

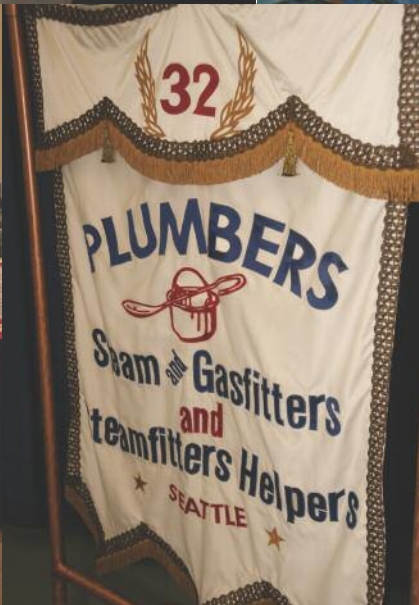


32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

WINTER 2016



UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

Assistant Business Manager / Dispatcher
Dan Jensen

Plumber / Port Angeles / Wenatchee Agent
Ed Holmes

Steamfitter-Welder / Wenatchee / Port Angeles Agent
Jason Hewitt

Refrigeration / HVAC Agent
Erik Pound

Metal Trades Marine Pipefitter Agent
Erik Miltun

PSE / Municipalities Agent
Kurt Swanson

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

Organizer
Tim Herbert

Organizer
Brad Moore

Business Development Specialist
Leanne Guier



**Seattle Plumbers and Pipefitters
United Association Local 32**

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: Shannon Thomson, Jamie Yellam, Tamarra Henley, Patty Gilmore, Cheryl Anderson, Shannon Kelly

Business Manager's Report

by Jeffery J. Owen



Brothers and Sisters:

I hope you all enjoyed a peaceful Holiday Season.

We ended the year on a high note and we have carried that momentum into 2016, our members are working, and the outlook is very positive. The man hours in 2015 increased 17%. We are actively organizing and the apprentice enrollment is on a steady increase.

The coming year will be full of incredible opportunities and related challenges.

The highlights of our year were: the Annual picnic, the Celebration of our 125th Anniversary, Annual Old Timers Meeting, Retiree Union Meetings, the Annual Christmas Party and Wage Allocation.

Wage Allocation

At the December Union meeting, we allocated \$ 1.00 for the Plumbers and Fitters and \$0.85 for the Refrigeration mechanics, effective January 1st, 2016 as follows:

Plumber and Pipe Fitter Journeymen

- \$0.50 to the Check
- \$0.25 to the Supplemental Pension
- \$0.25 to the JATC, as called for by the JATC Trustees

Refrigeration/HVAC Journeymen

- \$0.35 to the Check
- \$0.25 to the Supplemental Pension
- \$0.25 to the JATC, as called for by the JATC Trustees

Elections

In March, we will have our Election of Officers, other positions, and Delegate elections to the 39th Convention of the United Association. I want to take this time to thank all of our elected officers and members who hold positions within our Local Union for their commitment to our membership these past three years. **The voting for Local 32 Officers and UA Convention Delegates shall be by secret ballot between the hours of 8:00 a.m. through 8:00 p.m. on Thursday, March 10, 2016, at Local 32, 595 Monster Road SW, Renton, Washington, Room #104.**

Retiree Union Meeting

The meeting is scheduled for WEDNESDAY, FEBRUARY 24, 2016 at 11:00 a.m. The location will be in the Union Meeting Hall at 595 Monster Rd SW, Renton, Washington. *Lunch will be provided.*

New Business office

A Building application has been submitted, and is being reviewed which includes a new two-story office building, approximately 12,000 square feet; which includes a Union Hall equal to the current meeting space and a full kitchen. **We are developing a full CAD presentation for the membership to be presented at future union meetings.**

Once we have completed the action items mentioned below we hope to start construction in late summer. Once the New Local Union is built the JATC remodel should begin.

The financial contributions are being reported at the monthly union meeting. **All members** are participating financially to the funding of the building. On Recommendation from the Building Committee.* (***Note:** *The Executive Board is the Building Committee per our Local Union By-laws*).

At the June 2015, Union meeting the membership voted: *to re-allocate \$.25 from the Market Recovery fund to the building fund; effective with the June 1st hours. Monies to be used for the cost of construction and maintenance of a New Union hall.*

After the Building is paid off, transfer \$.10 back to the Market Recovery fund, and \$.15 to stay in the building fund to save for the future building and maintenance costs. To be more specific, \$.05 to be used annually for maintenance costs and \$.10 into the building fund; for the future leadership of the Local Union.

Action Items to be completed

- Building presentation (CAD) to be presented to the membership for review and comments.
- JATC to sell the designated land referenced in the Trust's site plan to Local 32, along with a correspondence easement, at fair market value subject to:
 1. approval of a building permit paid for by the Local 32
 2. agreement between the parties on fair market value; and
 3. approval of a prohibited transaction exemption by the DOL.

If you have any questions regarding the building or the financing of the building, please do not hesitate to call or attend the Union meetings for clarification.

Fraternally,

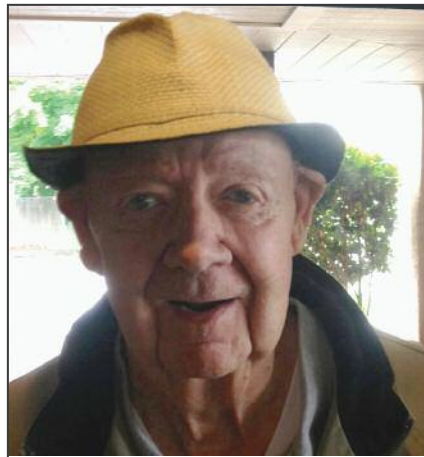
Jeffery J. Owen

Local 32 Business Manager

In Memoriam

Floyd Allen "Al" Sexton

1935-2016



With great Sadness, I announce the loss of our former Business Manager and member, Brother Al Sexton. He passed away January 8th, 2015.

His memorial or celebration of life will be Sunday, February 21st, 2016, at 11:00 a.m. at McCleary Community Center, 726 West Simpson Ave.

Questions? Call Dave at 907-209-8821 or Dan at 253-232-2540

Al, was our Training Coordinator from 1969 to 1979 and Business Manager from 1979 to 1995. He defined Leadership during some very difficult years during the 80's and 90's. We are successful today because of the foundation he laid for us. Al was a 61-year member.

