



32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

WINTER 2017

SEATTLE'S BEST AT WORK!



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
Joel Crabtree

Metal Trades Marine Pipefitter Agent
Erik Miltun

PSE / Municipalities Agent
Kurt Swanson

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

Organizer
Brad Moore

Organizer
Zachary T. Smith

Business Development Specialist
Leanne Guier



Seattle Plumbers and Pipefitters United Association Local 32

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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 Tamarra Henley by email: tamarra@ualocal32.com or call: 425-277-6680.



Local 32 Business Office Staff

Back Row L to R: Tamarra Henley, Julie Pock, Shannon Kelly. Front Row L to R: Cheryl Anderson, Shannon Thomson

Business Manager's Report

by Jeffery J. Owen



With the Holiday Season behind us and the election cycle over, it gives time to reflect on events of the past year. Where did the year go? Our members were busy working, while we lived through a crazy political season. I have never seen anything like it, and hope never to again. The best news of course, was our membership went to work and has stayed working with few exceptions. For our Fiscal Year, July 1st, 2015 through June 30th, 2016; the annual man hours increased 11.5% to 3,163,557. In the past 6 months, July 1st through December 31st, 2016 the man hours are up 21%.

In 2016, we held Local Union elections for our Officers and Executive Board. Congratulations to all of our elected officers, and members who volunteer their time for this Local Union; making us the success we are today. We elected delegates to attend the U.A. 39th General Convention in August; there we elected our new General President, Mark McManus and his team. We participated in the Washington State electoral process where we supported and re-elected the Governor, Jay Inslee and witnessed the election of a new President. We finished the year with our Wage Allocation.

Wage Allocation

At the December Union meeting, we allocated \$1.00 for the Plumbers, Fitters and Refrigeration mechanics effective January 1st, 2017 as follows:

- \$.25 to the check
- \$.50 to the Supplemental Pension
- \$.25 to the JATC, as called for by the JATC Trustees

We have expanded our market share in (RPS) Residential Plumbing Service we now have 20 Residential Contractors and continue to advertise daily on Local Radio. (*Listen for RPS Commercials, on KZOK and KMPS Radio as you travel to/from work and home.*). One of the highlights of the year, was the commercials we ran on Local TV educating the public about the Plumbing Industry and the importance of certifications. The public must be aware that there are options other than Beacon and Southwest Plumbing; and how to verify they are certified to do the work.

Our Light Commercial market share is growing and expanding everyday. Five years ago, we only had two contractors working in the industry. Today, we have six (6) contractors employing over 200+ residential journeyman and apprentices. The Light Commercial work shows no sign of slowing down in the foreseeable future.

Regardless of the accomplishments of the last year, 2017 is shaping up to be one of the busiest on record. We are preparing for the Building Trades negotiations. The Building Trades Agreement expires May 31st, Please make sure you fill out the **Survey** that was sent to you and mail back to the Business office. Or, you can fill it out online at the Local 32 website: www.ualocal32.com before February 28th.

We have all read the newspapers regarding the amount of work that is planned and ongoing. The Construction Industry in the Northwest has received national attention regarding the number of Cranes in the Seattle-Bellevue area and surrounding communities. It is easy to suggest for the next 18-24 months that work will be good for our members. Now more than ever it's important to be safe and watch out for each other. With the work demand ahead of us, we are continuing our organizing activities, growing the apprenticeship -which is currently at 367, and notifying travelers to prepare for the year ahead.

By-Laws Committee

The committee has been meeting throughout the month of January and will be presenting resolutions at the February Union meeting, to be voted on at the April, 2017 Union meeting.

The members on the committee are:

President, Eric Gilbreath, Vice-President, TJ Riordan, James Hughes-Plumber, Chris Hawes- Refrigeration, Robert Shaw-Fitter, Michael Wiley-Fitter, Joel Crabtree- Refrigeration Agent, and Ryan Miller - Plumber.

Union Hall Update

For the last year, we have been waiting for the (DOL) Department of Labor to approve the sale of the land from the JATC to Local 32, as reported. The DOL has finally responded to the pending prohibitive transaction exemption request. In our original plan, we would have been in the process of building by now; but the DOL has proven to be slower than was originally thought. I will keep you updated on changes as they become available.

State Pension Update

At the State Pension Plan meeting held January 25th, 2016, it was reported by the plan consultant that the Washington State Pension Fund is "Certified Green" at 94% funded. The plan made approximately 8% for the year. The total liabilities and fund balance through November 2016, was \$758,195,807.55.

Milliman Actuarial Valuation

Overview

	Actuarial Valuation for plan Year Beginning	
	Jan. 1, 2015	Jan. 1, 2016
ASSETS		
Market Value of Assets (MVA)	\$711,018,013	\$710,432,975
Actuarial Value of Assets (AVA)	\$676,218,216	\$710,644,491
Return for Prior Plan Year		
Market Value of Assets	5.5%	1.9%
Actuarial Value of Assets	9.9%	7.2%
FUNDED STATUS		
Present Value of Accrued Benefits	\$743,147,046	\$755,751,533
Market Funded Percentage	95.7%	94.0%
Actuarial (Pension Protection Act)		
Funder Percentage	91.0%	94.0%
PARTICIPANT DATA		
Active participants	3,398	3,670
Inactive participants with deferred benefits	1,330	1,245
Retired participants	2,176	2,223
Disabled participants	453	427
Total participants	8,019	8,249
CERTIFICATION STATUS		
	Green	Green

Supplemental Pension

Now is the time to save for your future! If you need Contribution forms, please contact the Business Office and we will send them to you.

Voluntary Contribution amounts:

- The annual maximum pre-tax contribution level for 2017 prior to age 50 is \$18,000*
- The annual maximum pre-tax contribution level for 2017 over age 50 is \$24,000*

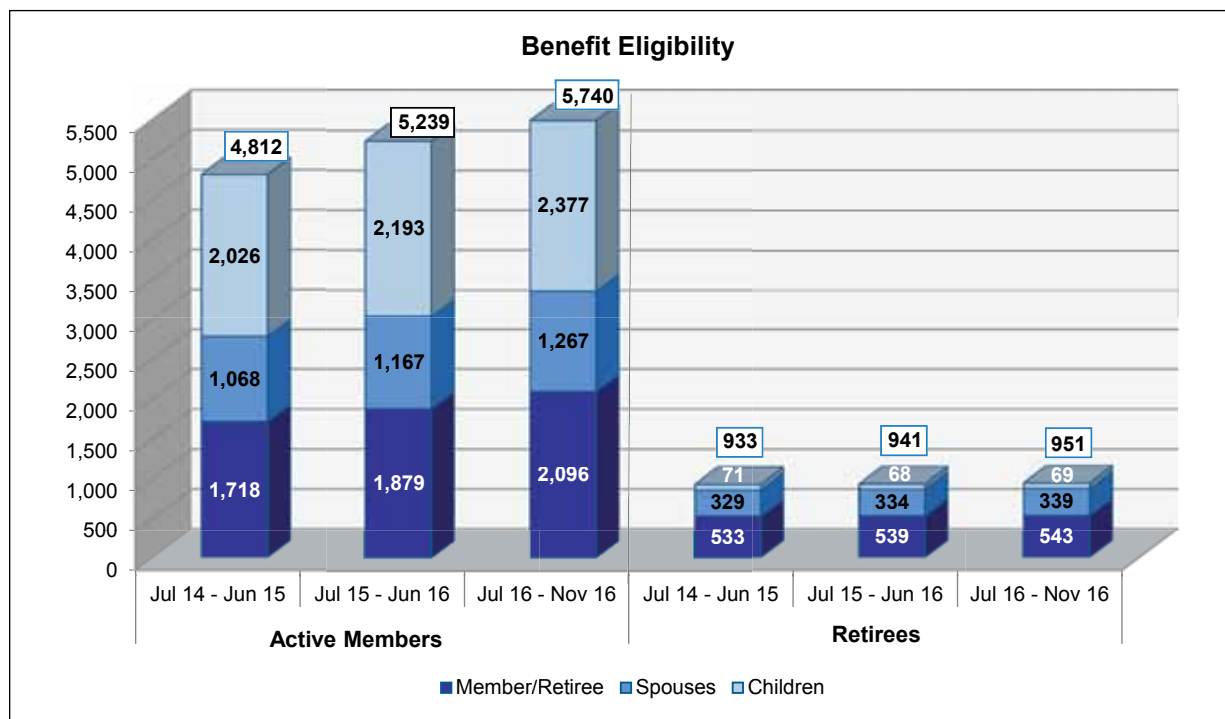
**If your contribution exceeds the maximum allowed by law, any excess will be returned to you.*

U.A. Constitution Changes

In the coming days, you will receive a letter from the General Office in regards to our last U.A. Convention and the changes to the U.A. Constitution. I would like to highlight a few areas of change.

