vigor Shipyard

The U.S.S Henley has finally come off of dry-dock and is headed to Everett for completion and repairs. Now we are hopeful to fill up dry-dock space with new work to keep pipefitters working at V.S.Y.

Washington State Ferries

Washington State Ferries is stuck in the political mud; it has been a constant nightmare for the 16, State Marine Pipefitters at Eagle Harbor in Bainbridge Island. The group has been giving back wages and benefits from 2009 to current. We (P.S.M.T.C.) are praying that the Office of Financial Management will award the P.S.M.T.C. the Arbitrators 2014 decision of a 3% 2015 and an additional 3% in 2016. In the RCW below you will understand how the Unions have been undermined by language changes in State Codes.

RCW 47.64.320:

(3) In making the determination, the arbitrator or arbitration panel shall be mindful of the legislative purpose under RCW 47.64.005 and 47.64.006 and, as additional standards or guidelines to aid it in reaching a decision, shall take into consideration the following factors:

(a) The financial ability of the department to pay for the compensation and fringe benefit provisions of a collective bargaining agreement;

(b) Past collective bargaining contracts between the parties including the bargaining that led up to the contracts;

(c) The constitutional and statutory authority of the Employer;

(d) Stipulations of the parties;

City of Seattle

The Mayor and his cabinet have been in place for over a year, and now it is time to evaluate where we are today. I have discussed with many of Local 32's members, who work in and for the City, the tough times and the negotiations of a CBA from 2013 through 2016 with a new Mayor transitioning into

Continued on next page

his position. Local 32 was Big in supporting Mayor Ed Murray and felt it was important to give him time to adjust in his new surroundings. We reached out with the City Coalition of Unions and City Labor Relations to negotiate a one year agreement which included a 100% COLA and maintenance of all other benefits and terms of current CBA. We were also successful by not making changes to the City Retirement until, at least January 2015. We agreed to bargain a "successor" CBA, including wage adjustments that could be effective as early as January 1, 2015.

Local 32 is in bargaining currently with the Coali-

tion of City Unions and the Joint Craft Council to negotiate the 2015 through 2016 CBA. We are hopeful to have economic parameters from the City Council and labor relations soon, as time is running out. I had hoped to have this contract completed prior to years end. All bets are off. I will set up meetings with Local 32 city members to discuss next steps in the process.

Fraternally,

Marty Yellam

Senior Marine Pipefitters Sail on to New Beginnings

Chief Steward, Erik Miltun and Metal trades Representative, Marty Yellam celebrated a retirement lunch with 4 Marine Pipefitters who have dedicated there lives to the Marine industry; may they sail smoothly on to their next voyage.



(Left to Right): Erik Miltun, Danny Tolentino, Marty Yellam, Raymond Hite, Artemio Dumanden, Lonnie Saisslin



(Left to Right): Raymond Hite-Retired from Todd Shipyard/Vigor, 35 years service



(Left to Right): Lonnie Saisslin-Leaving Todd/Vigor, 41 years of Marine Pipefitting service.



(Left to Right): Artemio Dumanden-Retired from Todd Shipyard/Vigor, 20 years of service



(Left to Right): Danny Tolentino-Retired from Todd/Vigor, 37 years service



The Old Todd's or Vigor Shipyards Harbor Island



Senior Marine Pipefitters Sail on to New Beginnings



Refrigeration / HVAC Report

by Erik Pound

Brothers and Sisters,

At last count, there are over 30 tower cranes in downtown Seattle. We haven't seen this much work in years. It's good to see that the Plumbers and Steamfitters are extremely busy, and the Refrigeration/HVAC Mechanics have picked up quite a bit as well.

For us-the Refrigeration/HVAC Mechanics-I feel the best is yet to come. As these projects are completed, we're going to see an increase in commissioning, tenant improvement and service work which will result in more growth for the group.

Building Trades Refrigeration & HVAC

Our HVAC service shops are picking 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. All our supermarket service shops are keeping busy as usual.

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.

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

- 14 Journeymen,
- 1 Apprentice.

These are the lowest levels since 2007.

Refrigeration Agreement

Highlights of the Refrigeration Agreement, ratified on Thursday, September 25th:

- \$2.85 increase over 3 years:
- \$1.00 effective October 1st :
 - \$.35 to H&W
 - \$.35 to Supplemental Pension
 - \$.30 to the check.
- This is the first time we have received a raise October 1st, previously our raise was effective January 1st.
- \$0.85 effective January 1st, 2016
- \$1.00 effective January 1st, 2017.
- Members receive 4 hours pay for being on standby-the 6 hour trigger has been removed.
- Employers are now able to call anyone off the 'A' List by name, and members are allowed to contact Employers to solicit work.

