



CONNECTIONS

PLUMBERS • PIPE FITTERS • HVAC/REFRIGERATION

SUMMER 2018

Local 32 Union Hall Grand Opening June 14, 2018



32CONNECTIONS

UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

Plumber / Port Angeles / Wenatchee
Agent, Assistant Business Manager
Ed Holmes

Dispatcher / Inside Agent
Ryan Miller

Plumber Agent
Corey Wilker

Steamfitter-Welder
Wenatchee / Metal Trades
Port Angeles Agent
Jason Hewitt

Steamfitter / Welder / Metal Trades-
Wenatchee-Port Angeles Agent
Keith Nester

Refrigeration / HVAC Agent
Joel Crabtree

PSE / Municipalities Agent
Kurt Swanson

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

Organizer
Howard Ferguson

Organizer
Brad Moore

Organizer
Zachary T. Smith

Business Development Specialist
Leanne Guier



Seattle Plumbers and Pipefitters
United Association Local 32

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



UA Local 32 Office Staff Clockwise –
Julie Pock, Tamarra Henley, Christine
Sayavong, Shannon Kelly and Shannon
Thomson.



Business Manager's Report

by Jeffery J. Owen

Brothers and Sisters,

I hope you're enjoying the weather and getting the most out of your summer with your family. 2018 has shaped up to be one of the busiest on record. It was recently reported in the Seattle Times that for the 3rd year in a row the Seattle Area leads the nation in the number of construction cranes with 65. That report is indicative of our man hours worked during our fiscal year which ended June 29th. For the first time in our history, our total worked man hours were over 4.1 million, an 8% increase from the previous year and a 30% increase over the last two years. All

trades in our Local Union have seen a growth in membership and market share. With the exception of a few, we are at full employment and contacting other Local Unions for travelers. At the beginning of our next school year the JATC will have approximately 500 apprentices in class.

In preparing for the increased demand for Journeyman we have continued our emphasis on organizing. There are numerous projects scheduled to start this year and early next year: The Convention Center, remodel of Key Arena, the on-going work at the Airport, Microsoft, Amazon, numerous transit projects, and multiple high-rises all over the city. The continued efforts of organizing moving forward are critically important, to meet the labor demand.



Opening of the Union Hall and Business Office

We are proud to announce the **opening of our New Union Hall and Business office**. Months of planning went into preparing for our opening on June 14th. I want to thank the members, officers and staff for their hard work in making this a successful transition. If you haven't seen the new building, stop by and we will be glad to give you a tour.

Our first official function was the **Retiree Union Meeting on June 12th**, at which the Local 32 Retirees handled the duties of the Ribbon Cutting Ceremony. Our first regular Union Meeting was held June 14th. We are proud and humbled by the responsibility entrusted to us by our membership to bring the new building to you. A special thank you to our Owner Reps for the new building, Steve LeMay and Jack Baker for their tireless work looking out for the interests of our members.



Thank you to Shinn Mechanical! John Mark Carlson and his crew who built and installed our current sign along with John Mark Carlson, Jared Bockness (Journeyman), Brandy Atchley (3rd year Apprentice), Zachariah Nicholson (Metal Trades Helper), Scott Roy (Journeyman), Cody Hoover (Metal Trades Helper), Howard Albert (Journeyman Electrician-Sequoia).

In Summary

Our Local Union has a strong foundation rooted in commitment and sacrifice of the many members who volunteer and give their time to the overall success of this Local Union. It is Leadership by example and understand its about WE and not ME! When I meet and talk to the retirees of our Local Union they are quick to remind me of that fact. They have taught us that structure and order will lead to future success.

At times we forget to thank those who have made us what we are today. The fact that we have been blessed with so much as members of this Local Union. We have a New Local Union Hall and Business Office that we can be proud of. We are financially sound and saving for the next downturn in the economy, which we know will come. Next year we will finish the remodel of the JATC, where will continue to train the best mechanics in the industry. Our wages and benefits are some of the best in the construction industry and are the best in Washington State. We have a fully funded Pension plan and we have made the necessary changes to ensure our forefathers will have one as well. We are respected not only locally but nationally for what we have been able to accomplish.

We are constantly discussing and preparing for the future of the Local Union. Success in any form is dependent on having a Vision, a Plan and a Willingness to act. Whether we are negotiating competitive agreements, volunteering for the PAC or picnic committee, organizing, strengthening our pension and health plans, and representing our members in the field, its imperative we think and act long term.

On behalf of the Executive Board, Officers and staff enjoy the rest of your summer and see you at a Union meeting.

Fraternally,

Jeffery J. Owen
Business Manger, Local 32

Wage Allocations

- At the May Union meeting held at the IBEW #46 Hall the – Building Trades Plumbers and Fitters allocated \$2.00
 - \$1.15 to the check.
 - \$.10 to the JATC.
 - \$.75 to he State Pension by recommendation of the Pension committee.
- At a special meeting held in June the members working under the Light Commercial Agreement allocated \$2.60. \$.10 was allocated to the JATC and \$2.50 to the taxable wage.