1. **Burial Expense Benefit** – The benefit is \$2,500.00 for all members in the United States and Canada with at least six months in good standing.
2. **Apprentice Voice and Vote** – Apprentices who have successfully completed their third year of apprenticeship, have voice and vote at their Local Union meetings and elections.
3. **Per Capita** – Over the next five years Local Unions will be subject to a single \$2.00 increase in the per capita for members under the age 65. This increase will take effect January 1st, 2018.
4. **Retirees Per Capita** – The monthly dues for Building Trades and Metal Trades members who have reached age 65 by December 31st, 2016 will be \$20.00 per month. The monthly dues of Building Trades and Metal Trades members who reach age 65 after December 31st, 2016 will be \$20.00 per month effective the first month following the month in which the member turns 65.
5. **Travel Card Dues:** Local Unions are required to remit a portion of the working assessments collected from a traveler back to the travelers home Local.

Continued on next page



****In the Chart above, 2,096 is the average participants for the Plan year to date (July – November). The actual number of participants in November 2016 is 2,166.**

Health Plan Update

- As of November 2016, eligibility counts – 2,166 actives and 539 retirees**. A 4-1 active to retiree ratio. Since June of 2015, our active participants have increased by 448.
- December 1, 2015 – November 30, 2016 - \$4.8 million operating gain (cash in vs. cash out)
- November 30, 2016 – Unallocated reserves - \$21,230,620 (7.2 months of projected expenses)

Group Health Update: On January 13th, it was announced by the Washington State Office of the Insurance Commissioner (OIC) has completed its review of the Kaiser Permanente acquisition of Group Health and has given its approval.

Beginning in early March 2017, you'll start to see the Kaiser Permanente name change take place in

your facilities, online, and in other materials. Also, members will receive a welcome letter and new ID Card from Kaiser Permanente.

At the Local Union meetings we will discuss in more detail the U.A. letter as it relates to Organizing and Apprenticeship. I encourage you to read the entirety of the letter from the General President, so we can discuss its impacts to our Local Union membership and the United Association.

Stay safe and see you at the Union meetings!

Sincerely,

Jeffery J. Owen
Business Manager, Local 32

DID YOU KNOW?

Heart disease is the leading cause of death for both women and men in the United States, causing about 610,000 deaths annually. Heart disease is also an extremely expensive disease—costing the United States about \$207 billion annually in the cost of health care, medications and lost productivity.

Today, more than 57 Million Americans 15% of the population depend on Medicare for their health insurance. **That number will grow in the years ahead. Currently 10,000 Americans a day are retiring.**

UA LOCAL 32

UNION STORE NEW ITEMS AVAILABLE

NEW ERA FLEX FIT HATS

New Era's Ninety Flex Fit cap will keep UA 32 members cool, even on the warmest days. Spacer Mesh panels on the hat back allow cooling ventilation and air flow. Wear the caps the Pro's do. Decorated and tagged by a Union Member.



PRICE:
FLAT EMBROIDERY \$22.00
3D EMBROIDERY: \$24.00

SUPPORT YOUR UNION IN BAYSIDE'S UNIONMADE LONG SLEEVE TEE WITH POCKET.

THIS ATTRACTIVE TEE FEATURES:
 6.1 OZ., 100% PRESHRUNK HEAVYWEIGHT COTTON.
 FULL CUT
 LEFT CHEST POCKET
 SHOULDER-TO-SHOULDER TAPING
 DOUBLE-NEEDLE SLEEVE AND BOTTOM HEMS

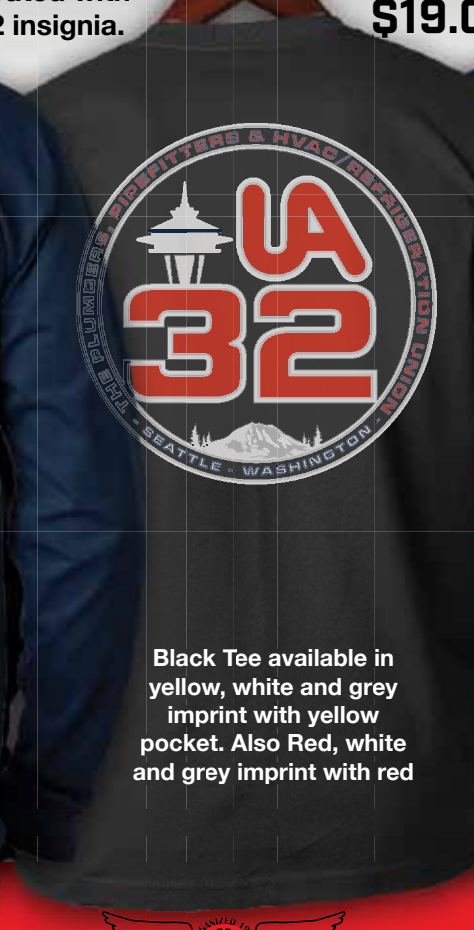


Full back and pocket decorated with UA32 insignia.

PRICE:
\$19.00

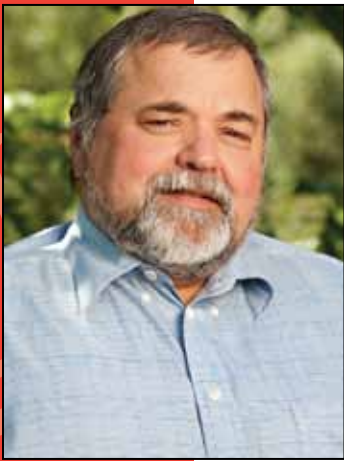


Navy Tee available in yellow, white and grey imprint with yellow pocket.



Black Tee available in yellow, white and grey imprint with yellow pocket. Also Red, white and grey imprint with red





Plumbers' Report

by Ed Holmes

Brothers and Sisters:

2016 has come and gone quickly!!

We had one of the best years ever as far as man-hours worked is concerned - 2017 looks to be even better!

Public Awareness Campaign

Local 32 began its first Ad campaign focused on educating the public on how to make sure their repairs and maintenance are being done by a Certified Plumber. We produced three commercials and had an appearance on the King 5 "New Day Northwest" program with host, Margaret Larson. This has been a very positive public awareness campaign and demonstrates the change in our culture. LNI is picking up the cost of airing these commercials in Eastern Washington which began airing on February 1, 2017 on KHQ-TV6 out of Spokane. Also we will be looking at another appearance on New Day Northwest, with the goal to expand the public's knowledge of why plumbing is so important to our society.

We are the largest plumbers' union in the state of Washington. Besides Local 250 in Los Angeles and Local 290 in Portland, we are the third largest Local Union in the Western United States. With this fact in mind, we need be leaders in the plumbing industry. Plumbing is taken for granted, our code the UPC is recognized around the world; the importance of educating the public is a positive for our industry.

I've traveled all over the state of Washington talking with our members and contractors, along with open shop groups, they believe as we do - that this is a good start. We will continue this effort in combination with our plans to turn back the IPC. We have developed a great network across the state that is willing to be engaged to protect our code and industry.

Plumbing Code Battle

We continue our battle with the IPC trying to remove the UPC. We still face the same challenges as last year. The ICC/IPC continues to bring legislation to replace the UPC or addend current laws. Changing our tactics and getting out in front of the situation, we are not waiting for things to come at us - this approach has helped our position. We have worked hard on building a relationship with the plumbing industry as a whole and with open shop plumbers and contractors. It works well when talking with legislators. The IPC proposed a bill HB1435 that in-

cluded the adoption of the IPC as an alternative building code. We were successful in our efforts to stop this and the bill didn't get out of committee. Every victory counts!