Shop Steward's Meeting

Our next Shop Steward meeting will be Thursday, March 5th, 2015. Pizzas show up around 4:30 and the meeting starts at 5pm. The Refrigeration Stewards will meet separately from the Plumbers and Steamfitters. I would like to thank our Refrigeration Shop Stewards for their excellent participation since we've started the quarterly meetings.

Seattle University

Our members there have wanted to separate from the Building Trades multi craft bargaining group and negotiate a stand-alone contract with the University for quite some time. Negotiations were completed in August; here are some of the highlights:

- Journeymen received a 2% increase this year.
- Wage openers in 2015 & 2016.
- Created and placed everyone in a step program for advancement to journeymen, along with an MOU outlining their wage increases for the term of the agreement.

Lake Washington School District

The Teamsters are running a proposed by laws change designed to ensure the teamster representative is elected president of the council. The other members of the council aren't too happy about the proposal and the way it's come about. At this point, we're going to wait and see what happens.

We have recently elected a new president of the council. The contract is up August 15th, 2015 and we should begin negotiations in the spring.



Left to right: fitter Delaunde Hopkins, Refer Larry Snyder, Fitter apprentice Shawn Privette at Maple Terry

Sheet Metal Workers

V.R.F. Systems

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

On May 13, 2014 U.A. International Representative Scott Smith, Business Manager Jeff Owen and I met with Sheet Metal International Representative John Christiansen and Local 66 Business Representative Tim Carter at Local 32 regarding a Jurisdictional Dispute over V.R.F. system piping.

We met again on October 13th, 2014 regarding a separate jurisdiction dispute over V.R.F. system piping.

On each occasion, the Sheet Metal Workers have claimed not only V.R.F. work, but all 'refrigeration systems' work. They have specifically stated that the scope of this work includes the installation and service of supermarket systems, cold storages and other refrigeration work historically done by the U.A.

We have filed grievances under the National Service and Maintenance Agreement (NSMA). The NSMA requires that signatory Employers assign UA work to UA contractors. We have also filed grievances under our local agreement. We have been having discussions with the appropriate contractors in an attempt to settle this matter locally. If we are not successful, we have been assured the U.A. is prepared to pursue this further.

The U.A. has asked us to provide letters of assignment and other proof that we are performing this work. I have been in contact with many Contractors to request this information, and to date I have dozens of letters from our Contractors assigning these jobs to the U.A. on file. But we need more. If you are doing this work, please help by contacting me so I can continue to provide the U.A. with the documentation they need.

Scholarship Loan Agreement

Over the years, many members of Sheet Metal Workers Local 66 have decided to become members of Local 32. Many of these members went through the Local 66 apprenticeship program. Recently, the Sheet Metal Workers have used their Scholarship Loan Agreement to sue ten of these members to repay their apprenticeship costs. We feel Scholarship Loan Agreements should only be enforced when an ap-

prentice chooses to work non-union, and this move by the Sheet Metal Workers is clearly against the intent of such agreements.

This is the first time to my knowledge that Scholarship Loan Agreements have been used this way—they were designed to be used against apprentices working non-union. When these members switched from Local 66 to Local 32, no one had any idea that this was going to happen.

We hired an attorney to defend these ten members affected by these lawsuits. Eight of them are Local 32 members, one is a Local 290 member and one is a member of Local 598. We were not able to reach a resolution that would allow members of the Sheet Metal Workers to become our members without fear they will be sued to repay their apprenticeship costs.

The case went to Arbitration Thursday, June 19th, 2014. Eight members attended. On September 22nd, we received the Arbitrator's decision in favor of the Sheet Metal Workers. All ten members were ordered to repay their Scholarship Loan Agreements to the Local 66 J.A.T.C.

A request to pay for the Scholarship Loan Agreements for the eight Local 32 members was approved by the Executive Board and the membership in October. I would like to thank the Executive board and the membership for approving the request to pay the Scholarship Loan Agreements for these members. I believe it was the right thing to do.

I wish everyone a Happy New Year.

Fraternally,

Erik Pound

Refrigeration /HVAC Business Agent



Terry Barker and Jason Harper at Safeway distribution plant in Bellevue



Happy Holidays!