Light Commercial Agreement

We have completed negotiations on a one-year agreement with our employers for the Light Commercial Agreement. The agreement was voted and accepted by the membership on Monday, June 25th. The allocation was as follows \$2.50 to the check and \$.10 to the JATC. In 2010, we had as few as 5 members working under the Light Commercial Agreement. Today in this market, our Contractor's employ over 300 journeyman and apprentices. Our membership's contribution to this booming industry will continue, as we expand our market share not only in King County, but also in Pierce and Snohomish Counties.

The **Gas Distribution Agreement** will be negotiated in the coming Fall 2018.

Continued on next page





Improving access to unemployment benefits

Background

The state of Washington is one of the few states in the nation that still offers a paper check option for unemployment insurance benefits. The U.S. Treasury Department has required people to receive most federal benefits by direct deposit or prepaid debit card since 2013.

Requiring claimants to receive unemployment benefits via debit card or direct deposit will improve access to funds for claimants while saving hundreds of thousands of dollars now spent to process and mail paper checks. ESD plans to eliminate the option to request a paper check for benefit payments effective Aug. 1, 2018. Anyone who opts to receive benefits by prepaid debit card will receive instructions in English and Spanish to help them understand how to use the card, where it is accepted and how to access information and assistance online and over the phone 24/7.

Claimants currently receiving benefits via check will be allowed to continue receiving paper checks until their claim exhausts—as long as there is no break in weekly claims filed. If they stop claiming and re-open or when they file a new claim, they will only be able to receive benefits via prepaid debit card or direct deposit.

Who does this affect?

Roughly 25 percent of claimants currently request benefits by check. That number has dropped from 44 percent in January 2017. ESD printed roughly 50,000 checks in March 2018.

A review of the demographics of claimants who request checks found:

- 25 percent of claimants who requested checks were in the 45-54 age range. Claimants 24 and younger or 65 and older made up the smallest percentage with 4.5 and 5.4 respectively.
- Of those who requested checks, only 14 percent preferred a language other than English. Workers in the construction, manufacturing and agriculture, forestry, fishing, and hunting sectors were most likely to request checks (25, 15 and 13 percent respectively).

What are the benefits for claimants?

The prepaid debit card provides all the benefits of a check – and more. It is discrete, convenient and personalized to the individual claimant so no one can tell it is a benefits card.

Issued by KeyBank and backed by MasterCard, the prepaid debit card can be used to make purchases at merchants and online.

No check-cashing fees and lots of locations to access

benefits: Cardholders can avoid costly check cashing fees by using their debit card to get cash at over 1,500 KeyBank ATMs nationwide and at over 55,000 ATMs in the worldwide Allpoint network. Cardholders can also cash out their cards at no charge at MasterCard member bank branches.



Unemployment Benefits Debit cards

Convenient and easy to use: The only time a claimant needs to go to their mailbox is to receive the debit card itself. People who receive benefits on a debit card don't have to wait for a check to be delivered each week and they don't need to stand in line at a bank branch or go to expensive check cashing locations to cash their check. If a claimant files their weekly claim on a regular schedule, their weekly benefit will be loaded onto their debit card on a regular, predictable timeframe—and they can even sign up for a text message when funds are loaded on their debit card.

Safe: Electronic payments are safer than paper checks. If a debit card is lost, damaged or stolen the cardholder can contact KeyBank customer service at 1-866-295-2955. KeyBank will disable the missing card and issue a replacement card at no charge. Expedited service is also available for a fee.

All the benefits of a direct deposit without banking fees or fear: The prepaid card does not require a bank account, but cardholder will still have access to free online banking to view transactions, pay bills or transfer funds to personal accounts. Cardholders can also sign up to receive text or email notifications for account activity including any time the card is loaded with benefits, or is used to make a purchase.

The KeyBank prepaid debit card is for unemployment benefits only. Because it is not tied to a bank account, there are no banking fees, funds loaded cannot be garnished and the card can never be overdrawn.

What are the benefits to ESD?

Savings: The conversion from paper checks to debit cards will save ESD an estimated \$670,000 annually. The costs associated with issuing warrants include printing, mailing & handling and managing paper stock as well as reissuing returned warrants or warrants stopped due to fraud concerns.

Free services: KeyBank offers the prepaid debit card to ESD free of charge and has waived all banking fees as well. KeyBank assumes all costs of issuing and replacing cards—and they offer 24/7 customer service to help claimants having trouble with their cards.

Resources:

KeyBank customer support: 1-866-295-2955 —available 24/7

How to get cash:

ATMs/Banks	Locations online	Locations by phone
KeyBank	Washington state 15 other states	800-539-2968
Allpoint	Network locator site	800-809-0308 #2
MasterCard	Member bank branches /ATMs	
Retailers	Cash back with purchase	

Daily withdrawal limits from the debit card

LIMIT DESCRIPTION	AMOUNT
ATM withdrawal	\$1,500 per day
PIN point of sale cash back*	\$2,500 per day
Cash (over the counter bank teller)	\$7,000 per day
Purchase	\$7,500 per day

LOCAL 32 BENEFIT PLANS

Health Plan Update

Eligibility & Hours

- For the most recent 12 months (May 2017 – April 2018), active/self-pay eligibility increased 11.4% and retiree eligibility remained roughly the same, when compared to the prior 12 month period.
- The Trust is currently realizing 153.1 hours worth of contributions per month of active eligibility. This is about the same as the prior 12-month period. Our current projections assume 153 hours per month of active eligibility.
- Compared to the prior year, total reported hours increased 10.2%, to 4.29 million hours.
- On average, 73 months of coverage were added to the dollar bank each month during the 12 month eligibility period ending April 2018.