Special Order of Business – February 11, 2016 Union Meeting

January 14, 2016

Dear Brothers & Sisters:

The regular Union Meeting will begin at 5:00 p.m. on Thursday, February 11, 2016. It will be held at Local 32's Meeting Hall, 595 Monster Road SW, Renton, Washington. There will be two (2) Special Orders of Business beginning at 7:00 p.m. as follows:

****First Special Order of Business****

Nominations of Officers and other Elected Positions of Local Union 32

Section 121, pertinent portions of **Section 122(a)** and **Section 124(a)** of the **U.A. Constitution** shall apply to the officers, other elected positions, and voting. Portions of these sections are quoted below. All elective positions in Local 32 are for a three (3) year period.

Section 121: “No member shall be eligible to be nominated for office in any Local Union unless he shall be a journeyman member and shall have been a member of the United Association and the Local Union in **good standing** for at least a period of two (2) years immediately prior to the election. Any journeyman member who owes or has paid a reinstatement fee within a period of two (2) years immediately prior to the date of the election shall not be eligible to be nominated for office in any Local Union.”

Section 122(a): “All officers of Local Unions shall be elected for a term of not less than three (3) years. Nomination of officers for Local Unions shall be held during the months of May or November, and the election shall be held during the months of June or December, and not earlier than twenty-five (25) days after the nomination meeting. At least ten (10) days prior to the nomination meeting, notice shall be mailed to the last known address of all members in **good standing**, setting forth (1) the date and place of the nomination meeting and the offices to be filled, (2) the date, time, and place of the election meeting, and (3) the notice shall state also that, in the event of a tie vote and a runoff is necessary, the date, time, and place of the runoff shall be stated. In an election of Local Union Officers, a member may only be nominated for one (1) of the offices set forth in Section 100.”

Section 124(a): “No member shall vote at any election of any description unless he has been a member in **good standing** in the Local Union where the vote is being taken for a period of one (1) year immediately prior to the date of the election. Any member who owes or has paid a reinstatement fee within a period of one (1) year immediately prior to the date of election shall not be eligible to vote in any Local Union election.”

NOTE: Thursday, February 11, 2016 will be the only night for nominations for Officers and UA Delegates.

Nominations will be open for the following offices in this Local Union including maximum number of positions available for each:

- President (1)
- Vice President (1)
- Business Manager / Financial Secretary-Treasurer (1)
- Executive Board (4)
- Finance Board Members (3)
- Recording Secretary (1)
- Reading Clerk (1)
- Inside Sentry (1)
- Washington State Association Executive Board Member (1)
- Building Trades Steamfitter Exam Board (Journeyman Steamfitters only) (3)
- Building Trades Plumber Exam Board (Journeyman Plumbers only) (3)

- Building Trades Refrigeration Exam Board (Journeyman Refrigeration Mech. only) (3)
- Metal Trades Marine Pipefitter Exam Board (Journeyman Marine Pipefitter only) (3)
- Delegates to Seattle/King Co. Building Trades Council (BT members only) (5)
- Delegates to King County Labor Council (6)
- Delegates to Puget Sound Metal Trades Council (MT Marine Pipefitters only) (6)
- Delegate to King County Union Label and Service Trades Council (1)

****Second Special Order of Business****

The Nominations of Delegates and Alternate Delegates for The 39th Convention of the United Association

In accordance with Section 11 of the U.A. Constitution, the General Officers have issued a call for the 39th Convention of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, AFL-CIO, to convene Monday, August 1, 2016 at 8:00 a.m. in the San Diego Convention Center, San Diego, California.

The voting for Local 32 Officers and UA Convention Delegates shall be by secret ballot between the hours of 8:00 a.m. through 8:00 p.m. on Thursday, March 10, 2016, at Local 32, 595 Monster Road SW, Renton, Washington, Room #104

There will be voting at alternate locations between the hours of 9:00 a.m. through 6:00 p.m. at ballot boxes in the following areas:

- **Sequim** – Holiday Inn located at: 1441 E Washington St.
- **Olympia** – Washington State Bldg. & Construction Trades Council located at: 215 Turner St NE
- **Wenatchee** – Labor Temple's meeting room located at: 27 North Chelan.

In case of tie votes for any elective office, the following procedure will control:

At a Special Union Meeting on March 24, 2016, following the general election, only those who are tied for positions shall have their names on a ballot. Voting for these positions shall be from 8:00 a.m. through 8:00 p.m. at the Local Union meeting hall located at 595 Monster Road S.W., Renton, Washington.

It is a matter of record in the Local Union **Constitution and Bylaws** and is quoted below relative to voting in this Local Union:

Article IX, Section 12: "Each eligible member available for work and/or working within the radius of 50 miles of Seattle city limits on General Election and/or Strike Vote day, and not voting, shall be fined the sum of \$50.00. This money is to be deposited in the Strike Fund. Those voting shall be recorded in a manner approved and recommended by the Executive Board and the Business Office, so that the member will be able to furnish proof of voting at said election. Any member wishing to be exempt from this fine must submit a letter to the Executive Board. The letter must contain a valid reason for not voting and be submitted no later than 30 days after said Election or Strike Vote. **(NO EXCEPTIONS).**"

Any member not available to vote on March 10, 2016, or wishing to be excused shall submit an Excuse Form (obtained from Local 32's Business Office) to the Executive Board. The form must be received in Local 32's business no later than April 10, 2016.

All of the events listed in this letter are very important. Please make every effort to participate and attend each one. If you have any questions, please call Local 32's Business Office at 425-277-6680 or check our web page at www.ualocal32.com for information and the latest updates.

Fraternally,



Jeffery J. Owen
Business Manager
UA Local 32



JATC Report

by PJ Moss

Brothers and Sisters:

As we turn the calendar over to another year, there are many exciting things that are happening at the Training Center. We continue to turn out new journeymen and journeywomen into our membership. Earlier in January, we started a new group of apprentices. This group is the beginning of our 2016-2017 first year apprentice class.

With the day to day training going full speed ahead, we are also working down the path of our upcoming building remodel. This will help push our training forward and will be the foundation for Local 32 remaining a leader in the construction and piping industry.

These events are exciting and noteworthy, but the biggest news at the Training Center occurred at the end of last year. It was my privilege to be able to announce at both our December Union Meeting and our December Retiree Union Meeting that as of November 30th, the building was paid off in full. For the first time since we began training at our Monster Road facility, our Training Trust owns the building outright. This would not have been possible without the leadership of our past and present Trustees, as well as our previous Apprenticeship Coordinators. I want to thank them all for their vision and dedication to our industry and I look forward to building on the strong foundation that they have provided us.