December 10, 2014







JATC Report

by Eric Ercanbrack

Brothers and Sisters,

The year 2014 was a time of transition for the Seattle Area Pipe Trades. During the calendar year, over 60 apprentices graduated their apprenticeship and another 60 were indentured by the JATC to replace them. In 2015 we will face the same challenges as 55 apprentices are scheduled to complete the program. This, coupled with the dormancy of the program from 2009 through 2011 and smaller than normal class sizes in 2012 and 2013, will cause a drop in our apprenticeship numbers well below the demand of the labor market for the next 24 months. This challenge will put a priority on recruitment to ensure that our expected level of excellence will be maintained while bringing in larger than average apprenticeship classes.

To meet this challenge, we have increased recruitment from the UA VIP program, membership referrals, local community and technical colleges, and employees of open shops. We will also be putting an emphasis on the evaluation of helpers and tradesmen to help rank apprenticeship applicants. As many new large scale construction projects start throughout the jurisdiction, it will present an opportunity to gauge the effort, reliability, and overall commitment of new applicants while working in the field. Therefore, it is imperative that journeymen and foreman in the field fill out the helper and tradesman evaluation forms objectively and regularly. The JATC interview committees rely heavily on evaluations when ranking the apprenticeship applicants. With that being said, it is critical that they be given as much information as possible when making decisions that will affect the future direction of our industry for the next three decades.

The increase in man-hours for 2014 has also highlighted another major transition in the way in which projects are performed in the field. The rise in pre-fabrication, growing sophistication of CAD, fast tract scheduling, technological advancements, and open-shop competition have put an emphasis on expertise, responsibility, and speed in the field that has reduced crew sizes and left less time for one-on-one training with the journeymen. This can lead to apprentices performing repetitive tasks on large scale projects and being under-exposed to all phases of their classification on specific projects. To combat this challenge, we have begun to shift more and more of our training to a more hands-on based curriculum. This curriculum is designed to simulate current industry techniques in pre-fabrication, field installation, and service, while still providing the essential theory necessary for the development of our apprentices.

To accomplish this change in training philosophy we must address our past as well as our future. When the training center was commissioned in 1996, the training was roughly 80% theory and 20% hands-on. The majority of the hands-on was done in the weld shop and the soldering and brazing room with nearly all other training being theory based. This technique served us well for many generations, but now in a rapidly changing industry we must adapt, or face the consequences of falling behind. The new philosophy being adopted by our instructors will meet the challenges of a changing industry by integrating more hands-on training into the curriculum at roughly a 50/50 balance in trade specific "Training Centers" throughout the facility. These new Training Centers will provide an open floor plan outfitted with multiple operational training modules that will give apprentices more individual hands-on time, as well as work benches so that the instructor can transition into theory based training without moving to another location within the facility.

The success of Local 32 has always been due to the strength of all of our different classifications. Many locals in the UA who see their membership and market share declining are in that dilemma due to being bound to a specific market which is usually based around one specific craft, or is in the industrial field. Fortunately for Local 32, we are a commercially based local in a population dense and economically sound jurisdiction with multiple successful classifications. In order to maintain the continued success of all our classifications we must ensure that they receive the training necessary. The JATC staff and I believe the following building modernization points will illustrate a facility that will enable success for all our different classifications for the next generation and beyond.

The following is a breakdown of the building modernization features:

HVAC/R TRAINING CENTER

- Hands-on area incorporating ice machines, heat pumps, furnaces, and related systems including components for individuals to operate and troubleshoot.
- A new store refrigeration area with a split rack system (medium and low temperature) with an assortment of refrigerated cases. The area will have two walk-in coolers and a carbon dioxide refrigeration system. Condensers and additional equipment will be outside in an extended covered area.
- A dedicated room for compressor and pump alignment and repair along with multi-craft rooms with air and water balance trainers, hydronic trainers, and an operational LP steam boiler.

- We will add another VRF system in conjunction with the existing one in a new area with VFD trainers and server room systems.
- The existing electrical classroom will be updated with more hands-on module trainers and equipment, along with the addition of another dedicated electrical classroom.