Seattle Housing Authority (SHA)

We spent a year and a half negotiating over scope of work for the housing authority Maintenance Mechanics (M/M). We finally came to an agreement that defines the M/M work and their ability to do that work has to be approved by the plumbing supervisor. SHA has hired more plumbers, with more new hires to come. The SHA has been taking over more properties to service and maintain. In 2017, we are moving on to a wage compensation review. Things at the SHA are moving in a positive direction.

LNI-(FAS) Compliance

LNI-Factory Assembled Structures (FAS) inspectors, as plan reviewers and compliance inspectors, getting things done is a very slow process. There are some good folks that work at the state; however, the system makes it difficult to get things done. I have learned over last couple of years that by being direct and matter-of-fact, and setting dates that hold management accountable for answers, and completing tasks is the only way to get things to move in a positive direction. Changes are slow to be made.

King County & Seattle Plumbing Inspectors

King County Facilities Maintenance Division (FMD) and Seattle Plumbing Inspectors (Environmental Health) are starting Appendix Negotiations and working on getting the Plumbers equal pay with the Electricians. In the inspectors department, we will be working on an incentive proposal for having certification beyond a State of Washington Plumbers Certification.

A positive change has taken place in the Seattle/King County with the retirement of the chief plumbing inspector. This opens up the opportunity of a new chief being hired and enforcing the UPC. This will have the biggest benefit for the plumbers within our local union and the plumbing industry as a whole. For years we have seen the UPC slowly being pushed out of the City of Seattle, even though it's the only code per state law. We see this change as a very positive step for the plumbing industry in the City of Seattle and across the State.

2017 Contract Negotiations

We have contract negotiations coming up in the Spring of 2017. We need to temper our expectations, and think of not only our short term goals but the long term impact of negotiations. We continue to move forward on a plumber service apprenticeship; we are also looking at building a plumber service appendix agreement during the upcoming negotiations. We know there is going to be tremendous growth in that market and we need to take advantage of this opportunity.

New construction continues to be positive for plumbers. We have many travelers in Seattle helping us on a variety of projects. The apprenticeship is growing and organizing opportunities are everywhere. It doesn't matter if you are a newly organized member or a 30-year member, we have to stand side by side. Nobody owes us anything; we earn each and every day through our professionalism and skill set. Those with the best mechanics win!!

I'm proud to be a member of Local 32. My success is based on the fact that I have worked beside the best mechanics and serve the best membership in the UA! We are not afraid of change or being progressive. I have witnessed it over the last 35 years, and I appreciate the opportunity to serve the membership and look forward to continuing to build a strong foundation, in which future leadership can make decisions from a position of strength. Be proud of who we are, together we stand strong! Let's have a great year.

Fraternally,

Ed Holmes
Plumber Agent



*Apollo Mechanical Project -
Washington Tower at
Southcenter*



*ACCO TI Project at Evergreen
Hospital*



SJS Mechanical's Othello Project



2016 Sound Transit Tunnel Project at UW



Steamfitter/Welder Report

by Jason Hewitt

Brothers and Sisters,

I hope everyone had safe and fun-filled holidays.

As we move into a new year, I would like to thank and congratulate our most recent retirees. May each of you prosper in your future ventures.

Work Outlook

The workload in 2016 was very good. If everything we are hearing holds true, 2017 should be just as good, if not better. Many large jobs are scheduled to begin this year. Two of which are: the North Star Renovation Project and the International Arrivals Facility, both at the Sea-Tac Airport. In addition, Swedish Hospital is scheduled to build a sizable addition to their Medical Center Downtown. Expedia bought the old Amgen building and is converting it into their headquarters. The Washington State Convention Center Project is slated to double the current convention capacities and should be breaking ground late summer or early fall. The University of Washington has been expanding as well. Many of our contractors have been busy constructing nearly a dozen new facilities for the University, as well as pulling several permits for future projects. Amazon continues to buy land and buildings to grow their campus. Upcoming work on a couple more of their buildings will begin soon. The next addition to the Seattle skyline is the 4/C Skyscraper. This building is supposed to be in the 90-100 story range. Early conversations estimated this building to break ground in late 2017. The Lincoln Center project has also added a few more towers to the mix in Bellevue and it sounds like we will be seeing more throughout the year.

It is nice to see some action on the other side of the mountains. The Chelan Fruit job was a big success, despite delays from the GC. In fact, they were so pleased with the quality of work, they have been bragging and showing off the results to other interested parties. Central Washington Refrigeration reported the excellent work our members did; which in turn, has created more job opportunities for them.

Doubl-Kold is just getting started with a cold storage unit for Stimilt Growers in Wenatchee. This project was supposed to take a couple of members back in November, but it was delayed due to the schedule of the GC. Doubl-Kold has expressed that more manpower will be needed later in the year. The original plan was to hire more in April when the

weather is warmer, but I am a little skeptical of the projected timeline due to the history with the GC.

Mackin and Little worked on a school in Wenatchee and are also building a hatchery at Wells Dam. There have been some rumors over the last year that a couple of data centers may be coming to the Wenatchee area as well.

Thanks to the membership, I was elected to serve as a delegate for the 39th United Association General Convention for the first time. What an eye opening experience that was. Even though I didn't agree with several of the proposals that were passed, the knowledge and understanding I gained was immeasurable. With that being said, there are changes to the Constitution that will require us to change some of our Bylaws. I have been working first hand with the Bylaws Committee to make these changes possible. This Spring, we will also be getting prepared to enter negotiations with our Contractors on the Labor Management Agreement. The Negotiations surveys were mailed to your homes in the middle of January. The survey is also available on the Local 32 website. The surveys are an essential part of the process and the best way for your voice to be heard. If you want something changed, please fill out the survey with your detailed requests and return it to the Business Office at first convenience. The deadline to return your survey is Feb 28th. I will also be visiting various job sites to try and collect more information from our members.

Jurisdiction/Fabrication

Please remember to police our jurisdiction. When work gets busy, we can get complacent and work assignments can be missed. One of the items that I have seen recently has been supplemental steel for equipment and pipe supports on roof tops. Sometimes these items get put into the structural steel drawings. If this happens, we need to be diligent about claiming the work and adding pricing, if necessary. If you notice something, ask your steward or your foreman. Bring the subject to light. If we say nothing, we might as well hand over the work willingly. If something comes up, please contact the Business Office and speak with the appropriate Agent. Remember to check fabrication coming into our jurisdiction for Union Bugs. We are continuing to have Pre-Job conferences with our Contractors on a regular basis. These Pre-Jobs are essential for job site harmony. In our spare time, we have been working on entering all of our jurisdiction information into the database. This will help us in the future if we are ever challenged from

any other trades on the work that we perform. A recent item of concern has been prefabricated skids. After meeting with contractors, members and with a supplier of the skids we may have a larger problem than first recognized. Our contractors, mainly special projects, have been buying these products and then our own members have been installing them without questioning anything. This has exacerbated the problem. We are discussing which way to go to make sure our members are doing this work.

Standard of Excellence

Jeff, Ed and I have been meeting with all of the contractors, superintendents, foremen and stewards about the Standard of Excellence and what it looks like for our members. Page 3 and 4 of our Master Agreement explains, that as long as the contractor has all of the Material, Information, Tools and clear expectations, our Helpers, Apprentices and Journeyman are all expected to do their jobs. This includes quality work, being productive by minimizing time not working, good attendance and punctuality, and maintaining a professional manner while on the job site.



Prefabricated skid installed at 400 Dexter for PSF Mechanical



Chillers and associated piping at 400 Dexter for PSF Mechanical

JATC

We recently had another round of applicants come in for interviews. The talent coming in seems to be increasing, as many of the applicants are coming to us with existing welding certifications. I am excited to get this group working so we can get a better look at them. Please make sure evaluations on helpers and apprentices are being completed timely, as well as truthfully. This is the best tool for us to determine how well the apprentices are being trained on the job and how well the helpers are fitting into the mix.