As of the January 2016 Union Meeting, we had 296 apprentices enrolled in our program:

- 112 Commercial Plumbers
- 30 Housing Plumbers
- 75 HVAC/Refrigeration
- 73 Steamfitters
- 6 Marine Pipefitters

Those numbers include the 38 new apprentices that started their careers with Local 32 on January 4th. The breakdown of the new group is as follows:

- 24 Commercial Plumbers
- 11 Steamfitters
- 3 Housing Plumbers

This group will continue to grow over the next few months as we add HVAC/Refrigeration apprentices and Housing Plumber apprentices. Our Commercial Plumber and Steamfitter classes will not start another group until we again hold our hands-on and

interview process, which is tentatively scheduled for June 2016.

We are continuing to work towards our goal of going at least one month without a single late evaluation from our apprentices. Although we have not yet achieved this goal, I believe that the discussion around the importance of good honest evaluations has raised the bar for both our apprentices to seek out constructive criticism, and for the journeyman to give them the critical feedback that we are looking for. We have also seen our apprentice classes start to work together to look out for each other, and when needed, hold their classmates accountable.

With the increase in apprentice numbers this upcoming school year and going forward, our full-time instructors and I have started the discussion on identifying and recruiting potential evening and part-time instructors for all trades. If you are interested in getting involved, please contact a full-time instructor or myself so that we can start the process. When the instructors and I meet to discuss future instructors there is a saying that I continually repeat to them:

“There are those who teach for the *income*, and those who teach for the *outcome*.”

I am glad to report that nine out of ten times, without a second thought, we see our members focusing on and improving the outcome that we are looking for. As we build the schedule for the 2016-2017 school year, we will have a clearer picture of which specialty instructors we are in need of. I will report on this in future articles and at upcoming Union Meetings.

Within the next two months, we will also be forming two new leadership groups within our apprentice classes. We are currently identifying and reaching out to all of our veterans who are in the apprenticeship program. The goal of this group will be to engage and assist our veteran apprentices that are working on the transition from active duty, to civilian life, and into the pipe trades. It is my hope and belief that if we are able to connect these new apprentices with members who have already gone through this transition process, and are able to act as a mentor, we will be able to help our veterans both in their professional and personal lives as they take this next step into their new careers.

We will also be forming a similar group with our female apprentices to act as mentors to both incoming female apprentices, as well as female applicants that are interested in a career with Local 32. I would like to thank Sister Leanne Guier for volunteering to act



Brother Jerry Walters accepting the 2015 Steamfitter Achievement Award



Brother Zach Wahlman receiving the 2015 Apprentice of the Year Award.

as the Chair for this group. Although I would like to see the majority of the participation in these groups be from our apprentices, I am more than willing to sit down and discuss with any member their thoughts and interest in participating as well.

We are continuing to move forward on the process for remodeling the Training Center. Currently, we are working through the pre-construction process and planning. At the February Trust meeting we will have a report from the project management firm that the Trust retained to oversee and advise on the process. At that time, we will have a clearer picture of the upcoming timeline and milestones for the project. I will be reporting on this at our upcoming Union Meetings and in more detail in the next newsletter.

There are a few policy and procedural changes that are now in effect with weld tests and continuities. As of January 1, 2016, the Training Center will no longer accept or sign-off on expired welding continuities. If your certifications have lapsed, you will be required to retest in order to make your continuities current. The next change with our weld tests has been brought up for two reasons: the first is to improve our overall pass rates. For the 2015 calendar year we had a 34% pass rate for apprentices and 27% pass rate for journeymen on UA weld tests. The second reason for the change is because we are being forced to turn members away due to maximum capacity being reached on the weld test registrations.

Continued on next page



Brother Tim Todd accepting the Steve Strehlo Instructor of the Year Award.



The 2015 Graduating Apprentice Class.

JATC Report, continued

Beginning with our next test on February 27th, anyone who registers for a weld test must have a current certification in the process that they are wanting to test in. If you do not have a current certification in that process, you will be required to have a pre-test coupon witnessed and signed-off by a welding instructor prior to registering for the weld test. The next change involves members showing up late, or not at all, to tests that they have registered for. Anyone showing up late for a scheduled weld test will be turned away. This has been a consistent issue and causes problems for both the instructors and members testing. Journeymen members that are late or do not show up to a test will be put on a waiting list for the next test and will not receive a confirmed spot until the Monday prior to the test, if the test session has any availability. Apprentices that are late or do not show up for a test will receive an unexcused absence

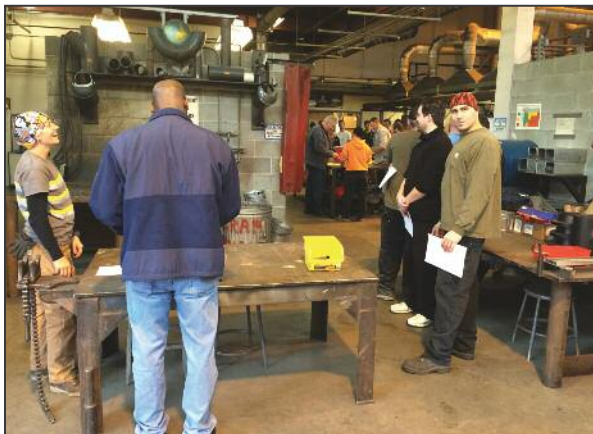
and will be called before the JATC committee where they will be disciplined per our JATC Standards. I believe that these changes are necessary to increase accountability on the member's part and so that we are able to focus on those who are working hard to improve their skill set.

Finally, I would like to thank our JATC office staff, full-time instructors, and part-time instructors who put in long hours helping us strengthen and build a larger foundation for our Local and industry. I would also like to thank our JATC Committee and other volunteers who participate in interviews, curriculum discussions, and classroom preparation. Without your dedication and hard work, Local 32 and the MCAWW would not be the leaders that they are in the piping industry.

Fraternally,

PJ Moss

Apprenticeship Coordinator



Applicants participating in hands-on testing in early November.



Newly appointed JATC Chairman, Brother Ed Holmes, speaking to 38 new first year apprentices about JATC Committee expectations.



Plumber Agent Ed Holmes, Local 32 VIP Instructor Dave Gibson, & Steamfitter Agent Jason Hewitt with four graduating VIPs, who are now enrolled as first year apprentices. VIPs left to right: Nevin Gamble, Samantha Metcalf, Demetrius Clarke, & Steve Pacheco.