Paid Claims

- For the most recent 12 months (May 2017 – April 2018), net self-funded paid claims totaled \$37.0 million, or 96.9% of the expected amount, with active/self-pay claims at 95.7% of expected.
- Net claims for the 12-month period exclude \$738,421 in claims reimbursable to the Trust under the stop loss contract with Symetra.

Financial

- During the first nine months of the current Plan year (July 2017 – March 2018), the Trust realized an operating gain (income less expenses) of approximately \$6.6 million. A significant portion of the gain was due to realizing an investment gain of approximately \$2.3 million in November 2017 from the sale of Vanguard total stock market index shares (mutual fund).
- As of March 31, 2018, the Trust's unallocated assets (cost basis) totaled \$28.0 million, **approximately 8.5 months of 2017/18 projected expenses.**
- After adjusting for changes in Trust liabilities, market value of assets and audit adjustments, the nine-month net gain to unallocated reserves (market value basis) totaled approximately \$2.3 million.

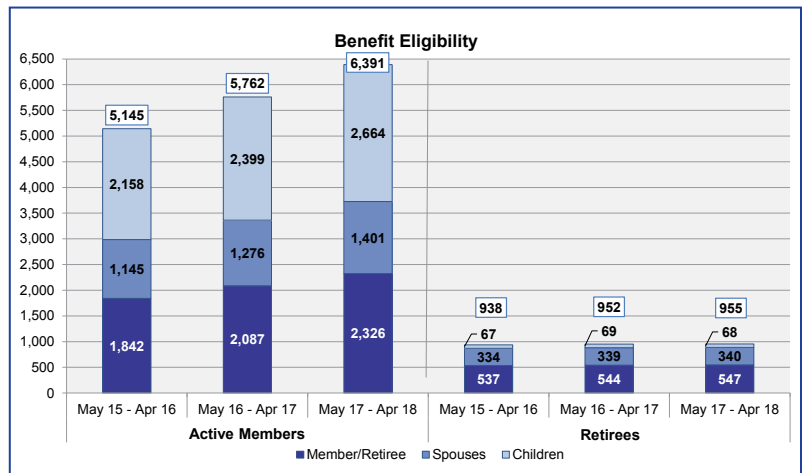
Eligibility

- The **number of active and self-pay members** during the most recent 12-month period (May 2017 – April 2018):
- 2,326 active and self-pay members on average were eligible each month, an increase of 11.4% from the prior 12-month period.
- An average of 1,401 spouses and 2,664 children were eligible for benefits each month.
- An average of 529 members, or 23% of the active group, elected medical/Rx benefits through Kaiser.

Retiree eligibility by Medicare status and marital status, during the most recent 12 months (May 2017 – April 2018):

- An average of 547 retirees/surviving spouses were eligible for benefits each month, an increase of 0.6% over the prior 12 month period.
- An average of 48 retirees/surviving spouses, 9% of the total elected coverage through Kaiser.
- An average of 887 total retired individuals (retirees and spouses), were covered during the most recent 12 months. Of the total, 672 were eligible for Medicare and 215 were not Medicare eligible.
- There was an average of 68 children of retirees covered during the most recent 12 months.

The chart below shows average active and retiree eligibility during the recent 12 months (May 2017 – April 2018), as well as the previous two 12-month periods. We currently have 7,346 plan participants a 20% increase in two years.



News that will make you a hero at home.

Make sure your spouse knows about your MDLIVE telehealth benefit offering your whole family access to care at home, work or on the go.

- ✓ Board-certified doctors
- ✓ Available 24/7/365
- ✓ PHONE or VIDEO consults
- ✓ E-prescriptions if appropriate



SAMPLE NON-EMERGENCY CONDITIONS WE TREAT:



Allergies



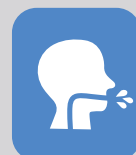
Ear Problems



Fever



Pink Eye



Cough

Talk to a doctor within minutes:



MDLIVE.com/GetApp



Video or phone consults: online, tablet, app or phone.

Activate your account to get started:

MDLIVE – Medical Visit Co-pays

The Plan is waiving the \$20 co-pay for medical office visits until December 2018. When co-pays are required, you will need to make the copayment online using a credit card.

9th Annual Health Fair

Sign up for Free Comprehensive Lab Tests

Comprehensive Lab Tests include:

Chemistry/Hematology Profile (includes A1C):

This screens the kidney function, liver enzymes, electrolyte (salt) imbalance, diabetes, tissue disease or damage, coronary heart disease and more.

We recommend that you fast for 12 hours before this test. This means you should have no food or drink (including coffee) except water. Please drink plenty of water. Dehydration is the main cause of difficulties with blood draws. People with diabetes should NOT fast. In all cases, prescription medication should be taken.

Thyroid Screen: The Thyroid Stimulating Hormone (TSH) screening tests thyroid function. The thyroid gland regulates the way the body uses energy.

Prostate Disease Screen (PSA): The PSA is a blood test primarily used to screen for prostate cancer. This test is offered to men 40 years of age and older.

Biometrics have not been offered for several years. It was something not being utilized by the Washington participants. Biometrics included body weight and blood pressure.