Prefabricated skid installed at 400 Dexter for PSF Mechanical

Continued on next page

Steamfitter/Welder Report, Continued

PLA's

During 2016 we worked on many PLA's. The Convention Center is the largest project of these. We signed several throughout the year; Juvenile Justice Center, the Sunset/Heathfield Pump Station and the Georgetown Wet Water Treatment Station.

Seattle School District

Together with the Building Trades, we brought a proposal to the membership of the Seattle School District, however it was voted down. The main sticking point seems to be money. The School District



Prefabricated pipe rack installed at Covington Multi-Care for UMC

came out publicly about a potential \$74 million shortfall in the budget for the year. \$30 million of this is due to a levy cliff. Negotiations have resumed and I hope that this deficit does not affect the remainder of the talks. As always, the goal is to reach a mutually beneficial agreement between the parties.

Port Of Seattle

With the contract finished at the Port, we are looking forward to the work load coming up for our members. One of the major items negotiated into the contract was getting the FTE's at the Port, pension hours for all compensated hours as opposed to all hours worked. The Port also approached me about adding a permanent HVAC Mechanic position to the crew. We are currently going through details to move forward with this process.

Peninsula

JH Kelly and General Mechanical have maintained a presence at the Nippon Paper Mill in Port Angeles and at the Port Townsend Paper Mill. I have sent several members out to both locations for their maintenance shut down work. It is my understanding that both Kelly and General will continue to bid this maintenance work.

In closing, I would like to take a moment to remember the Brothers and Sisters that have passed away. Thank you for your collective years of service on behalf of Local 32.

Fraternally,

Jason Hewitt

Steamfitter/Welder Agent



Boilers and heat exchangers in mechanical space at UW ARF for MacMiller

LOCAL

ANNUAL



#32

PICNIC

Vasa Park Resort

3560 W. Lake Sammamish Parkway SE

Bellevue, WA 98007

BBQ LUNCH SERVED AT 11:30 A.M



Saturday, July 8th, 2017

11:00 a.m. — 4:00 p.m.

**Bring your Chair,
Swimsuit & Towel!!**



Boats Welcome!

**Fun, Games & Prizes
for All Ages!**



FREE PARKING

**NO PETS or GLASS
BOTTLES ALLOWED**

Directions to Vasa Park Resort from I-5

Take I-90 Eastbound exit to Spokane. From I-90/405 exchange, keep heading east on I-90 approximately 3 3/4 miles.

Take Exit #13 and head north on West Lk. Samm. Pkwy. S.E. for approximately 1 1/4 miles. Parking lot will be on your left.

From 405

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

Parking lot is on the left, and the park on the right.

From I-90

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

Refrigeration / HVAC Report

by Joel Crabtree



Brothers & Sisters,

We hit the ground running at the start of 2017 and things seem to be continuing to ramp up! Work has been steady for the Refrigeration/HVAC Mechanics through the holidays, but the outlook for 2017 is the best we've seen in years. All of our contractors are getting busier, and this trend is expected to gain momentum as we head into summer. Due to the construction boom in the downtown core the Refrigeration/HVAC mechanics should see an increase in construction, commissioning, tenant improvement and service work well into

2017 and beyond.

You have most likely already seen the Labor/Management Agreement Contract Negotiations survey that was mailed out to your homes. Hopefully, you have taken some time to look it over and fill it out. There will be another HVAC/R specific survey coming to you in the very near future. This upcoming survey will have questions directly related to our industry and the Refrigeration Appendix set to expire on September 30, 2017. Please take a few moments

to review the Refrigeration appendix starting on page 82 of our Labor/Management agreement and add your voice to the process. We will be utilizing these surveys to determine the importance of specific topics and concerns. We want to know what is important to you. You can also visit the website online at www.ualocal32.com where you can complete and submit the survey electronically.

I would also like to get out and talk to some of you in person about upcoming contract negotiation points of interest. If you are working with a crew in the near future please contact me, and I can set up a time to meet with you over coffee to discuss what is important to you and your families in this new negotiation.

Wage Allocation

At the December Union meeting, we allocated \$1.00 for the refrigeration mechanics effective January 1st, 2017 as follows:

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



Outdoor units and refrigerant piping for the Southport VRF system.



Brothers Greg Prentice and Jason Clark

HVAC/R

We visited Holmberg's Southport job last month where our members are installing a large VRF system in a new hotel that will have spectacular views of Lake Washington looking north across the lake with Seattle in the background. The hotel and convention center should be opening later on this year or early next.



Pictured L to R: Jeffery Owen & Dan Sleeth

Highline Water District

Jeff Owen, Kurt Swanson and I met up with 30 Year member Dan Sleeth who retired on December

28th. Congratulations Dan and we wish you all the best in the future!

Building Trades HVAC/R Out Of Work List

- 7 Journeymen available
- 5 MES available

I am still working on the email distribution list for our HVAC/R members. I plan to use this list to pass along job information, employment opportunities, and concerns, as well as upcoming events. If you would like to be added to this list and receive an occasional email, please contact me at joel@ualocal32.com with "email list" in the subject line of your email.

I look forward to serving Local 32, continuing to develop relationships with our members and contractors to build a strong future of our industry.

Fraternally yours,

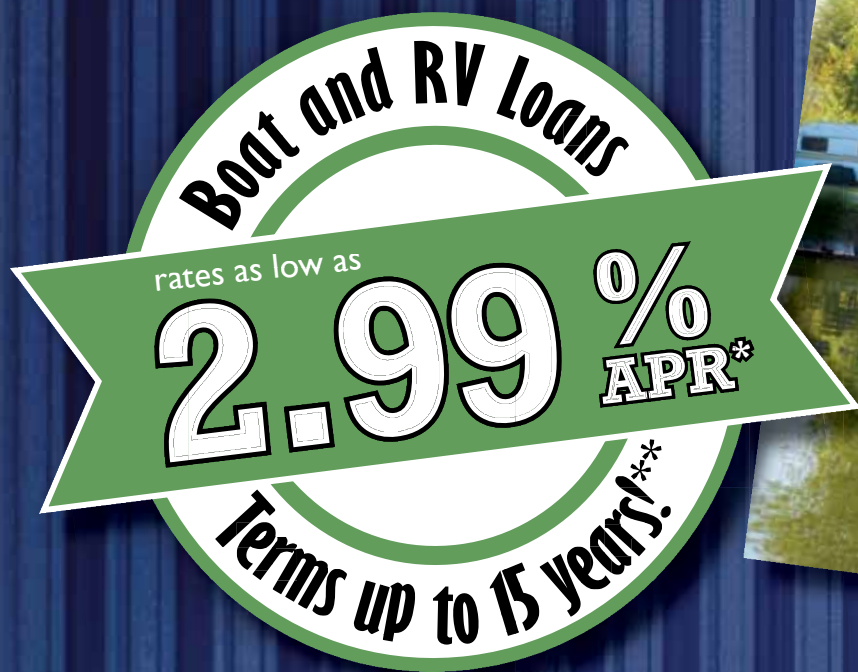
Joel Crabtree

Refrigeration Business Agent

UA Local 32



Want a Boat or RV? *No problem.*



**Start your application today
or apply online at WaterfrontFCU.org**

Offer ends March 17, 2017.

Your Money ~ Your Union ~ Our Commitment™

*Existing Waterfront RV and Boat loans do not apply. Rate of 2.99% is based on member having an active Waterfront checking account and eStatements (each worth 0.25% off qualified loan rate), and for those RVs and Boats year 2002 or newer. Member must also have a credit score greater than 730 and with loan terms up to 60 months. Full coverage insurance is required. Membership with Waterfront Credit Union is required. Special valid from January 13, 2017 through March 17, 2017. Other restrictions may apply. See website for full details.

** The rate for 15 year term is 4.49% which includes all discounts and a credit score of at least 730.



Year End Report

2016 was a year of tremendous growth for the **Seattle Area Pipe Trades**

Apprenticeship. We implemented cost-saving efficiencies, while improving customer service and programming. New team members included an Assistant Training Coordinator, Welding Instructor, and Instruction Aide. Processes have been streamlined so all positions work optimally. Morale is high and the spirit of camaraderie is evident to members and visitors alike.