COMMERCIAL/RESIDENTIAL PLUMBING TRAINING CENTER

- New fixture lab to be used by Commercial, Residential, and Service. Set, test, service, and remove all types of fixtures. All fixtures will be piped and operational.
- High Bay: all crafts, work from lifts to install high work piping and prefabrication. Also used for Trimble, and floor lay out of piping systems.
- Plumbing walls: rough in walls for toilet carrier, lav, urinal, and other rough wall rough in's. Will be able to test and run water through piping systems.
- Backflow training tables
- Operational DI water skid
- Medical Gas classroom with all hospital components, panels, and alarms that can be installed, piped, and tested in the overhead
- Medical Gas equipment room with all operational equipment, panels, and alarms

STEAM FITTING/WELDING TRAINING CENTER

- Twenty-four new larger welding booths
- Each booth with own inverter machine
- Plasma cutting table and tack up area for prefabrication
- Jib crane
- 3 positioner stations with a Miller Pipe Wox and positioner
- New open layout for oxy fuel cutting and 14 work bench stations
- Larger solder/braze room with four tables
- Larger combination orbital welding and tube bending room
- Flange and pipe wall area for piping projects
- Mechanical room that will be built and commissioned by apprentices, then disassembled for the next class
- Larger rigging platform

SERVICE (MULTI-CRAFT) TRAINING CENTER

- Domestic hot water circulation balancing
- Triplex booster pump skid
- Duplex storm / sewer pump vault
- Functional Hydronic System for water side and air side balancing. System will utilize primary loop variable flow with decoupler piping, stand along boiler, chiller and VFDs.
- Pump repair/alignment
- Functional steam system with boiler

- Sectional boiler for teardown and rebuild
- Steam trap wall
- Solar trainer

ADDITIONAL TRAINING ENHANCEMENTS

- Rigging wall
- Two 40 person classrooms
- Auto CAD classrooms
- Drafting classroom
- Complete mechanical room in an outside cage to build, test, commission, and teardown
- Outdoor equipment piping setup

MANDATORY BUILDING REPAIRS

- Weld shop electrical services and ventilation upgrade
- New roof
- Updated HVAC system

A conceptual computer automated design and virtual tour was incorporated into a PowerPoint presentation by the JATC staff, with help from the Auburn Mechanical design team. The proposed changes to the building were presented to the Training Trust in December 2014. The Labor and Management Trustees are reviewing all of the various issues surrounding the proposed modernization (i.e. ERISA legal requirements, funding, scheduling, etc.) and will likely decide on a course of action to move forward at their next scheduled meeting in March 2015.

The Seattle Area Pipe Trades Training Trust also took action in June 2014 on a new Textbook and Tuition Assessment for apprentices. The new assessment is an additional \$0.25 per hour on their JATC contribution rate, bringing the new apprentice JATC contribution rate to \$1.63 per hour for the duration of their apprenticeship. Previously, apprentices would pay on average between \$500 and \$700 on textbooks and tuition, depending on their curriculum, in the fall. This would at times place a financial burden on apprentices who were out of work prior to the new school year.

The new assessment is designed to be less of a financial burden on apprentices by being a "pay as you go" system. The apprentices pay the \$0.25 per hour for the term of a 10,000 hour apprenticeship which amounts to \$2500 total, or an average of \$500 per year. The assessment will also reduce administrative costs for the Trust by eliminating the need to receive and document textbook and tuition payments.

In closing, I would like to thank the JATC staff, Committee, Training Trust, and the Local 32 membership for all of their unwavering dedication and hard work in ensuring that the Seattle Area Pipe Trades remain the standard for training in the mechanical industry.

Faternally,

Eric Ercanbrack
Training Coordinator

2014 Apprenticeship Graduates



2014 Plumbing Class



2014 Steam Fitting Class



2014 HVAC/Refrigeration Class



2014 Marine Pipe Fitting Class

Congratulations to all of our graduating classes!

2014 Apprenticeship Contest



2014 Annual US National Steam Fitting Contest Champion
Dustin Kinzel



2014 Annual US National Plumbing
Contest Finalist
Tamotu "Jr." Tagoa'i

The UA National Apprenticeship Contest was held in Ann Arbor, MI in August 2014



2014 Annual UA District 5 Regional
HVAC/Refrigeration Contest Finalist
Paul Klumper

*The UA Regional Apprenticeship Contest was held at
Local 598 in Pasco, WA in June 2014*



2014 Annual UA WA State Steam
Fitting Contest Competitor
Chris Clymer

*The UA WA State Apprenticeship Contest
was held at Local 32 in Renton, WA in
April 2014*

*Thank you all for your hard work, dedication,
and the way you represented Local 32 and
Seattle Area Pipe Trades.*



PAC Report

by Leanne Guier, Business Development Specialist

Happy New Year Brothers and Sisters!