Social Security and Medicare Reports released:

The Social Security 2018 Annual Report states that, under intermediate assumptions, the Old-Age and Survivors Insurance and the Disability Insurance programs total cost is projected to exceed total income in 2018 for the first time since 1982 and remain higher throughout the 75-year projection period. The dollar level of the hypothetical combined trust fund reserves declines until reserves become depleted in 2034, allowing for 79% of scheduled benefits to be paid.

The **Medicare 2018 Annual Report** estimates that the Part A trust funds depletion date is 2026, three years earlier than in the 2017 report. Because current law requires them to be automatically financed, the trust funds covering Parts B and D will be financed in full indefinitely.

“Beginning January 1, 2019, the Trust will be transitioning the prescription drug benefit for Medicare eligible retirees to a new Medicare Part D plan, with supplemental coverage provided by the Trust. The new Plan will still be managed through CVS/Caremark and most benefits will remain the same. Detailed information regarding this change will be provided later this year.”

Washington State Pension Plan

The Washington State Pension Plan ended the year 100% funded. This is good news for the plan and our retirees, for the first time since 2008 the plan is fully funded.

As a reminder beginning January 1, 2018, Washington State Plumbing and Pipefitting Industry Pension Plan benefits will be earned under a new defined benefit formula. The new “sustainable income” benefit formula will take the place of the current, traditional pension formula.

Benefits being earned today are less than half the level they were in 2002 and \$1.13 of our contribution rate funds benefits earned in the past instead of new benefits. And, while those sacrifices have paid off and the Plan is now in good shape, we are not immune from the challenges that have put so many other plans in trouble.

- The sustainable income benefit structure has significant advantages both for the members and retirees.
- New benefits are designed to always be fully funded regardless of investment experience — the Plan’s liability for those benefits adjusts with investment returns to match assets, which means:
 - ✓ There’s no unfunded liability for sustainable income pension benefits
 - ✓ Poor market returns will not require more money for benefits already earned and funded.



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



9TH Annual Health Fair

Saturday, September 22, 2018 Kent

Saturday, October 6, 2018 Bothell

Saturday, October 27, 2018 Tacoma

8 am – Noon

**Mandatory Reservations via website for appointment times begin on
August 8, 2018**

***REGISTER AS SOON AS THE WEBSITE OPENS ON 8/08/2018 to
ensure an appointment at www.coalitionhealthfair.org***



Health Screenings/Testing

- Flu Shots (Quadrivalent) for eligible participants age 9 and older
- Chemistry / Hematology Profile
- Thyroid Screen
- Prostate disease screen

All paid 100% by Seattle Area Plumbing & Pipefitting Industry Health Plan

**Please Note That This Year, Vitamin D Testing
Or Biometric Screenings Will Not Be Provided.**

Now's the time to get your preventive health screening testing done! Flu shots are available this year for you and your covered dependents 9 years-of-age or older.

These services are covered at 100% so you have no out-of-pocket cost.

Mandatory Pre-registration starts on August 8, 2018

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

- Over time, the need to use current contributions and/or increase contributions to fund benefits earned in the past will be reduced and eventually eliminated.
- Members keep any traditional pension benefit they've earned through December 31, 2017 and start accruing benefits under the new formula for hours worked beginning January 1, 2018.

The new vesting requirement has been reduced from 5 years to 3 years. The new formula still provides the security of lifelong income.

- Benefits for current retirees and their beneficiaries will continue to be paid as they are now.
- As a reminder you can visit the UALocal32.com website and view two videos that gives examples of how the SIP plan works.

At the July 17th, 2018 State Pension Meeting the Trustees took the following action **adopting a Legacy policy** as a guideline for current and future Trustees to prudently manage the Legacy benefits. The policy is below for your review. If you have any questions regarding the State Pension plan or this policy, please contact me.

INTRODUCTION

The **Trustees of the Washington State Plumbing and Pipefitting Industry Pension Plan** acknowledge their primary responsibility as fiduciaries to run the Plan solely in the interest of participants and beneficiaries and for the exclusive purpose of providing benefits and paying plan expenses. As fiduciaries they must act prudently to manage the Plan to achieve the provisions of providing a defined benefit to the participants and retirees eligible for a benefit under the Plan. Within this duty, the Trustees also monitor and oversee Plan design, and from time to time make amendments to the Plan design to achieve the goals of benefits under the Plan. The Trustees have amended the Plan design effective January 1, 2018, to a Sustainable Income Plan design for all benefits accruing on and after January 1, 2018. While the current and future accruing benefit design has been updated, the benefits accrued prior to January 1, 2018, the "Legacy" benefits, also require ongoing oversight

and monitoring, and within this duty, the Trustees adopt this "Legacy Policy," intended as a guideline for current and future Trustees to prudently manage the Legacy benefits.

Purpose of Legacy Policy

The goal of the Legacy Policy is to create a living document providing options for consideration by the Trustees intended to prudently manage the Legacy Benefits, by reducing the risk associated with funding the Legacy Benefits while providing the participants with meaningful Sustainable Income Benefits for newly accruing benefits.

The Legacy Policy provides **guidance** including but not limited to: defining quantifiable circumstances which act as trigger points intended to initiate Trustee discussion of potential actions to respond to those circumstances. These trigger points and resulting discussion will be made a part of the Actuary's annual reporting associated with the Plan's annual actuarial valuation.