We're Making Waterfront More Convenient For You



Need-to-Know Information from Your Credit Union

In response to member surveys, we will be expanding our services in the coming months. Here's what you will want to know:

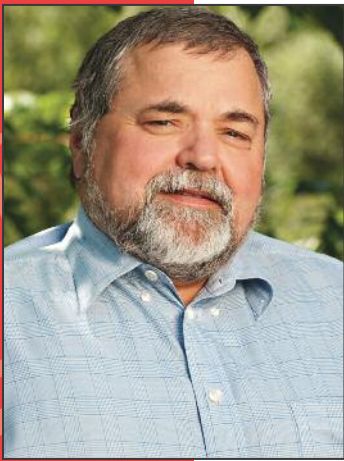
- ⚙️ **TODAY**, you're able to withdraw up to \$1,500 cash from an ATM daily
- ⚙️ **STARTING MAY 1**, Waterfront will provide faster availability for funds deposited at a Shared Branch or ATM location
- ⚙️ **ON JUNE 1, *mobile banking will become available!***
 - Check your balances, transfer funds, pay bills, and more from the convenience of your phone, 24/7
 - Deposit a check by taking a picture of it (Remote Deposit Capture)
 - Download the app from either the Apple or Google store
- ⚙️ **APRIL 29–MAY 2**, Home Banking will be unavailable and the Seattle branch will be closed as we make enhancements to our services.
(Dates are approximate at this time.)

Go to WaterfrontFCU.org for additional details or contact us with any questions.



Your Money ~ Your Union ~ Our Commitment

206.622.8415 • WaterfrontFCU.org
2414 SW Andover St., Suite #E-100
Seattle WA 98106



Plumbers' Report

by Ed Holmes

Brother and Sisters:

As we move into the New Year, we see a bright outlook for work! Nearly every week new projects are being announced. We have almost full employment! Given the fact of where we were three years ago, it would be easy to take a step back, relax and say "all is well" But the truth is this is not the time to relax -

there is work to be done!

In the coming year we have:

- the election of officers
- breaking ground on the new office and meeting hall
- the UA convention in San Diego
- Rebuilding the training center and implementing new curriculum
- working on plumber certification legislation to help maintain our codes

We can never lose sight of our jurisdiction issues. We have made some forward progress with the laborers on storm drain systems. But, we have several other trades that continue to try to take our work and the continuing threat from the IPC, BIAW that will at every opportunity do what they can to get into our wallets!!

We are working on finalizing our computer based jurisdiction system which will help us to compile information more efficiently. We have to work on ex-

panding our market share and move forward with our organizing plan in order to sustain our growing retiree population. Even though change may be uncomfortable, I believe we have to embrace it in order to reach our goals and set up future leadership to make decisions from a position of strength.

We are all in this together, nobody gets out of that whether it's a newly organized member or a thirty-year member, and we have to stand side by side! Nobody owes us anything, we have to earn it each and everyday through our professionalism and skill set.

We have to be progressive in our outlook in order to continue in our growth. The locals that don't



Cassie Kim at McMenamins-Bothell "All Gauges Work!"



Gas Pipe Header at McMenamins-Bothell one of three Full Size Kitchen

change and that are stuck in their old ways are suffering with market share loss, and not maintaining membership. If you look across the U.A. there are less local unions than there were ten years ago. At the last U.A. Agent Training conference we were told that the U.A. is losing 1500 members a month. Fortunately, we are not in that group, but whatever happens at a national level could eventually effect us. That is why we need to continue to think outside the box. Let's learn from our history, be good stewards of our monies and be prepared for any downturn that may come in the future. Be engaged with the process, protect each other and our jurisdiction, and be prepared to help when asked. We need everybody to be in this together; nobody is as strong or as united as when we stand together! We have a great opportunity in front of us, but it's what we do with it that makes the difference. There is no time for rest!

Fraternally,

Ed Holmes

Plumber Agent



3 of 13 Grease Interceptors – MacDonald Miller Bellevue

There is a Difference The Choice is Yours...



\$84.00



\$122.00



\$131.00

≠



\$80.00



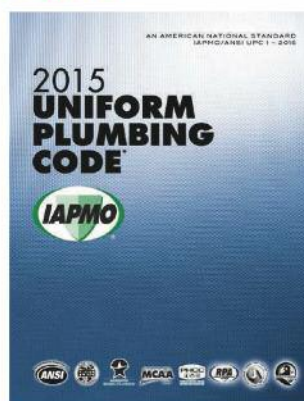
\$80.00



\$44.00

Total \$541.00

Does not include medical gas code



\$122.00

The IPC requires a plumber to purchase a total of six I-Codes for plumbing installations in addition to NFPA 99 for Medical Gas Systems.

The UPC is a complete, tabbed document which gives every provision necessary for the installation of all plumbing systems

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Refrigeration / HVAC Report

by Erik Pound

Brothers and Sisters:

As we begin the New Year, work continues to be busy for the Refrigeration/HVAC Mechanics. The outlook for 2016 is the best we've seen in years. The plumbers and fitters are near full employment; generally the Refrigeration/HVAC mechanics lag a few months behind before we start to see an increase

in construction, commissioning, tenant improvement and service work.

Building Trades Refrigeration & HVAC

Our HVAC service contractors continue to be busy after one of the hottest summers we've seen in quite a while. Most of our members are working full time. I'm hearing that very few guys are on furlough, which is unusual for this time of year.

The supermarket service shops are steady, and I'm expecting it to stay that way. Some of our Employers have picked up more Safeway/Albertsons work, and some Kroger's work load has shifted between Employers. As a result, we have seen a few guys switch shops to follow the work.

This is also the first time in quite a while that we're seeing a lot of supermarket construction continue through the winter. Several VRF jobs are starting soon and I'm expecting more hiring.

Our out of work situation as of February 1, 2016:

- 12 Journeymen, 2 available
- No apprentices

Wage Allocation

At the December Union meeting, we allocated \$0.85 for our raise effective January 1st, 2016 as follows:

- \$0.35 to the check,
- \$0.25 to the Supplemental Pension, and
- \$0.25 to the JATC, as called for by the JATC Trustees.

Shop Steward's Meeting

The last Refrigeration Steward's meeting was Thursday, November 19th. We had a great turnout with 22 people attending. Milliman gave a presentation on the Supplemental Pension for the first hour for all of the Refrigeration/HVAC, plumbers and fitter stewards.