Apprentices led efforts to instill a true sense of community among their peers. The Ladies in the Pipe Trades and Veterans Network groups grew in size, and began work on activities to support recruitment, interview preparation, and transition to trades. Plans are underway to begin a cross-program Marketing committee, which will give input to website and material/message redesign. A Safety committee of apprentices and instructors will begin routine assessments of the building.

A dual-track pathway was launched in the Steamfitter program. These options helped the JATC identify and cultivate talent in welding. Additional welding courses were started for plumbers, so skill sets could be expanded. The Service Plumbing Subcommittee started curriculum revision to create two pathways for Commercial Plumbers in construction trades and service. These efforts insure Seattle Area Pipe Trades continues to be responsive to industry expectations.

Twenty-three apprentices graduated from Residential Plumbing, Steamfitting, HVAC-Refrigeration and Marine Pipefitting in 2016. With a strong employment outlook, Seattle Area Pipe Trades anticipates annual graduating classes will only increase in size. Thirty-nine of the 40 apprentices dispatched in July began as Helpers or Tradesmen; currently, one of out every three applicants interviewed in December 2016 are working in this apprentice pathway, which builds skills, professional networks, and confidence.

Journeyman course scheduling was modified to a quarterly publication, so class offerings could be selected to match demand and enrollments. Efforts to support the part-time instructors who teach most of these courses are underway.

As we look forward in 2017, we foresee reaching a maximum but manageable capacity with apprentice slots, as well as the training role we fill with MES and Journeymen. We anticipate breaking ground on our building renovation in the next year, too. You can stay involved and informed of our work through our monthly electronic newsletter.

To subscribe, give us a call at 425.271.5900.

Fraternally,
PJ Moss

2016 At A Glance:

- 344 Year-End Total
- 24% Increase (December 2015 to December 2016)
- 491 Interviewed
- 98% Overall Retention
- 11% Veterans
- 34% Active Applicant List in Helper/Tradesman Pathway

HIGHLIGHTS

- Took top spots in the 2016 Washington State Competition for HVAC-R and Steamfitters
- Sent 16 Instructors to UA International Training Program at Ann Arbor
- Attended first national Building Trades Apprenticeship & Training Conference
- Hosted staff from the Office of Senator Patty Murray, Workforce Board and Employment Security dignitaries
- Improved state standards for applicant testing and progression
- Updated job descriptions, personnel policies, and Standard Operating Procedures
- Launched monthly e-newsletter
- Established EEO Tracking System
- Increased WINTER 2017 FTE reimbursement from RTC by 54%
- Expanded Ladies in the Pipe Trades, Veterans Network and Class Rep leadership, including input on programming, marketing, mock interviews and mentoring
- Joined the ANEW and PACE Board of Directors
- Initialized broad marketing improvement plan
- Developed Apprenticeship Handbook and Incentive Systems
- Conducted Safety Assessment and updated Center Safety Plan

Organizing Report

by Brad Moore and Zac Smith



Happy 2017 from the Organizing Department!

First off, I would like to welcome our new organizer, Zac Smith. Zac is taking the position formally held by Tim Herbert. Tim has moved on to be the Executive Secretary for the WSA, we wish him the best and know he will do a great job at the helm of the WSA! Zac is a long time instructor and Executive Board member who has a great grasp of how the Organizing Department works! He comes with some fresh ideas and I look forward to working with Zac, welcome!

As you can see by looking around the County, 2016 was a very busy year for construction; and 2017 does not appear to be slowing down, we are pretty much at full employment with most of our contractors continuing to expand. There are currently 62 tower cranes in King County with more coming by summer. To say the least, there are a lot of opportunities right now, with about 20% of our workforce at retirement age we must continue to organize to keep up with demands. If you know anyone who might be interested in joining, please send them our way.

With all the opportunity, it has also given a few of our members the chance to open their own small union shops; which we have been encouraging for several years. We know that the best contractors are member-owned, even our current large contractors can be traced back to small one man shops. One of the biggest challenges for new shops is how to get their name out in the public eye and subsequently generate work. With this in mind, we created Residential Plumbing Services or "RPS" to help assist our small shops get and maintain business. RPS currently has a website residentialplumbingwa.com and a call center (206) 682-3000; we are currently advertising on local radio stations KZOK, KMPS and KFNQ

(1090am). This is a joint venture with Local 26 and between the two Locals we have 20 contractors all over Puget Sound, with more to come. Together, we have created a contract specifically to address the residential service need in our jurisdiction. Please check out the website and refer your friends, family and colleagues to residentialplumbingwa.com or call (206) 682-3000 for all of your residential plumbing needs. For quick reference, there is a link on the Local 32 website.



In 2017, we will be working on many new projects for the Local including: developing a Local 32 App, continuing to monitor all of King County work and recruiting apprentices and journeyman for our membership. Wishing you all the best this year!

Fraternally,

**Brad Moore
Zac T. Smith**

UA LOCAL 32

A.



Carhartt Duck Detroit Jacket - All Sizes \$159

12-Ounce, 100% cotton duck and features a blanket lining in the body with quilted nylon lining in the sleeves. Corduroy top collar with under-collar snaps to attach an optional hood. A welt pocket inside. Outside there are two large front pockets and zippered left-chest pocket. The waist and cuffs are snap adjustable.



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B.



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SIZE: TOTAL: \$

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Renton, WA 98058
C - 206-795-0042 | F - 425-277-5299

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Shipyard Report

by Erik Miltun

I would like to wish of all Brothers and Sisters at Local 32 "Happy New Year" and welcome all of you to the new year of 2017. WHEW! We made it through another year and have a lot to be thankful for!

Work in the industry was still very cyclical with peaks and valleys through most of 2016; with all of the Marine yards having various levels of work flowing through each one. It seemed that the "Perfect Storm" had finally arrived and trying to find and supply enough Marine Journeymen and Helpers for the demand at each Shipyard was not an easy task to do.

With the support and help from the Supervisors and members working at the various Shipyards we were able to reach out and network to rehire Out of Work members, bring Travelers from Local 26 in Lacey and Local 290 from Portland and hire new employees that eventually became member of Local 32.

Foss Maritime

Early in 2016, Foss had accelerated work on its Fire Boat Project; also the repair side of the yard had picked up more work. In which, this overall increase in work load required additional manning and has remained steady throughout the year. Over the course of the year, they had many Local #32 and #26 hands that rotated through Foss. With the Fire Boat Project winding down, it seems that the repair side may be gaining work and will be able to employ its core group of Pipefitters through Late Spring to early summer.

Lake Union Dry Dock

The work load at Lake Union for 2016 was to say the least very surprising. Due to aggressive bidding, LUDD kept landing additional projects. Just when they thought there would be a need to lay off some of the Pipefitters, they would pick up work and request additional manning. LUDD was able to maintain this cycle through the entire year. Currently, the work outlook look is positive and should keep our members busy for several months to come.

Vigor

The diverse work at Vigor for 2016 was monumental. First, you have the ongoing work at Vigor Fab with continuing construction of the new WSF Ferry Projects. The 3rd WSF 144- Car Ferry, MV Chumacum is nearing completion and the 4TH WSF 144- Car Ferry, MV Suquamish is well underway, since the keel was laid in May. Also in 2016, there was the delivery of the Fire Boat and Tug.

Second, since late spring on the repair side both Vigor Marine and Vigor Shipyards have collectively been working together on a multitude of projects

ranging from Fishing Boats, Tankers, USCG Coast Guard ships, Navy Vessels and ships of all kinds. The work started out slowly and progresses each month to what is now at break neck speed.

In June 2016, Vigor held a Job Fair onsite to recruit and try to build their workforce for the future demand for workers. This resulted in more people being hired to fill the need and some eventually joining Local 32. Vigor has said that they will have steady work through 2017 and into early 2018. Vigor has steadily wanted to increase their Pipe shop Personnel and is currently hiring.