Definitions

These definitions apply specifically to the purposes of this Legacy Policy and are intended to build on each other in a logical order. They are intentionally not in an alphabetical order.

Legacy Liability: The liability for benefits earned before January 1, 2018.

Dedicated Bond Portfolios: Dedicated Bond Portfolios are composed of "investment grade" bonds whose cash flows match specific Legacy Liability benefit payments.

Secure Assets: Secure assets have been specifically designated to produce well-defined cash flows with minimal risk that match specific Legacy Liability benefit payments. For example, Dedicated Bond Portfolios and annuities from insurance companies are both secure assets.

Secured Liability: Secured Liability is expected with high probability to remain 100% funded. One example is Legacy liability that is 100% funded by Secure Assets. Sustainable Income Plan liabilities are a second example of Secured Liability. The Trustees may explore other methods of securing liability. The Trustees recognize that using Dedicated Bond Portfolios to secure liability retains the ability to pursue other strategies at a later time, and maintains direct control inside the Trust.



Unsecured Liability: Unsecured Liability is any Legacy Liability that is not Secured Liability as defined above. It is not matched by high quality bond payments or annuities and is not Sustainable Income Plan liability.

Unsecured Liability Assets: Any Trust assets that have not been designated as Secure Assets to match Legacy Liability benefit payments and have not been allocated to fund Sustainable Income Benefits are considered Unsecured Liability Assets because these assets are allocated to fund the Unsecured Liability. The Unsecured Liability Assets are measured at Fair Value.

Unsecured Liability Funded %: This represents the funded percentage for the Unsecured Liability. It equals the Unsecured Liability Assets divided by the Unsecured Liability. Current and projected Unsecured Liability Funded %s will be based on the assets, member data, plan provisions and assumptions in the most recent actuarial valuation.

Funding Only Contributions: These contributions do not earn benefits. There is no accrual factor attached to these contributions. At January 1, 2018, they are equal to 33% of the contribution rate effective immediately before June 1, 2009.

Triggers and Actions

As the Trustees always have under consideration the management of the Plan's assets and liabilities, the "triggers" below should provide structure for discussion when these certain circumstances occur. While the specific "triggers" listed below are not intended to be the exclusive circumstances for generating Trustee discussion, they are **intended to be instructional** to Trustees and to initiate the topic for discussion and evaluation of whether and what actions may be appropriate when the Plan reaches certain progress or regression in funding.

Trigger 1: The Unsecured Liability Funded % is projected to be less than 110% in 10 years.

Action: In consultation with the Plan professionals, the Trustees will consider methods by which the hourly Funding Only Contributions can be increased.

Trigger 2: The Unsecured Liability Funded % is between 100% and 110%.

Action: If the Funding Only Contributions are greater than 33% of the contribution rate effective immediately before June 1, 2009, then the Trustees will consider methods by which the Funding Only Contribution rate can/should prudently be lowered to 33% of the contribution rate effective immediately before June 1, 2009.

Trigger 3: The Unsecured Liability Funded % is 110% or greater.

Action 1: The Trustees will consider increasing the Secured Liability and reducing risk by purchasing Secure Assets to match Legacy Liability benefit payments, or by other methods described in the definition of Secured Liability. The cost of this added certainty will be a decrease in the Unsecured Liability Funded % after the purchase. A target Unsecured Liability Funded % of 100% will be considered.

Action 2: If after increasing the Secured Liability, the remaining Unsecured Liability has a value of less than \$300 million, the Trustees will consider the prudence and practicality of removing the Funding Only contributions.

Conclusion

While the triggers listed above are specific, this policy is intended only to encourage the Trustees then on the Board to actively consider and evaluate potential actions in response to the Plan achieving a certain funded status, in an effort to manage and reduce the risks associated with underfunding of the Legacy benefits, and to achieve within the fiduciary and financial limitations and options a reasonable and deliberate approach to continued administration of the Legacy Benefits. The above does not mandate any action be taken by Trustees other than review and consideration of Plan funding and risk, and evaluation of potential responsive actions to manage the Plan for the benefit and interest of its participants and beneficiaries.

Union Trustees:

Jeffery J. Owen –
Chairman
Todd Taylor
Randy Walli
Brett Wideman

Employer Trustees:

Ed Kommers –
Secretary
Matt Campbell
Trey Bland
Russell Williams



SHIP YARDS MEDICAL PLAN UPDATE

Enclosed is a review of the benefits offered for members working in the ship yards. We currently have 34 members working either at Lake Union, Washington State Ferries, Vigor Marine, Vigor Shipyard, or Foss Shipyards. Negotiations have recently been completed for both Lake Union, Foss and the Vigor Yards, congratulation to the Stewards and the Agent Jason Hewitt for a job well done.

MEDICAL AND DENTAL COVERAGE SEPTEMBER 1, 2018 PLAN CHANGES

The Board of Trustees have completed negotiations with all HMO and dental carriers for rates effective July 1, 2018 through June 30, 2019. The enclosed page shows the charge-off effective July 1, 2018 for each combination of medical and dental options. The Trust Fund Subsidy was increased from \$120 to \$140 effective July 1, 2018.