The 2014 election cycle is behind us and the results are less than favorable for labor. The Republicans remain in control in the Senate and the Democrats barely have control in the House. What was favorable is our members' turnout to vote. The Primary election looked rather dismal with 26% of our members turning in their ballots. The General election was a far better turnout, with 56% of our members mailing in their ballots! How you vote is a personal decision. Legislators know who votes and that has a great deal of value when we are talking to them regarding policy decisions. In a few races where we lost, voter turnout could have made the difference. Thank you to those of you who voted, and we hope to improve on that percentage in the future.

This last election cycle we became more engaged with other building trades' affiliates in regards to our



Brothers Collin Greene and PJ Moss. Highline School Bond Canvass

political activity. This partnership adds greater values as we have the same legislative agenda; creating jobs for our members and protecting laws and policies that affect our standard of living. Local 32 took the lead on organizing building trades' phone banks and canvasses for key senate races. Several affiliates contributed to the Ballot Drop Rally prize fund. This was



Ballot Drop Rally Volunteers, October, 2014

created to add incentive for members to volunteer for various phone banks or canvasses. Volunteers received an entry for the prize drawings each time they turned out. We ended up with incredible prizes, 55" screen smart TV, tickets to the Seahawks/49ers game and several gift cards. For the first year, it was fairly successful and we hope to continue to build on it moving forward (An iron worker won the Seahawks tickets; and Local 32 member, Joanna Soderlund, won the big screen TV).

The upcoming year we will be keeping a watchful eye on legislation in Olympia. It is also during this election cycle that we focus on municipality races. Several mayor, city council, and school board seats will be targeted. This is where we have the opportunity to educate and assist in policy-making legislation regarding apprenticeship utilization, project labor agreements, and community workforce agreements. It is at this level of government that we have the greatest opportunity for creating jobs – and security for our members and their families. Your Political Action Committee works hard on interviewing and educating these candidates on the benefits these policies bring to our communities.

We have a busy year ahead of us. The next Political Newsletter will be coming out before the next legislative session ends. We'll keep you updated on

what's going on in Olympia and the upcoming school bonds that we will be getting involved in.

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

Fraternally,

Leanne Guier



U.S. Congressman Jim McDermott



Building Trades Executive Lee Newgent, Sisters Joanna Soderlund and Leanne Guier



Organizing

by Tim Herbert

The organizing department would like to wish everyone a Happy New Year! We are excited about the transition into 2015, and the new challenges we will be facing. These challenges are different from the past years. The economic growth in King County is creating jobs for our members; and is providing opportunities for the Organizing Department to unify quality workers and leader ship from our Non-Union competition.

The ability to organize is important to Local 32 for many reasons. If we do not grow our membership, we will face several issues in the future. All of us are looking forward to retiring at some point. After a career of hard work we want to be able to enjoy our pensions and medical plans. The only way to ensure that these benefits will be there for us in the future is to make sure they are properly funded. We can ensure they are properly funded by increasing our membership, and the amount of working members making contributions to the plans. If we do not increase our membership, the retirement plans we are all look forward to enjoying and medical plans our families depend on - will suffer.

The Organizing department looks at several key factors when we organize workers and contractors. We look at the average age of our current work force, the economy, viable markets for growth as well as the skill sets and abilities of the members we organize. There are several variables factored into our decision-making when we organize a new member.

Here is a list of activities the organizing department was involved in last year.

The Organizing department visited **88** contractors last year. We try to build relationships with these contractors in hopes that one day we will be able to sign them and provide them with the labor they will need to be productive and profitable in the industry.

We also talked to over **500** workers that are currently working in the trades we represent as a labor union. While we would like to welcome all of these workers into our membership, we realize that at this time, not all of them would be a good fit into our organization. We are very selective when we organize. It is important that we bring in quality workers who have the skill set and abilities that are expected by our great organization and its contractors.

As a group we visited over **115** job sites. While on these job sites we educate workers on their rights, and about the wages and benefits that our members

enjoy while working in the trades. It is very common for these workers to get raises from their current employers, once we have educated them on industry standards and working conditions. The Organizing Department also sits on countless committees and groups. We are involved in all activities that may affect our work or working conditions.

In closing, I would like to ask that if you know someone in our trades that you think would make a good Local 32 member please have them contact us.