The Refrigeration/HVAC stewards then met separately to discuss the allocation of the \$0.85 wage increase effective January 1, 2016.

The next Shop Steward's meeting will be February 18th, 2016. The pizzas arrive at 4:30pm and the meeting starts at 5:00pm.

Lake Washington School District

On December 10, 2015, a new 3 year agreement was ratified by the Lake Washington School District membership. The old agreement expired August 31st. There were a total 12 council preparation meetings and 16 negotiation sessions with the district.

This is a 488 member multi-craft bargaining group made up by the UA, IBEW, Laborers, Painters, Carpenters, Custodians and Teamsters. Local 32 represents 6 members - 5 HVAC and 1 plumber.

The following wage increases were ratified December 10th, 2015:

School year	Increase from LWSD	Cost of Living Increase From State	Increase-all Crafts	Additional Increase for Local 32	Total for Local 32
2015-16	2.0%	3.0%	5.0%	2.0%	7.0%
2016-17	2.2%	1.8%	4.0%	2.0%	6.0%
2017-18	2.0%		2.0%	1.0%	3.0%
	6.2%	4.8%	11%	5%	16%

In addition to the increases above, our members shall receive a cost of living increase for the 2017-18 schoolyear, if provided by the State. This is a great agreement, and it gets our members closer to other comparable districts such as Issaquah, Bellevue, Seattle, Shoreline and Seattle University.

Weingarten Rights

The union is the sole and exclusive bargaining representative for our members. Occasionally, members are asked to sign probationary agreements regarding issues such as attendance and driving. The agreement may change the terms and conditions of your employment. Before signing any type of probationary agreement which may result in disciplinary action, you have the right to union representation. Feel free to contact me any time with questions.

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

- 1) Management *questions an employee* to obtain information; and
- 2) The employee *has a reasonable belief that discipline or other adverse consequences may result*.

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

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

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

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

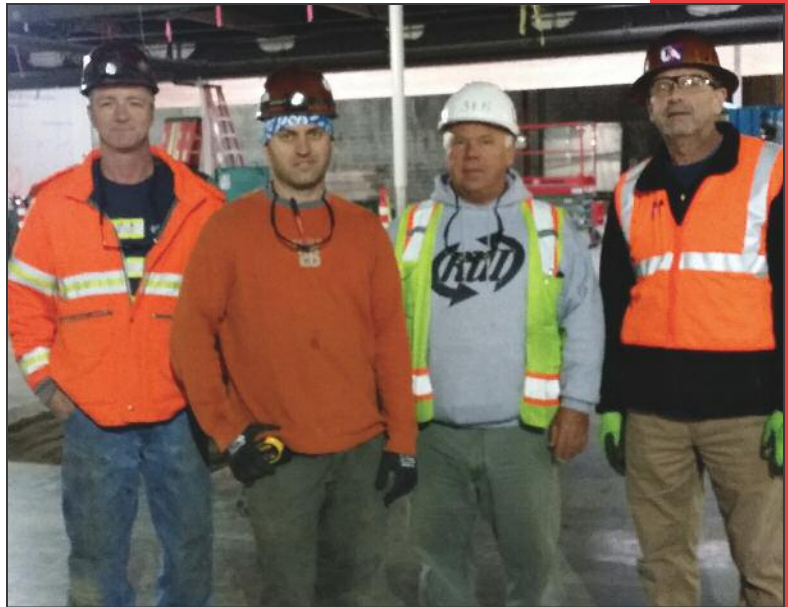
Faternally,

Erik Pound

Refrigeration /HVAC Business Agent



Listed from (L to R) Jim Meucci, Curt Gildea, Zac Smith, Derek Tvedt



Listed from (L to R) Brook Merrow, Viktor Nozdrin, Stepan Nozdrin, Craig Breuer



Steamfitter/Welder Report

by Jason Hewitt

Brothers and Sisters:

Once again it is an honor and a privilege to be the Steamfitter Agent and have the opportunity to represent the Steamfitters and Welders of Local 32.

I hope everyone had a joyous and fun filled holiday season. The first few months in office have been quite a whirlwind of activities for me. In addition to my appointment as Agent, I have taken on other roles including; Health and Welfare Trustee, JATC Committee and also watch over our members at the Seattle School District and the Port of Seattle.

Work has picked up a bit for us toward the end of the year. Both fitters and welders lists are smaller than when I started. We currently have 11 available fitters and 2 available welders. According to most of the contractors, the first couple of months of 2016 may be a little slow with work starting to kick off come March. With all of the pre jobs we have done; and from talking with the contractors, we are expecting full employment by the 3rd quarter.

Seattle School District has maintained their numbers throughout the quarter and this should stay the same through the year. The District is very hopeful of a larger budget this year which could result in a couple of more jobs for our members.

The Port of Seattle is currently going through negotiations. This contract should be pretty straight forward with no major changes.



Rich Spangler in Hermanson's Shop

Jurisdiction has been a very common theme during these few months. Ed Holmes and I are continuing to work on building the jurisdictional database. This will be an invaluable tool for maintaining our scope of work in the future. One of our contractors assigned some vacuum piping to the sheet metal; but with some communication and expertise of our Local 32 welders, we were able to get that contractor to assign the work to Local 32. Please keep diligent about protecting our jurisdiction. Please call Ed or me if any issues come up.

In closing, Happy New Year and I hope you and your families have a wonderful year. Please feel free to call me with any issues that may arise (425) 277-6680 or email me at Jason@ualocal32.com.

Fraternally,

Jason Hewitt
Steamfitter/Welder Business Agent



12ing in the tunnels



Mainline & Gas Distribution Report

by Ernesto "J.R." Ybarra

Brothers and Sisters:

I am pleased to say 2015 was a safe and well represented year in the Natural Gas and Products industry by Local 32 members. We received many thanks from our sister locals and contractors for working together to meet the stringent requirements of the work load. In saying that, I believe from the steward reports turned into Local 32 we had a 0% repair rate on the hundreds of recorded welds in our jurisdiction by our members.

On the IP side of the industry, PSE work has been steady for the most part. InfraSource crews have been working with other bases to keep work load and manpower levels as even as possible through the PSE reorganization of project management.

Cascade Natural Gas has been working on their system with upgrades and capacity projects most of the year; with Distribution and Mainline work on both sides of the Cascades, using our Local contractors and members.