OPEN ENROLLMENT

You were notified of the open enrollment period which should be completed and effective July 1, 2018.

MEDICAL

With the exception of emergency treatment, no benefits are available for services and supplies provided by doctors and hospitals **not contracted with Kaiser**. Attached is a brief summary of benefits for your reference. However, you should consult the *Evidence of Coverage* from Kaiser for complete information about benefits and limitations.

DENTAL

A brief comparison of benefits under Standard Dental and Dental Health Services (DHS) is enclosed. Under DHS you pay set copayments for services and you must select a DHS dentist to receive care. A directory is available from the Trust Fund office. The Standard Dental Plan is an indemnity plan, which al-

lows you to use the services of any dentist of your choice. The plan covers a portion of the allowable dental expenses according to its schedule of usual and customary charges. You must file a claim form to receive benefits.

VISION

There are no changes to the vision plan effective July 1, 2018.

We remind you that dependent changes, i.e., marriage, divorce, birth of a child, or a child reaching the age of 26, must be reported to the Trust Fund office **within 30 days of occurrence** to ensure a proper eligibility effective date. Please note that proper proof of dependent status must be provided to the Trust Fund office.

Receipt of this notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding the Plan changes, please contact the Fund Office.

In accordance with the reporting requirements of the Employee Retirement Income Security Act of 1974, as amended, this document serves as your Summary of Material Modifications to the Plan.

Sincerely,

Jeffery J. Owen
Business Manager, Local 32



PACIFIC COAST SHIPYARDS METAL TRADES TRUST FUND

May 2018

TO: ACTIVE PARTICIPANTS IN WASHINGTON

RE: JULY 1, 2018 OPEN ENROLLMENT – MEDICAL AND DENTAL COVERAGE
SEPTEMBER 1, 2018 PLAN CHANGES

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OPEN ENROLLMENT

If you would like to change your coverage effective July 1, 2018, please complete the enclosed Change of Coverage Request form as well *as the necessary enrollment forms*. **You will not be allowed to change your coverage unless you return the completed HMO or dental plan enrollment application to the Fund Office by Friday, June 15, 2018.** Completed forms may be faxed to 925-462-0108.

MEDICAL

With the exception of emergency treatment, no benefits are available for services and supplies provided by doctors and hospitals not contracted with Kaiser. Attached is a brief summary of benefits for your reference. However, you should consult the **Evidence of Coverage** from Kaiser for complete information about benefits and limitations.

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BROTHER DAN JENSEN TO RETIRE

Brothers and Sisters,

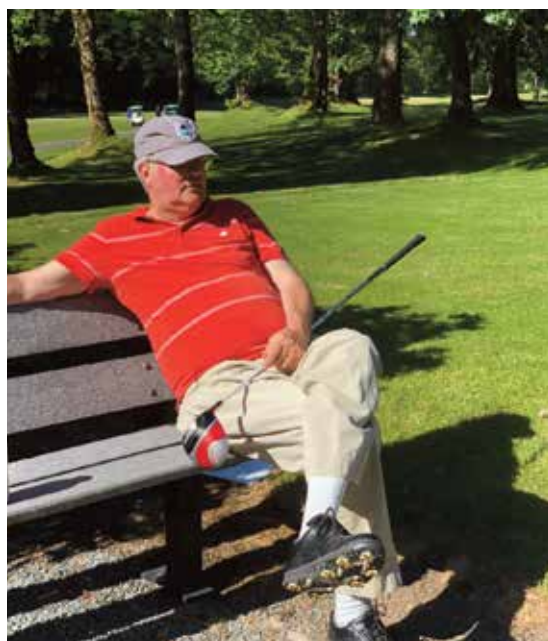
Effective September 1st Brother Dan Jensen will have officially retired.

From the Staff, Officers, Friends and Members we want to thank you for the years of service to the membership of Local 32 and the Industry. Thank you for your hard work and dedication to the success of Local 32.

You shared with us memorable moments of laughter, wisdom and knowledge that have left a legacy. Whether we are moving two degrees at a time, kicking it through the goal posts, discussing Scotch, Scotland, MIT, or the best mechanic wins. The words spoken were of knowledge and wisdom allowing us to become a better Local Union.

Thank you!

Your Friends





Plumbers' Report

by Ed Holmes

Brothers and Sisters:

As we are more than halfway through 2018, the economy and work outlook are still very strong with this trend continuing. This will place more demand on Local 32 to supply skilled labor. We will need both Commercial, Light-Commercial and Service Plumbers as our market share and opportunities continue to grow. We set a record number of man-hours with over 3.7 million in 2017 and 2018 topping over 4.1 million man hours. This has allowed Local 32 to take advantage of opportunities. With a solid Investment Policy in place which has afforded us the ability to build a new business office and meeting hall, move the JATC into full scale remodel and provided a way to fix the State Pension. All of this has enabled the Local 32 leadership to make decisions from a position of strength. And actively secure the future for our members and their families.

On the Legislation side, we continue to work with the open-shop contractor group (PHCC), MCA, and LNI on new plumbing legislation. So far, we have had eight sessions lasting between three to four hours. Tim Herbert, Executive Director of the WSA and two

members from PHCC and I went to Austin, Texas to attend the State of Texas Plumbers' Examination Board. The State of Texas takes their plumbing very seriously, in place are strict rules which include fines up to \$10,000 and jail time for violating their plumbing laws. We gathered a lot of important information which will be very helpful. Our goal is to be done by September 1st with the proposed legislation and then we can start meeting with legislators and other stakeholders.