Fraternally,

Tim Herbert and the Organizing Department

Taft-Hartley Act (1947)

Taft-Hartley Act drastically reduced labor unions' power

- Outlawed all-union (closed) shops
- Made unions liable for damages resulting from jurisdictional disputes among themselves
- Required non-Communist pledge of union leaders
- Allowed the government to get injunctions to postpone serious strikes

Union History

Background

Taft-Hartley was one of more than 250 union-related bills pending in both houses of Congress in 1947. The bill was a conscious effort to decrease the gains made by the labor movement, particularly by the National Labor Relations Act, or NLRA/Wagner Act, which was established as Constitutional despite conservative Republican efforts in 1935 to defeat it. With this failure, the Republicans turned to crafting their own bill to mitigate the influence of labor unions. The architect of the bill, Fred Hartley, was known for his dislike of unions. After World War II, 25 percent of the workforce was unionized (around 14.8 million workers had union contracts, 10 million of them being union security agreements), and with the war now over, their promise not to strike so as not to impede the war effort had expired.

As a response to the rising union movement and Cold War hostilities, the bill could be seen as a response by business to the post-World War II labor upsurge of 1946. During the year after V-J Day, more than five million American workers were involved in strikes, which lasted on average four times longer than those during the war.

The Taft–Hartley Act was seen as a means of demobilizing the labor movement by imposing limits on labor’s ability to strike and by prohibiting radicals from their leadership. The law was promoted by large business lobbies including the National Association of Manufacturers.

Effects of the act

To promote the full flow of commerce, to prescribe the legitimate rights of both employees and employers in their relations affecting commerce, to provide orderly and peaceful procedures for preventing the interference by either with the legitimate rights of the other, to protect the rights of individual employees in their relations with labor organizations whose activities affect commerce, to define and proscribe practices on the part of labor and management which affect commerce and are inimical to the general welfare, and to protect the rights of the public in connection with labor disputes affecting commerce.

The amendments enacted in Taft–Hartley added a list of prohibited actions, or unfair labor practices, on the part of unions to the NLRA, which had previously only prohibited unfair labor practices committed by employers. The Taft–Hartley Act prohibited jurisdictional strikes, wildcat strikes, solidarity or political strikes, secondary boycotts, secondary and mass picketing, closed shops, and monetary donations by unions to federal political campaigns. It also required union officers to sign non-communist affidavits with the government. Union shops were heavily restricted, and states were allowed to pass right-to-work laws that outlawed closed union shops. Furthermore, the executive branch of the federal government could obtain legal strike-breaking injunctions if an impending or current strike imperiled the national health or safety, a test that has been interpreted broadly by the courts. Though smaller unions were negatively affected as a result of the act, the labor movement as a whole was not greatly impeded by Taft–Hartley. Arguably, the controversial act also helped President Harry Truman get reelected, given that the act galvanized labor unions into opposing Republicans.

Jurisdictional strikes

In *jurisdictional strikes*, outlawed by Taft–Hartley, a union strikes in order to assign particular work to the employees it represents. *Secondary boycotts* and *common situs picketing*, also outlawed by the act, are actions in which unions picket, strike, or refuse to handle the goods of a business with which they have no primary dispute but which is associated with a targeted business. A later statute, the Labor Management Reporting and Disclosure Act, passed in 1959, tightened these restrictions on secondary boycotts still further.

Campaign expenditures

According to First Amendment scholar Floyd Abrams, the Act “was the first law barring unions and corporations from making independent expenditures in support of or [in] opposition to federal candidates”. However, there is no language in Taft–Hartley that actually bars such contributions and, upon a careful reading of the cited article, it can be seen that Professor Abrams is merely hypothesizing about what could happen had the Supreme Court decided the case of *Citizens United v. Federal Election Commission* differently.

Closed shops

The outlawed *closed shops* were contractual agreements that required an employer to hire only labor union members. *Union shops*, still permitted, require new recruits to join the union within a certain amount of time, but only as part of a collective bargaining agreement and only if the contract allows the worker at least thirty days after the date of hire or the effective date of the contract to join the union. The National Labor Relations Board and the courts have added other restrictions on the power of unions to enforce union security clauses and have required them to make extensive financial disclosures to all members as part of their duty of fair representation. On the other hand, Congress repealed the provisions requiring a vote by workers to authorize a union shop a few years after the passage of the Act when it became apparent that workers were approving them in virtually every case.

Union security clauses

The amendments also authorized individual states to outlaw *union security clauses* (such as the union shop) entirely in their jurisdictions by passing right-to-work laws. A right-to-work law, under Section 14B of Taft–Hartley, prevents unions from negotiating contracts or legally binding documents requiring companies to fire workers who refuse to join the union. Currently all of the states in the Deep South and a number of states in the Midwest, Great Plains, and Rocky Mountains regions have right-to-work laws (with five states—Arizona, Arkansas, Florida, Mississippi, and Oklahoma—going one step further and enshrining right-to-work laws in their states’ constitutions).