BP Olympic has had a few projects in our area that went well this year. They will be running the SCC smart pig in their southern sections of their transmission lines early this year; with the price of oil and related products, work could be slow.

In short most of our clients have had a lot of upper management changes in the past few years which has made it hard to predict the upcoming work load. But, I am optimistic that we will remain an invaluable work force throughout the coming year.

Fraternally,

Ernesto JR Ybarra

Mainline & Gas Distribution Agent
UA Local 32



Brothers Cody Hinman & Curtis Ary setting their Fab for Hydro-test & Prep Tie-ins



UA Members doing Final Tie-ins for BP Olympic Line Shut down



PSE and Municipalities Report

by Kurt Swanson

Brothers and Sisters:

I hope everyone had a great holiday season. Here are some of the highlights of the last few months for the bargaining units I represent:

PSE

There were several more new hires for Gas Worker Group 9 last year. I want to congratulate new Local 32 members Ryan Ricketts, Zachary Kuhl, Dayne Post, Michael Wingate, Joseph Ritchie, Woody Smith, and Jerry McCambridge. I wish all of you the best in your new Gas Worker jobs at PSE. Larry Rand, an existing Local 32 member is moving into the Gas Worker program as well; congratulations Larry on your new career path. Unfortunately, PSE had to suspend the Gas Worker training for 4 months starting back in October. The good news is the program will resume soon, and all of the Gas Workers have been working in other areas of Gas Operations until then.

Local 32 sent a delegation to the InterUnion Gas Workers Conference in September. This conference is an important event to attend. It gives us an opportunity to exchange information about the current con-

ditions and factors effecting the natural gas industry. The conference was attended by Business Manager Jeff Owen, Business Agent JR Ybarra, myself, and brothers Ray Brickell, Mitch Balzer, and Lee Sinkovic. The event was well attended by union gas workers from around the United States, and Canada. The workshops were very educational and the guest speakers were exceptional. I appreciate my union brothers and sisters' support to send us to this annual event.

The callout tool development is still in progress. It looks like we could see testing begin in February. I am hopeful that the tool, and the new callout method, will be an improvement for the Gas First Response personnel. The callout tool committee will stay involved with the implementation and will provide feedback and recommendations to the Labor Management committee as the roll out progresses.

City of Seattle

On December 16th, 2015, Local 32 members working at the City voted to accept the 2015-2018 contract. The contract includes a cost of living adjustment of 9.25% over four years. The contract also includes a new paid parental leave benefit of 4 weeks, a change to the retirement system for new hires, starting January 1st, 2017, and additional language that broadens the terms of sick leave use.

I want to give a big Thank You, to all of the members that came to the hall and voted. I also want to thank the Local 32 members that took time away from their families to participate in the negotiating team meetings over the last couple of years (and help out with the vote): Josh Werner, Dan Manship, Peter Redis, Bill Hoxsey, Gerardo Garcia, Shepard Gray, Landis Terwillegar, Oscar Del Pozo, and Andrew Stockholm. These members got involved, and showed that they care about their fellow coworkers. Thank you, I commend you on your hard work and dedication.

In November of 2015, retired Business Agent Marty Yellam and I attended the Seattle Public Utilities Water Pipe Worker Apprentice Graduation. It was great to see all 15 of the apprentices be recognized for all of their hard work over the last couple of years.



Local 32 Fitter working to shut down 2" main gas line damaged by an arc burn.



SPU Apprentice Graduation L to R- Michael Freeman, Richard Matthews, Michael Jones, Jason Kelly, Kordell Buxton, Tammy Panas, Anthony Chappelle, Adalinda Vaona, James Lippincott, Rudolph Picard, Summer Hepburn, Christopher Martos Jr., Ryan DeSales, Jeffrey Hennagir, Choyce Moon.

I wish you all the best in your careers with the City of Seattle.

We have three new Water Pipe Workers at SPU: Johnny Heredia, Jay Glassman, and Cameron McCaul. We also have one new plumber over at the Parks Department, Debbie Jo Guerrero, and one new plumber apprentice, Chris Hansen. I want to welcome all of you to Local 32, and I wish you the best in your new jobs at the City of Seattle.

Highline Water District

We successfully negotiated a new contract for 2016-2019. The new agreement includes a cost of living adjustment for each year of the agreement, added 2 days of vacation for tenured employees, added a HRA VEBA benefit, and defined a callout radius for new hires. Business Manager Jeff Owen and Business Agent Jason Hewitt participated in the negotiations, and we also had Local 32 members Dan Sleeth, and Jeff Laizure there to make sure we did it right. I am grateful to everyone involved. The professionalism, combined with the years of experience in the room (on both sides) made for a quick, and successful

contract negotiation. I also would like to welcome Joshua Wolfe, a new Utility Worker for the District. Congratulations! I wish you the best in your new career at Highline Water District.

Water District 49

Local 32 members are doing well under the current management structure at the Water District. The current collective bargaining agreement will expire at the end of May, 2016. I look forward to working with the Local 32 members and Water District 49 on the upcoming contract negotiations.

Lastly, I want to thank the membership, and the office staff at Local 32 for all of the patience and help sent my way during my first year as a Business Agent. I appreciate all of the support, and I look forward to 2016.

Fraternally,

Kurt Swanson

PSE and Municipalities Agent

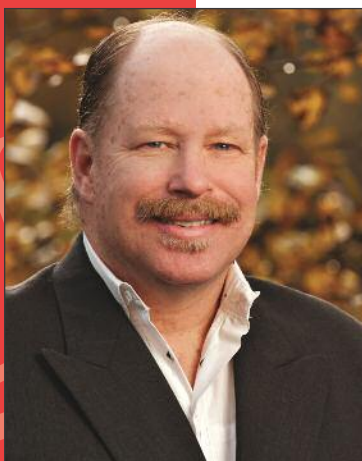


The 2016 U.A. Local 32 Union Meeting and Christmas Party was held on Thursday, December 10, 2015

Thank you to Vice President Keith Nester and the Volunteers who made the event a HUGE Success!







Shipyard Report

by Erik Miltun

Brothers and Sisters:

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

I look forward to working with the members in the New Year as the new Marine Pipefitter agent. It is an honor to be given the opportunity to represent the various Shipyards affiliated with Local 32.

The ever growing work in the building trades work is not a good sign for the Shipyard contractors. Local 32 was able to dispatch journeymen building trades members to the various shipyards this past year. As work continues to thrive for Fitters and Plumbers, the pending exodus from the shipyards to the building trades will start soon and leave a big void for our Marine contractors. As a result, we need to figure out ways to continually train our current workers and look to the future with hiring and training of a new generation of marine pipefitters. I want to take the time to thank all the Local 32 & 26 members who took those calls to work in the shipyards and helped to maintain Union Jobs in the shipyard industry.