McKinstry Co. Projects



In our fixed units, we are in the middle of negotiations with the State of Washington for LNI Construction Compliance Officers and Factory Assembled Structures (FAS). We are also in the final stages with King County for the Plumbing Inspectors and Facility Maintenance Division (FMD) and preparing for the Seattle Housing Authority.

We continue to move forward with the Commercial Service Plumbing. PJ Moss, Antonio Cruz and I have been meeting with our contractors to discuss the new plumbing service appendix and apprenticeship. It has been positive, and things are moving at a good pace. We are getting ready to start our second class of service plumber apprentices this upcoming school year. A lot of good positive activity in the plumbing industry for Local 32.

We are still faced with many challenges I recently attended a Western State's Pipe Trades meeting in Reno, Nevada on Friday, July 13th. The District 16 Business Manager, Mike Layton of Southern California stated that recently a general contractor that employs only carpenters and laborers won a water treatment plant in their area. The contractor awarded all the equipment to the carpenters and piping to the laborers. The truth is the leadership of the Carpenter/Laborers do not have any respect for history, jurisdiction or honor. They have always been a problem and its getting worse. Even when they know it's not their work, they will do it anyway. Wherever, the UA is weak - the laborers/carpenters are strong! They are doing our work, then documenting it and using it

against us. They are on a full out assault against organized labor from the inside. The Carpenter/Laborer Local's leadership are a race to the bottom. They don't care who's work they take. This has a direct and negative impact to UA Local members and contractors. Therefore, we have taken a very aggressive attitude! To combat this, we have begun working with the WSA, Dave Ciprut who has started tracking and filing prevailing wage claims. We have invested monies, hired attorneys, prepared documentation and utilized our jurisdiction system. But, I will tell you this Brothers and Sisters, we are on our own. We will only get minimal help from the United Association with this issue because Jurisdiction is a National battle, and not just Local. Unfortunately, they can't afford to take other Crafts to task and lose. Our Business Manager is working with other Managers around Washington State to centralize our systems, so we can better battle as one State Association. We are rolling up our sleeves and doing everything legally possible to apply direct and positive pressure and to protect our membership, contractors and our jurisdiction.

We have the best mechanics, training, and contractors, we are not afraid of challenges or adapting. We will continue to invest in our JATC, our members, and be leaders in our industry. We are going to set up future leaders to have the ability to make informed decisions. We are not afraid to compete with all trades that try to take our jurisdiction and negatively impact our membership. We are going to continue expand our market share, organize, and protect what has been earned over the last 128 years. Brothers and Sisters, be proud of who we are and what we stand for. Our future is bright and it's what we do with it that will make the difference.

Fraternally,

Ed Holmes

Assistant Business Manager / Plumber Agent



Holiday Parks Wenatchee Data Center Job





Fitters' Report

by Jason Hewitt

Brothers and Sisters,

It was great to see the huge turnout at the Local 32 picnic this year. There were a ton of families participating in all the activities & enjoying the beautiful day. For those that didn't make it out I hope to see you there next year.

Work outlook

The work outlook for the Local is still maintaining an upward trajectory. The fitters and welders lists are both empty and we have been bringing in travelers to fill some of the work. The list of larger projects continues to build. The International Arrivals Facility, at the airport, continues to lag as far as hiring due to issues with design and the GC. The North Satellite Project is currently up to 20 fitters and welders and will probably stay that way for the duration. The Washington State Convention Center Project is getting closer for our Local 32 members. They have started some preliminary work on the utilities and surveying. The ground work is expected to start later this fall/winter. The Expedia project is well underway and has hired many fitters and welders. The University of Washington has continued to push forward with their planned work and more projects have been starting. Microsoft has announced that they will be

extending their scope of projects in the coming years. The latest reports said that the software giant will be remodeling 12 of their existing buildings and in addition, constructing 18 new ones. This should generate a tremendous amount of work for the members of Local 32.

Jurisdiction/Fabrication

Jurisdiction is an ongoing issue that is even more important to focus these days on due to how busy we all are. "We don't lose our Jurisdiction when it's



Progress photo for Hermanson at the Auburn MultiCare Facility.



Steam boilers installed at 8th & Howell for MacMiller.



slow, we lose it when we are busy and have a hard time manning the work.” I have heard this saying time and time again and there’s a lot of truth to it. Please pay attention to what is going on around you to make sure that the scope of work that we do stays protected. Core drilling and pipe tapping are two areas where I see contractors not paying attention. We claim all core drilling and pipe tapping and need to make sure our Local 32 members working for these companies are doing the work. Not the laborers!! Also, I am seeing a lot of supplemental or hanger steel being put into the structural drawings and not into the mechanical prints. This also needs to be addressed. There are other trades that don’t care about what work they should or should not be doing! If you see something out of place on the job, please let the Local 32 office know. It benefits us all in the long run.

Fabrication is another hot topic. Local 32 and the MCAWW have formed a fabrication committee to discuss and make recommendations concerning fabrication and how to handle new items, while still being responsible to the industry. This is an extremely challenging ongoing discussion.