Washington State Ferries

The members at Eagle Harbor were put to task with additional work added to their already busy schedule due to Coast Guard inspections of the Fire Fighting and Sprinkler Systems. These systems were in need of repair throughout the fleet and have been systematically replaced since this was found in early to mid 2016. This work is still ongoing.

The Puget Sound Metal Trades Council was very active from June thru August of 2016 with the 2017 / 2019 Washington State Ferries Contract Negotiations. The negotiations reached an impasse and went to Arbitration. The Arbitration decision was in favor of the position of the Puget Sound Metal Trades Council and its members and awarded increases to wages and language change benefit the Union work force at Eagle Harbor. These changes will go into effect July 1, 2017.

I would like to thank those Supervisors that communicated their needs to me and were instrumental in solving the manning issues by taking a Leap of Faith in hiring new employees to start to build a new work force.

- Foss: Anthony Fashaw Jr.
- Lake Union: Bill Pittman, Michael Iverson
- Vigor: Matt Merwine, Kevin O'Brien, Larry Frits, Robert "Robbie" Stoutenberg, James Ferguson, and Ethan Allen
- WSF Ferry: Walt Frati, Stephen Bell, and Marcus Law

I want to thank all my Shop Stewards. Thank you for making my job a success.

In addition, I would like to acknowledge the OPEIU#8 office Staff at Local #32. It would be a real struggle without all of your assistance.

To all of you for a job well done, THANK YOU!

Faternally yours,

Erik Miltun
Marine Business Agent



&

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Initial Oral Exam & Digital X-rays	\$58	\$0	\$58
Teeth Cleaning In absence of periodontal disease	\$26	\$0	\$26
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Root Canal (Molar 3-canals) By General Dentist. If Specialist is necessary fees will vary.	\$308	\$0	\$308
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 Shelby Beattie, DDS; Ted Hughes, DDS;
 Christen Kartaltepe, DDS

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3820 124th Ave. SE
 Chad Carver, DDS; Muzaffer Cakir, DDS;
 Randy Ball, DDS

425.201.1700**Bellingham**

4291 Meridian St., Ste. 101
 Harbinder Bal, DDS; Justin Pagan, DDS;
 Randy Ball, DDS; Sumedha Sharma, DDS;
 Ted Hughes, DDS; Manjot Tathgur, DDS

360.715.8400**Bonney Lake**

9503 192nd Ave. East
 Jung Kim, DDS; Chad Carver, DDS;
 Trupa Patel, DDS; Ted Hughes, DDS;
 Vahid Atabakhsh, DDS

253.299.3033**Federal Way**

1507 S. 348th St., Ste. K2-102
 Venkata Naveen Cherukuri, DDS;
 Christopher Park, DDS; Ted Hughes, DDS; Vahid
 Atabakhsh, DDS; Victoria Wan, DDS

253.835.3377**Issaquah**

775 NW Gilman Blvd., Ste. D
 Ahyoung Amber Kim, DDS; Chad Carver, DDS;
 Lisa Uglialoro, DDS, MS; Randy Ball, DDS;
 Ted Hughes, DDS

425.507.1000**Kent**

25610 104th Ave. SE
 Chong Lee, DDS; Hardeep Dhaliwal, DDS;
 James Liu, DDS; Lisa Uglialoro, DDS, MS;
 Randy Ball, DDS; Yumi Abeli, DDS

253.850.9777**Lake Stevens**

709 State Route 9 NE
 Harbinder Bal, DDS; Jinsam Kwon, DDS;
 Sean Monaghan, DDS; Ted Hughes, DDS;
 Samiramis Sando, DDS

425.249.4129**Lakewood**

10321 Gravelly Lake Drive SW
 Ashifa Nurani, DDS; Brandon Johnson, DDS;
 Ted Hughes, DDS

253.292.4041**Lynnwood**

18910 28th Ave. W, Ste. 202
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 Hardeep Dhaliwal, DDS; Justin Pagan, DDS;
 Randy Ball, DDS; Sumedha Sharma, DDS

425.775.5557**Maple Valley**

24040 SE Kent Kangley Rd., Ste. E200
 Anit Mathew, DDS; Jimin Park, DMD;
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 Ted Hughes, DDS; Randy Ball, DDS

425.578.9152**Northgate**

401 NE Northgate Way, #570
 Hardeep Dhaliwal, DDS; Randy Ball, DDS;
 Shelby Beattie, DDS; Vanila Choudhry, DDS

206.336.2100**Olympia-Black Lake**

1530 Black Lake Blvd. SW, Ste. A103
 Richa Mehta, DMD; Brandon Johnson, DDS

360.338.7152**Olympia-Martin Way**

4210 Martin Way East, Ste. 101
 Sean Chang, DDS; Hardeep Dhaliwal, DDS; Praveena
 Velupula, DDS; Vahid Atabakhsh, DDS;
 Victoria Wan, DDS; Brendan Hay, DDS

360.455.9544**Puyallup**

10228 156th East St., Ste. 101
 Richard Guzha, DDS; Hardeep Dhaliwal, DDS; Monika
 Mahajan, DDS; Taylor Ross, DDS;
 Vahid Atabakhsh, DDS; Yumi Abeli, DDS

253.840.0540**Silverdale**

10404 Silverdale Way NW, #E109
 Michael Mitchell, DDS; Brandon Johnson, DDS;
 Hardeep Dhaliwal, DDS; Kenny Tran, DDS; Royal Aaby,
 DDS; David Mullin, DDS

360.536.9033**Spokane**

7407 N Division St., Ste. K
 Naim Abualshar, DDS; Ted Hughes, DDS;
 William Barton, DDS

509.464.2001**Tacoma**

4545 South Union Ave., Ste. 100
 Thien Nguyen, DDS; Hardeep Dhaliwal, DDS;
 Rena Jhuty, DMD; Vahid Atabakhsh, DDS;
 Victoria Wan, DDS

253.475.7500**Tukwila**

16400 Southcenter Pkwy., Ste. 103
 Theresa Mah, DDS; David To, DDS;
 Ted Hughes, DDS; Vahid Atabakhsh, DDS;
 Lisa Uglialoro, DDS, MS; Victoria Wan, DDS

206.575.0400**Vancouver-Fisher's Landing**

3250 SE 164th Ave., Ste. 102
 Austin Phoenix, DDS; Peter Vu, DDS

360.891.1999**Vancouver-Salmon Creek**

21010 NE 129th St., Ste. 101
 Austin Phoenix, DDS; Jordan Anderson, DDS;
 Jan Kooning, DMD; Jeffrey Pearson, DMD

360.574.4574**Woodinville**

17740 Garden Way NE
 Jean Chen, DDS; Randy Ball, DDS;
 Richard Franklin, DDS; Ted Hughes, DDS

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Have questions?

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PSE and Municipalities Report

by Kurt Swanson

Welcome back from the holiday season! Here is an update of what's happened the last few months with the bargaining units I represent:

City of Seattle:

- In December of 2016, eligible members working at the City voted to accept the VEBA benefit for the years 2017-2019.
- The Developer Excavation Project (DEP) was cancelled. The City and Local 32 signed a Letter of Agreement to memorialize the cancellation of the Unfair Labor Practice (ULP), and to acknowledge a commitment to communicate better on future City projects.
- Seattle Public Utilities hired 13 new Water Pipe Workers in December, 2016. Congratulations to new hires Eric Ankerfelt, Bruce Bentley, Marcus Dalesky, John Diedrichs, David McFarlane, Nathan McLallin, Herman Mozee, Johathan Vammen, Michael Varnier, Brandon Yeldell,

Martin King, Marshall Perkins, and Christian Wilson. Welcome to Local 32!

- As of January 1st, 2017, the Water Meter Repairer and Senior Water Meter Repairer classifications are in the Local 32 bargaining unit. I want to welcome Cam Tran, and Marge Lager to Local 32!
- Local 32 member Candace Devries, Water Treatment Operator Crew Chief, has retired. Congratulations Candace, and good luck with your retirement!