Foss Maritime

With the completion of the First Fire Boat in 2015 and with the continuing construction work on the Second Fire Boat and various repair work it looks like a positive future going forward for 2016. 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.

Lake Union Dry-Dock

Lake Union Dry-Dock has slowed from its peak in 2014 but has rebounded slightly in late 2015, and is now working multiple repair projects including Foss Tug Boats with an expanded crew of Shipyard and Building Trades members. They will continue bidding aggressively to win additional work.

Vigor Fab

Vigor Fab is continuing work on the third 144 car ferry. In late December 2015 Washington State announced that Vigor Fab was awarded the contract to build the Fourth 144 car ferry. Planning should begin in a few months and construction start later this year.

Vigor Marine / Vigor Shipyard

The U.S.C.G.C. Healy Coast Guard Icebreaker has finally arrived for a several month repair overhaul. There will be ups and downs with work in ship repair in early 2016. However, one bright spot that is coming in around June 2016 is the long term repair of the NOAA Ocean Explorer Thomas G. Thompson. This project will require additional manpower and could keep pipefitters working through the end of the year.

Washington State Ferries

There will be challenges for the Marine Pipefitters at Eagle Harbor in Bainbridge Island due to some of their senior employees announcing their intent to retire. This could happen anytime from mid-2016 to late 2017. Hopefully Eagle Harbor will start having discussions to address replacing those personnel.

Due to the peaks and valleys of the ship repair industry and with the uncertainty of future work it has been difficult to obtain commitments for Apprentices from the Shipyards and Washington State Ferries. Local 32 have been actively working with the local Shipyards and Washington State Ferries to commit to adding Apprentices to their workforce. Talks are ongoing.

Professional profile

I was hired at TODD Shipyard as a helper back in 1978 eventually becoming a Marine Journeyman in 1982 and becoming a Steamfitter Journeyman in 1999. Throughout my career I have worked in both Metal Trades and Building Trades for several of our contractors as a Journeyman, Leadman/Foreman, Shop Steward and Lead Chief Shop Steward.

Since starting this Position as the Marine Agent in September 2015 and with continuing help from the Office Staff and Members, I have been able to gain a better understanding of the day to day activities of our local union. I am looking forward to working with all of my fellow brothers and sisters and consider it a great privilege to represent all the members of Local 32.

Fraternally,

Erik Miltun

Marine Pipefitter Agent

Organizing Report

by Tim Herbert and Brad Moore



The organizing department would like to wish everyone a Happy New Year. Last year was a great year to be a part of Local 32. We celebrated our 125th anniversary and took some time to appreciate and embrace our rich history and traditions. We also enjoyed the effects of a good economy and a growth period in the construction industry in King County.

Local 32 members take great pride in their training, professionalism, work ethic and craftsmanship. We all work together to complete jobs safely, on time and on budget. Our contractors are our partners and we recognize that without them we would not have a place to go to work. All of the things I just mentioned have made it possible for us to be successful for the last 125 years. These are also the same reasons that we will be around and successful for the next 125 years.

All of us in the Organizing department during the current economic growth period have focused on finding skilled, qualified, professional plumbers, pipefitters and HVAC/R mechanics to fill our contractor's needs. We focus on looking for quality workers that will be great assets to our work force and membership. Over the last year, we have depleted the Non Union work force of many of its skilled leadership and top journeymen. By taking these workers from our open shop competition we have done several positive things for the Local.

Here are the results of us organizing quality journeypersons and leadership from the Non Union:

1. Less qualified/licensed workers to successfully complete current jobs.
2. Less leadership to run jobs (often causing jobs to run over budget).
3. Fewer jobs are being bid on due to lack of qualified workforce (meaning more jobs for Local 32 members).
4. Higher wages are being paid to workers in open shops. Wages are higher because they want to stop workers from joining the union.
5. Open shops are stealing workers from other open shops due to lack of workforce. The open shops don't have the ability to bring in travelers like we do so they have to cannibalize from each other.

We have been very successful in organizing as we enter this economic growth period. If we continue to organize quality workers we will be in a great position of opportunity for many years to come. When contractors can't find quality workers outside of the Union they have to either close their doors or come and talk to us about manpower. Please continue to welcome our new members with open arms and reach out to other individuals who are working in the trades and have them contact us if you think they would be a good asset to Local 32 and our family of contractors.

Fraternally,

Brad Moore and Tim Herbert



PAC Report

by Leanne Guier

We learned some lessons in Tahoma, and are applying those lessons and developing other strategies to move forward.

Our current task is Highline School District. This process can be challenging at times. But, we are making progress, baby steps. Highline School District sees the value and is not afraid of being the first school district to incorporate a Community Workforce Agreement into their bid package. The current project that will be going out to bid at the end of February is for an addition to the Puget Sound Skill Center. We are hopeful that an addendum to the bid will be the Community Workforce Agreement. This will be a huge step with Highline School District and helpful as we continue to work with other school districts. Several bonds are slated in various school districts this upcoming year. Highline is in the planning stages of possibly running a \$180 million bond in November.

Keeping the work local and providing family wage jobs in the Highline and all other School Districts is what our mission is about.

Fraternally,

Sister Leanne Guier
Business Development Specialist

Dear Brothers and Sisters of Local 32:

Your Political Action Committee has wrapped up another year of local elections. This past year we have gained friends on more city councils and school boards. During the PAC interview process, we were able to educate these new friends on Local 32 values and how we can help grow the local economy and raise up working families in their individual communities. Each time we invite candidates/elected officials into our training facility and educate them on our apprenticeship program; we gain a stronger voice in the policy making process, especially school board candidates.

Currently, I am working with other Building Trades' affiliates on educating school board members and the value of a Community Workforce Agreement.



BALLOT DROP RALLY OCTOBER 17, 2015

This year's Ballot Drop Rally was a huge success. Local 32 had 25 members volunteer to door bell for Representative Carol Gregory in the 30th District. We had a friendly competition between the apprenticeship classes, and the 1st year Plumbers won the pizza party challenge.



Retiree Corner

At our Last Retiree Union Meeting, held on Tuesday, December 15th we said a tearful good-bye to Sister Patricia Gilmore as she begins the next level of life – RETIREMENT!!