Strikes

The amendments required unions and employers to give 60 days’ notice to each other and to certain state and federal mediation bodies before they may undertake strikes or other forms of economic action in pursuit of a new collective bargaining agreement; it did not, on the other hand, impose any “cooling-off period” after a contract expired. The Act also authorized the President to intervene in strikes or potential strikes that create a national emergency, a reaction to the national coal miners’ strikes called by the United Mine Workers of America in the 1940s. Presidents have used that power less and less frequently in each succeeding decade. President George W. Bush invoked the law in connection with the employer lockout of the International Longshore and Warehouse Union during negotiations with West Coast shipping and stevedoring companies in 2001. The Act also prohibited federal employees from striking.

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2014 Old Timers' Celebration

September 13, 2014



2014 Old Timers' Planning Committee

The following is the speech for the Annual Old Timers' Celebration:

We are here to acknowledge and honor our members who have worked hard to learn the trade, providing quality workmanship in our industry at the same time standing up and fighting for the benefits, work place standards and quality of life that we all have come to enjoy.

As Local 32 is preparing to celebrate our 125 year Anniversary next July, I would like to share with you some impressive and significant information about our membership. Currently, Local 32 consists of 2,917 members. Our total group of retired members consists of 609, which includes 173 Life Time Members. As most of us know, Life Time Membership status is a Brother or Sister with 50 years or more of continuous membership. Our most senior and active Retiree is Brother Paul Meredith, at the proud age of 99 years young and a 68 year member. Additionally, we have 22 members from the age of 90 through 96.

Our current most years of membership is 75 years. That title is proudly held by Brother Sidney Foyston. He is not present at today's celebration; however, I enjoyed a telephone conversation with Sid last week. He and his wife of 74 years, Marilyn,

live in Palm Springs, California. He was in a car accident a few years ago and according to him that incident has slowed him down. Now, at age 96, he is no longer able to enjoy his usual game of golf or tennis. Sid remembers having 60 year member, Brother Bruce Botting, as his apprentice for a summer on a job in Wenatchee. He stated that the Union has been so very good to him and it has given him the opportunity to live the "good life" he enjoys today. He is very grateful. When I asked Sid if he had any words of wisdom to share today, he said, and I quote, "Don't believe the Republicans when it comes to Labor and the Middle Class."

We are very happy to see here today, Brother Bob Hedman and his wife of 66 years, Helen. Brother Hedman is receiving his 70 year membership award today.

In closing, I can only say that I am honored and proud to work with and be in the company of you... our Retirees, our Seniors, our Natural and National Treasure.

With thanks and appreciation,

Sister Patty Gilmore



2014 Old Timers' Recipients



70 Years — L to R: Eric Gilbreath, Robert Hedman, and Jeffery Owen



65 Years — L to R: Eric Gilbreath, William Edleman, and Jeffery Owen



60 Years — Top to Bottom, L to R: Eric Gilbreath, Jeffery Owen, David Roberts and John Baldwin



55 Years — Top to Bottom, L to R: Jeffery Owen, Eric Gilbreath, William Gilbert, Fred Panteleeff, Robert Raines, Victor Stocking, William Wiles, Ronald Woods and Gene Tuffs



50 Years — Top to Bottom, L to R: Jeffery Owen, Eric Gilbreath, Thomas Copeland, Edward Fisher, John Nissen and Robert Pemble, Sr.



45 Years — Top to Bottom, L to R: Gerry Wagner, Jeffery Owen, Eric Gilbreath, Ryk Vanderhee, William Gurnett, David Hakkinen, Allen Mcynturff and Michael Shilley



40 Years — Top to Bottom, L to R: Larry Scudder, Lonnie Saisslin, Vaughn Ploeger, Jeffery Owen, Eric Gilbreath, Charles Lewis, Earl Morrison, Mike Ballou, James Bates, Dennis David, Leo Ercanbrack, James Haton and Gary Lee



35 Years — Top to Bottom, L to R: Cindy Lund, Glen Nelson, Robert Wilker, Jeffery Owen, Eric Gilbreath, Stanley Shipley, Scott Vanantwerp, Albert Hutson, Dale Copeland, Gordon Baxter, Gregory Fuller, William Norris and Lon Shankel



30 Years — Top to Bottom, L to R: Jeffery Owen, Neal R. Prindle, Mike D. Shinn, Thomas E. Taylor, Craig S. Wetzel and Ernesto Ybarra



25 Years — Top to Bottom, L to R: Jeffery Owen, Eric Gilbreath, Lane A. Inman, Scott A. Wicklund, Donald J. Gilmore and Rosanne Williamson



Retiree Corner

Retiree Union Meeting & Christmas Party

We had five (5) retiree meetings this past year. On December 17th, we ended the Year with a Christmas lunch and retiree union meeting. Doors opened at 10:00 a.m. (See Pictures Below).