PSE:

- Four new Gas Workers were hired in late October. They are slated to enter the Gas Worker Trainee program (Group 11) in 2017.
- The Job Description project is almost complete. The Working Committee has created a new job classification structure that factors in the input from the members, and meets the company's business needs. It is likely we will be bargain-



UA fitter in breathing air installing a leak clamp on blowing P.E. gas main.

ing the impacts of this structure in the upcoming contract negotiation. The UA members working at PSE will be updated as things progress.

- The Agreement will expire at the end of September, 2017. Negotiations will likely begin this summer.

bers are still getting is done despite the cold and wet conditions, and fewer bodies. Thank you all for your hard work! Let me know what else I can do to support you.

Fraternally,

Kurt Swanson

Shoreline School District:

- At the end of November 2016, the maintenance employees voted to accept the VEBA benefit for the term of the agreement.
- We have had regular monthly labor management meetings with the district since our last newsletter. The meetings have been positive and productive.

Lake Washington School District:

- The Lake Washington School District Trades Bargaining Council met on October 12th. We shared information on workplace issues, and elected a new secretary, Brent Wagar.
- A general membership meeting was held on December 3rd, 2016. The membership voted to accept the VEBA benefit, and guest speaker Mark McDermott gave a presentation.

Seattle University:

- The recruitment for a new HVAC Controls Journeyman has ended with the hiring of Jeremy Simmons. Congratulations Jeremy, and welcome to Local 32!
- The agreement will expire at the end of June, 2017. Negotiations will likely begin this spring.

The cold weather has increased the work load for many of our members right now. Broken water lines, increased volumes of gas odor calls, and more heating calls have kept them running. The common theme from all of the employers is be efficient, and do more with less. Local 32 mem-



Crew stands by while concrete is broken around steel gas main.

Mainline & Gas Distribution Report

by Ernesto "JR" Ybarra



Dear Brothers and Sisters,

I hope everyone had a safe and good New Year.

The work outlook is good. Williams Natural Gas invited me to a meeting about upgrades and expansions to the greater Seattle area. These would include 6 miles of 20" mainline from Clearview to Lynnwood which will replace an 8" mainline that was built in the 1960's. At that time the line ran across what was mostly

dustry into the limelight, highlighting the lack of knowledge regarding how energy products appear for our convenience. I have visited some of the local rallies opposing the building of pipelines, and the folks I have talked with in the crowd arrived at the protest site using vehicles that run on products conveyed by the very types of pipelines they oppose. It seems to me this demonstrates the lack of public knowledge regarding the fact that the fuel used by our trains, planes, and automobiles (vehicles we all use – including protesters) is conveyed using the safest way to transport these products – pipelines.

In my observation, most people in the Puget Sound area heat their homes with natural gas and fill their vehicles with petroleum products – all of which run through pipelines. In fact, our state has a total of 43,725 miles of pipeline. That would wrap around our planet 1.7 times. Additionally, there are more than 2.5 million miles of pipeline throughout United States. That is enough to travel to the moon and back 5 times!

I hope to hear the voices of UA members that work in our industry discussing the convenience of pumping gasoline to get

back and forth to work or to go on a vacation; or the natural gas that comes from the street to their home for heating, drying clothes, and cooking. All of these conveniences are dependent on pipeline in our state installed and maintained by certified UA members. Mem-

bers who earn wages, pay taxes, own homes, and raise families here in the beautiful northwest. We enjoy our work and the fruit that it provides. Let's be ready to have our voices heard.

Fraternally,

JR Ybarra



Snelson BP 167 Project



Karl Bogrand & Mike Whaley welding on Snelson BP 167 Project



Robert Flanary Snelson BP 167 Project

farm land. Also discussed were upgrades in the south end of the Puget Sound that has seen significant growth in the recent years.

As I mentioned above, our work outlook is strong but our industry, like all areas of the economy, is greatly affected by politics: one side throwing out the anchor and the other pushing too fast. The recent high-profile pipeline protests have brought our in-

Pacific Dental Alliance Provider List For UA Local 32 Members

100% dental coverage for our members at Pacific Dental Alliance affiliated offices.*

The offices listed here accept the Seattle Area Plumbing & Pipefitting WDS Trust Dental Plan as payment-in-full. To receive your no out-of-pocket benefit, call one of the dental offices directly.

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- **Free teeth whitening for life***
- **\$200 new-patient credit***

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Ste. 301

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Affordable Dental Care
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Ste. 301

Bellingham

(360) 255-5000
Patrick Coe, DDS
1225 E. Sunset Dr.
Ste. 140

Bothell

(425) 488-2345
DMG Dental Design
1908 201st Place SE

Burien

(206) 988-0500
Affordable Dental Care
15726 1st Ave. S.

Covington

(253) 630-3500
Affordable Dental Care
16720 SE 271st St.
Ste. 211

Edmonds

(425) 778-6333
Avenue Dental Care
23805 Highway 99
Ste. 100

Everett

(425) 438-8584
Avenue Dental Care
1920 100th St. SE
Ste. C-1

Federal Way

(253) 946-3895
Sterling Dental Care
30640 Pacific Hwy S.
Ste. A

Monroe

(360) 365-5165
Alpine Dental
19265 State Route 2
#200A

Mt. Vernon

(360) 424-7921
Alpine Dental
120 S. 15th St.
Ste. A

Puyallup

(253) 435-5656
Avenue Dental Care
10317 122nd St. E
Ste. D

Renton

(425) 264-0044
Affordable Dental Care
3900 East Valley Road
Ste. 203

Spokane (North Side)

(509) 467-8000
Avenue Dental Care
755 East Holland Avenue

Spokane Valley

(509) 926-1500
Avenue Dental Care
20 North Evergreen

Tacoma

(253) 471-2655
Affordable Dental Care
3402 South 18th St.

Tumwater (Olympia)

(360) 943-5420
Affordable Dental Care
6015 Capitol Blvd. SW



Dentists: Steven Paige, Gabor Klade, Jackie Tuazon, Ajaipal Sekhon, Katherine Kim, Rattan Bains, Arpita Sharma, Varun Sharma, Andrea Doan, Michael Nguyen, Raman Patel, Austin Gallant, LeRoy Horton, Asha Madhavan, Mai Nguyen, Lauren Semerad, Timothee Souquet, Marcus Rhodes, Kenza Houki, David Myaskovsky, Jason Bressler, Matthew Paige, Syeda Bakhtawar, Patrick Coe, BJ Kim, Gurpreet Khurana, John Kenny, Albert Truong, Ramsey Edwards, Shane Drew, Matthew Hockin, Navdeep Virk, Warren Mitchell, Lamont Murdoch

Retirees and other members not covered by the Seattle Area Plumbing & Pipefitting Dental Plan are not eligible for this offer. However, you will still realize a significant savings. Call an office for details.

* Up to your annual maximum and for members covered by the WDS Seattle Area Plumbing & Pipefitting Trust Dental Plan. This offer is subject to change. Crowns with gold, all porcelain crowns, implants, implant crowns, porcelain onlays/inlays, and specialty services performed in or out of these offices are not included as payment in full. Free teeth whitening for life with regular six-month recall appointments. \$200 new patient credit to use toward any procedure you receive that is not covered by your dental insurance or is over your yearly maximum.



PAC Report

by Leanne Guier

The Freedom Foundation and American Legislative Exchange Council (ALEC) are now alive and well in Washington State. The Managing Editor for Freedom Foundation recently stated in a Seattle Times Op-Ed that, “Right-to-Work ‘protections’ are coming to Washington”. These so-called protections would expect us to give up many of the things we have fought for, for example: job safety regulations, 8-hour work day, health care, and pension plans – that is just the beginning. In states that adopted right-to-work laws wages dropped nearly \$6,000 a year compared to wages in states who have not adopted this legislation. Work place fatalities were up 54% and health benefits dropped on an average of 16.6% in comparison. When looking at the affects right-to-work legislation has on workers, I fail to see the “protections”. They only protection that seems apparent is the corporation’s bottom line on the back’s of the workers. Don’t fall for the right-to-work mislabeling.

The best way we can protect ourselves is to support and elect legislators who support and believe in protecting working family values. Our power comes from turning in our ballot. Your Political

Action Committee interviews and educates candidates before making a recommendation to our membership. How you choose to vote is a personal decision. The most important part is to cast your ballot,

whether you agree with the recommendation from the PAC or not, voting is most important.