Also, at this meeting we were able to discuss the current events and happenings of the Local. Annually this is our Holiday celebration which allows us the additional opportunity to celebrate our successes of the past year!

Please make plans to attend the next Retiree Union Meeting scheduled for **Wednesday, February 24th** 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.

NEW RETIREES – From January 2015 through January 2016

January, 2015

ARLIN BOER
ANTON GUSTIN
JOHN MCALEES, JR.
DAVID THOMAS
CHARLES RICHARD
WALTER NURMI

February, 2015

DOUGLAS NEILSON
SEAN PATTISON
VICENTE PENIA
CLARENCE GLEASON

March 2015

THOMAS POWERS
LARRY WEISS
TIMOTHY WILLIAMS

April, 2015

WILLIAM BYRON
JESUS CASTILLO

JAMES DRISCOLL
MICHAEL PITCHFORD

May, 2015

CHRISTOPHER JENSEN
EDWARD CRISAMORE
STEVEN MENNE
NEIL ALLEN
MARTIN YELLAM

June, 2015

THOMAS REDFERN
DARRYL BOYD
HERNANDO DUMANDAN
STEVEN CHAMPION

July, 2015

STEVEN HANSON
RONALD LAVILLE
ROBERT SCROGGS, JR
MICHAEL HERNANDEZ
JESSE WOOD

August, 2015

RICHARD SIMPSON
JOHN BROWN
GLEN ANDREWS
LESTER LIU

September, 2015

ROBERT GRAY
RICHARD PELLETIER
ALFREDO AVILA
BRUCE DURHAM
RICHARD RYNNING
KRISSEY OLSEN
MURIEL FAIR

October, 2015

GREGORY FULLER
DONALD KEES
RODNEY LARSON
DAVID MORSE
DEAN ROBERTS

November, 2015

RODNEY (BRENT)
SHERMAN
FROILAN ISMAEL
LEA ROLLA

December, 2015

JOHN GORDON

January, 2016

PATRICIA GILMORE
SARA ROWAN
KARL WENNERLIND
JOHN HILL

Saying Goodbye to Patty Gilmore



Sister Patty Gilmore's Retirement Celebration

**Thursday, December 17, 2015
Billy Baroos Restaurant, Tukwila**

Happy Retirement Patty! Thank you for all you have done for Local 32!





In Memoriam

Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Jan 8, 2016	Brother Floyd Al Sexton	BT Journeyman Plumber	61
Dec 24, 2015	Brother Paul Greco	BT Journeyman Plumber	60
Dec 20, 2015	Brother Robert Cooper	BT Journeyman Plumber	49
Dec 18, 2015	Brother Henry Dickerson	MT Journeyman Marine Pipefitter	50
Nov 18, 2015	Brother Sidney Foyston	BT Journeyman Steamfitter	76
Nov 12, 2015	Brother George Hetherington	BT Journeyman Steamfitter	65
Nov 06, 2015	Brother Brian W. Easton	BT Journeyman Plumber	34
Oct 02, 2015	Brother Curtis A. Botting	BT Journeyman Plumber	57
Sep 12, 2015	Brother Bertil Carlson	BT Journeyman Steamfitter	75
Aug 20, 2015	Brother Timothy Carroll	BT Journeyman Plumber	46
Aug 03, 2015	Brother Robert A. Carlson	DIV Journeyman Gas Distribution	45
Aug 01, 2015	Brother Jeffrey M. Dale	BT Journeyman Plumber	6
Jul 15, 2015	Brother Reese R. Breen	BT Journeyman Steamfitter	60
May 30, 2015	Brother Warren W. Gregory	MT Journeyman Marine Pipefitter	57
May 19, 2015	Brother Roger M. Griffith	BT Journeyman Plumber	63
May 14, 2015	Brother George O. Wells	BT Journeyman Plumber	55
May 10, 2015	Brother Victor B. Chalcraft	BT Journeyman Plumber	67
Feb 23, 2015	Brother Dennis M. Burns	BT Journeyman Steamfitter	55
Feb 06, 2015	Brother Jimmie C. Eldridge	BT Journeyman Steamfitter	53
Feb 03, 2015	Brother Peter J. Pleoger	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

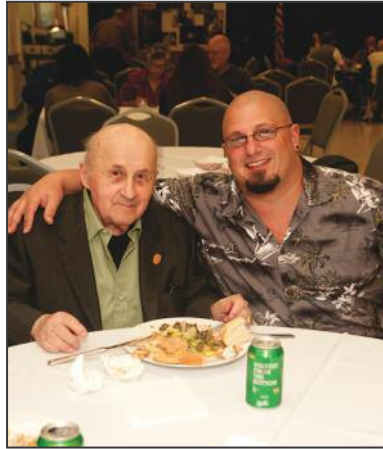


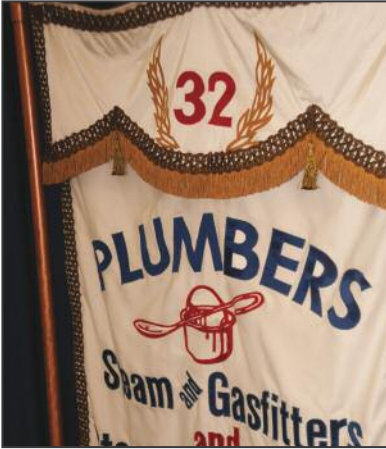
2015 Old Timers Celebration

**An event celebrating our members that make
Local 32 great!**

Held Saturday, September 12th, 2015 at the
UA Local 32 Union Hall – Renton, WA

The 2016 Old Timers Celebration will be held
Saturday, September 10th at the UA Local 32 Union Hall – Renton, WA







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

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Mark Your Calendars!

U.A. Local 32 Important Dates

- | | |
|---------------------------|---|
| March 10, 2016 | Officer & UA Convention Delegate Elections
Local 32 Union Hall – Renton, WA |
| July 9, 2016 | U.A. Local 32 Annual Picnic - 11:00a.m.-4:00p.m.
Vasa Park Bellevue, WA |
| August 1-5, 2016 | 39th Convention of United Association
San Diego Convention Center- San Diego, CA |
| September 10, 2016 | Old Timers Celebration - 1:00p.m.
Local 32 Union Hall – Renton, WA |
| September 17, 2016 | 2016 Local 32 Eastern Washington Charity Golf Classic
Leavenworth |

**Go to www.ualocal32.com for more information or call
the Business Office at (425) 277-6680**