Make plans to attend the **next** Retiree Union Meeting on **Wednesday, February 18th, 2015**. If you need a ride, or know of a brother or sister who needs a ride, please contact the business office to make arrangements.

Retirement Planning Seminar

If you are planning to retire in 2015 or the coming years and want to prepare; the next meeting will be Saturday, March 28th, 2015. Please put it on your calendar. Contact the Business Office for more details, or to RSVP (425) 277-6680.



NEW RETIREES

December, 2013

Kent Correa
Lee Johnson
Steven Kordus
Alexander Pizzano
Joseph Primm
Thomas Stewart, Jr.
Scott VanAntwerp
William Watson
Craig Wyler

June, 2014

Daneil Pansula
Charles (Nick) Peters
Solomon Valencia
Mathias Courtney

July, 2014

Jeffrey Dale
Daniel Farrell
Kenneth Leibert
Nathaniel Zeumault

January, 2014

John Barringer
Keith McLain
William Norris
Mark Tullis

August, 2014

NONE

February, 2014

Richard Koval
James Madonna
James Peters

September, 2014

David Fairburn
Robert Hughes
Kirk Johnson
Christian Mosieur
Mesrop Yolian

March, 2014

Larry Flanary
Robert Peck
Noel Schick

October, 2014

Charles Hayes
David King
Quinn Law
Donald Osborne
Daniel Thornton

April, 2014

Robert Carter, Jr.
Kyle Gagnon
James Howard

November, 2014

David Batchelder
Raymond Hite

May, 2014

Jim Francis
Anthony Smith
Arthur Sutcliffe

December, 2014

Steven Jensen
Larry Matthews



Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Nov 26, 2014	Brother Morrie Olsen	BT Journeyman Refrigeration	46
Nov 07, 2014	Brother Francis Ebert	BT Journeyman Plumber	67
Oct 16, 2014	Brother James F. McCunn	BT Journeyman Plumber	50
Oct 07, 2014	Brother Harland E. Kirk	BT Journeyman Plumber	59
Oct 03, 2014	Brother John O'Brien	BT Journeyman Steamfitter	74
Aug 21, 2014	Brother Douglas K. Gregory	BT Journeyman Plumber	7
Aug 18, 2014	Brother Kenneth L. Reynolds	BT Journeyman Steamfitter	50
Aug 08, 2014	Brother David J. Bosanko	BT Journeyman Refrigeration	20
Jul 18, 2014	Brother Donald R. Stewart	BT Journeyman Steamfitter Welder	48
Jul 12, 2014	Brother Loren A. Fisher	BT Journeyman Refrigeration	16
Jul 07, 2014	Brother Bert M. Goe	BT Journeyman Plumber	68
May 22, 2014	Brother Gerald A. Johnson	BT Journeyman Steamfitter	43
May 14, 2014	Brother Floyd D. Tremmel	BT Journeyman Plumber	49
Apr 17, 2014	Brother Andrew J. Smith	BT Apprentice Plumber	7
Apr 10, 2014	Brother Porter F. Banks	MT Journeyman Marine Pipefitter	48
Mar 31, 2014	Brother R. Allen Lorentzen	BT Journeyman Plumber	73
Mar 31, 2014	Brother William K. Johanson	BT Journeyman Plumber	57
Mar 12, 2014	Brother Richard E. Craig	MT Journeyman Marine Pipefitter	54
Mar 10, 2014	Brother James M. Tutty	BT Journeyman Steamfitter	48
Feb 26, 2014	Brother James Karlin	BT Journeyman Steamfitter Welder	50
Feb 22, 2014	Brother Donald M. Spiker	MT Journeyman Marine Pipefitter	35
Feb 04, 2014	Brother Patrick M. Thompson	MT Helper Marine Pipefitter	47
Jan 28, 2014	Brother Dennis H. Taylor	BT Journeyman Plumber	40



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, stylized font, with a red pipe wrench integrated into the design. The word 'CONNECTIONS' is written in a large, bold, outlined font to the right of the '32'. The background of the graphic shows a silhouette of the Seattle skyline, including the Space Needle, against a red and white background.

32 CONNECTIONS

Did You Know?

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

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

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

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

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

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

Thank you thoughtful contributors!