Brothers and Sisters we did just that. Our members exceeded the statewide average in voter turnout. The exact percentage is still being worked on due to some discrepancies found while researching inactive voter lists. Some of these members were deceased or expelled and should not have been included in the percentage of voter turnout. This is important because candidates look at these voter turnout numbers for relevancy. A major portion of our members vote and in turn makes us relevant when seeking support.

This brings us to this year’s legislative session. Your PAC has the opportunity to educate and support Legislators who sit on Committees that are seeking legislation that is bad for the plumbing industry. Having these relationships enables us to continue to educate legislators in the house and actually kill a bill before even getting a hearing. The relationships have definitely helped, but what has gone even further is the many phone calls our plumber apprentices and journeymen made in a 12 hour time frame.

It is more important than ever that you get involved in your Political Action Committee it benefits your quality of life and community. If you have any questions about how you can get involved, please contact me (206) 290-7710 or email: Leanne@ualocal32.com.

Faternally,

Leanne Guier

*Business Development Specialist &
Political Action Chair*



On Saturday, November 12, 2016 the Washington Women in the Trades – “Dream Big Dinner” was held in Seattle. This year Local 32’s very own, Sister Leanne Guier was acknowledged for her hard work in the trades as an Advocate for her union family and community.

Sister Guier was given the: Active Advocate Award as Political Director – United Association Local 32 and Mayor of Pacific. Thank you Leanne for your dedication to our industry!

DREAM BIG DINNER



Retirement Seminar – Saturday, March 25, 2017

Are you considering retirement? We have scheduled a Retirement Planning Seminar and you are invited to attend. The event is informative and includes representatives from the National Pension, Washington State Pension, Supplemental Pension & Health Plan Trust. We will also be answering any questions you may have regarding Social Security, Medicare and/or Financial Planning.

If you are approaching retirement age and need some answers *please bring your spouse* and join us at the Retirement Planning Seminar.

Saturday, March 25, 2017

9:00 a.m. – 12:00 p.m.

Local 32 Union Meeting Hall • 595 Monster Rd SW – Renton, WA

-Coffee and Pastries will be provided-

We are making every effort to provide an “estimated calculation report” from the National and State Pensions for each member that attends. We will order your reports when you call or email to RSVP.

Please confirm your attendance before **WEDNESDAY, MARCH 15TH** via email: shannonk@ualocal32.com or by contacting the Business Office at (425) 277-6680

We look forward to seeing you at this event. Please don't forget to RSVP.



Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Jan 24, 2017	Brother Richard "Dick" Olson	BT Journeyman Refrigeration	55
Jan 23, 2017	Brother Richard Mecartea	BT Journeyman Plumber	68
Jan 08, 2017	Brother Raymond Cole	BT Journeyman Refrigeration	61
Dec 29, 2016	William Gene Judevine, Jr	BT Journeyman Plumber	7
Dec 21, 2016	Brother Doug R. Lindblad	BT Journeyman Steamfitter	19
Dec 16, 2016	Brother Robert Raines	BT Journeyman Steamfitter	57
Sep 11, 2016	Brother James Simper	BT Journeyman Plumber	61
Sep 09, 2016	Brother William Zornes	BT Journeyman Steamfitter	49



15TH ANNUAL

LOCAL 32

EASTERN WASHINGTON CHARITY

GOLF CLASSIC



SATURDAY, SEPTEMBER 16TH, 2017

LEAVENWORTH GOLF CLUB * 9101 ICICLE RD. - LEAVENWORTH, WA 98826



Sign Up Here for....

- | | | |
|-----|-------------------|----------|
| [] | Hole Sponsorship | \$250.00 |
| [] | Four Man Scramble | \$340.00 |
| [] | Individual Player | \$85.00 |

(Rate includes: Golf Cart & Lunch)

**COME EARLY TO HIT A
BUCKET OF BALLS!**



**LONGEST DRIVE PRIZE
& MUCH MORE!**

Name:	
Name:	
Name:	
Name:	

Please make Checks Payable to: UA Local 32 Golf Tournament
595 Monster Road SW; Suite 213 -Renton, WA 98057
Questions?? Please call (425) 277-6680

**RAFFLE, PRIZE DRAWINGS &
BUFFET LUNCH**

Coast Wenatchee Center Hotel

(509) 662-1234

201 N Wenatchee Avenue
Wenatchee, WA 98801

Book your room by September 8, 2017

Mention reservation code: Local 32

For a rate of: \$129/night +taxes

For a Standard King or 2 Queen Rooms

[www.coasthotels.com/hotels/washington/
wenatchee/coast-wenatchee-center-hotel](http://www.coasthotels.com/hotels/washington/wenatchee/coast-wenatchee-center-hotel)

HOTEL STAY

OPTIONS

Icicle Village Resort-Best Western

(800) 961-0162

505 Highway 2

Leavenworth, WA 98826

Book your room by August 25, 2017

Mention reservation code: Local 32

For a rate of \$149/night+taxes

For a Standard King or 2 Queen Rooms

<http://www.iciclevillage.com/>

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Retired and Senior Volunteer Program of North Central Washington

A program of the Chelan-Douglas Community Action Council
SERVING CHELAN, DOUGLAS, OKANOGAN, GRANT, ADAMS & LINCOLN COUNTIES

620 LEWIS ST.
WENATCHEE, WA 98801
PHONE: 509-662-3461
855-853-7787
INFO@RSVPCNW-ORG

November 3, 2016

Buster Ercanbrack
Plumbers & Pipefitters Local 32
27 North Chelan Ave.
Wenatchee, WA 98801

Dear Buster,

Thank you so much for your generous contribution of \$5,000 from the Plumbers and Pipefitters Local 32 to the Retired and Senior Volunteer Program (RSVP) at the Chelan Douglas Community Action Council. RSVP recruits volunteers 55 and older who want to give back to their communities and places them in meaningful volunteer opportunities with non-profit, faith-based, and educational organizations in Chelan, Douglas, Okanogan, Grant, Adams, and Lincoln counties in North Central Washington.

I'd like to share the results of a survey we just completed that helps capture the impact our volunteers are having in the community. Most of our RSVP volunteers serve in organizations that address food insecurity, with volunteers placed in 15 food banks throughout the six counties we serve. It's a sad but true fact that in an area known for its agricultural abundance many people in our communities go hungry. Over 1,000 food bank recipients representing over 3,800 household members recently completed a survey for RSVP. Here are a few of the things we learned:

- 94% of the recipients worried about whether their food would run out before they had money to buy more.
- 84% of recipients cut the size of their meals or skipped meals because they couldn't afford food.
- 78% of recipients reported going hungry because they couldn't afford food.
- 94% of recipients reported that food from the food bank allowed them to eat more balanced meals.
- 94% of recipients reported that food from the food bank helped them keep their families healthier
- 91% of recipients reported that receiving food from the food bank reduced their insecurities about feeding their families.

Thanks to your generous support of RSVP, we are able to place volunteers in local food banks to help reduce hunger and food insecurity in North Central Washington.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Allen Dietz'.

Allen Dietz
Program Director, RSVP of North Central Washington

*Buster - you're our hero! We
Thank you so much for
bottoming it out for
everything you've done
for RSVP.
A.*

U^A₃₂

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

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



32 CONNECTIONS

Mark Your Calendars!

- | | |
|-----------------------|--|
| March 23, 2017 | Building Trades Shop Steward Meeting in Union Hall at 4:30 p.m. |
| March 25, 2017 | Retirement Preparation Seminar in Union Hall at 9:00 a.m. |
| April 19, 2017 | Retiree Union Meeting in Union Hall at 11:00 a.m. |
| July 8, 2017 | Local 32 Annual Picnic at Vasa Park in Bellevue, WA 11:00 a.m.-4:00 p.m. |
| Sept. 9, 2017 | Old Timers' Celebration in Union Hall at 1:00 p.m. |
| Sept. 16, 2017 | Eastern Washington Charity Golf Classic at Leavenworth Golf Club at 8:00 a.m. |