JATC

We had another round of apprentice interviews in July. I am excited for the new apprentices to start and to get the new helpers to work with our membership. As I have reported in the past, we are seeing an increased talent in the new applicants and that makes me very happy for the future of Local 32.

Shipyards

Currently the shipyards have slowed down a lot. I have more members on the list now than I have seen since I came into the office. We did, however, just finish negotiations with Washington State Ferries and took a vote to our membership. They ratified a 2 year contract for 4% increase in 2019 and a 4% increase in 2020. From my understanding, this is the first time in quite a while that a vote has actually gone to the membership. In past years the negotiations usually ended up in Arbitration.

In Conclusion

Prior to becoming the Steamfitter agent, I thought I had a pretty good handle on what all the agents in the office did. I spent time as the Reading Clerk and served on the Executive board. So when the opportunity arose for me to join the office, I felt I was prepared enough to take on the challenge. I anticipated that



A 54 Compressed Air Header built in the shop for a Boeing project for MacMiller.

the agent position would require a tremendous amount of dedication, perseverance, and sacrifice. I have always felt that those were qualities that I possess, however the amount of sacrifice I needed to be effective in this position is what I now realize I substantially underestimated. I still have a relatively young family and despite my best efforts to balance both work & family, I have noticed that over the last 3 years that I’m struggling to do both as well as I should. It is not only me that has had to make sacrifices, but my wife & children as well.

It is my hope that the membership of Local 32 is proud of the representation that I have provided. It has been a privilege to work with Brother Owen and the rest of the office. It has been my great honor serving the Steamfitters, Welders and Marine Pipefitters for Local 32, but at the end of July I will be resigning my position as the Steamfitter Business Agent and transitioning back out into the field.

Before I go, I would like to take a moment to personally thank Brother Owen, each of the business agents, organizers, the office staff, and especially the members of Local 32 for the support during my time as agent. The last 3 years have been a tremendous learning experience. You have all helped me grow as a person and a proud union member.

I hope you have a wonderful year!

Fraternally,

Jason Hewitt

Steamfitter/Welder Agent



Local 32 Picnic at Vasa Park in Be



Illeview, Washington – July 7, 2018





Refrigeration / HVAC Report

by Joel Crabtree

Brothers & Sisters,

It seems like just yesterday we were talking about what this spring would hold for our industry and now we are already discussing how quickly fall is approaching. We have had a very busy first half of the year on most fronts (to say the least), and we still have a large contingent of our contractors looking for manpower at all levels and skill sets.

I was fortunate enough to receive the assignment to verify the startup and commissioning of our new Union Hall and Business Office. I've been working closely with all the different trades and contractors to ensure each of the new systems in the building operates in the way it was designed. It has been a very interesting and challenging experience, and I am proud to have taken part in this phase of Local 32's history.

We have been working very hard to organize manpower throughout the greater Puget Sound Basin and have become the clear leaders in the HVAC/R industry. Of the 104 UA Refrigeration apprentices in Washington state, Local 32 currently has 102 enrolled in our program, and we also represent the vast majority of UA Journeymen working on west side of the state. We understand and recognize the challenges presented by a regional approach to organizing and managing a large jurisdiction, but we are ready to meet these challenges head on.

Local 32's Steam and Refrigeration Fitters worked together on a project in Belltown for McKinstry. They demoed a recently installed aluminum piping VRF system utilizing refrigeration compression fittings that, from what we understand, had more joints leaking than not. They replaced it with a new brazed copper system showing off the local 32 craftsmanship we are known for. The crew was on a very tight schedule of 7/10s right through the holidays, demoing 3+ miles of old piping and getting the new system re-piped, on line, and fully operational on schedule. Our brothers say the new system is working like a champ!

We have a HVAC/R wage increase of \$1.50 set for October 1st. The Stewards will be meeting in August to discuss their recommendation to the membership of where best allocate the funds. The membership will vote on the recommendation in a special order of business during the September 13th Union Meeting. Please plan to attend.

I look forward to continuing to serve Local 32, developing stronger relationships with our members and contractors, and building a robust future for our industry through 2018 and beyond.

Fraternally yours,

Joel Crabtree
Refrigeration Business Agent
UA Local 32



McKinstry job in Belltown



Dispatcher / Inside Agent Report

by Ryan Miller



Brothers and Sisters,

I would like to officially introduce myself to Local 32. As a first-generation plumber I completed my apprenticeship in Local 32, worked my way up to journeyman and finally a foreman. I was ap-

pointed to the position of dispatcher on February 5, 2018 by Business Manager Jeffery Owen. Since my appointment I've worked with Brother Dan Jensen daily to assure a smooth transition. I take my responsibility very seriously to protect and to enforce the integrity of our Agreement. Maintaining order and structure will always be the utmost importance. Its been a pleasure to get to know many of the Local 32 members on a personal level and I looked forward to meeting the remaining members I have yet to interact with.

The current work outlook is great. The fitter list continues to run nearly empty with travelers coming in from all over the western states. The plumbers list is nearly clear with traveler calls on the horizon. The fourth quarter of this year and the first and second quarters of next year are looking to be record setting quarters for Local 32. The Light Commercial/Residential market will also be busy with many contractors getting started on complexes with upwards of 600 plus units, with market expansion to the north and south jurisdictions under the Nation Residential agreement.

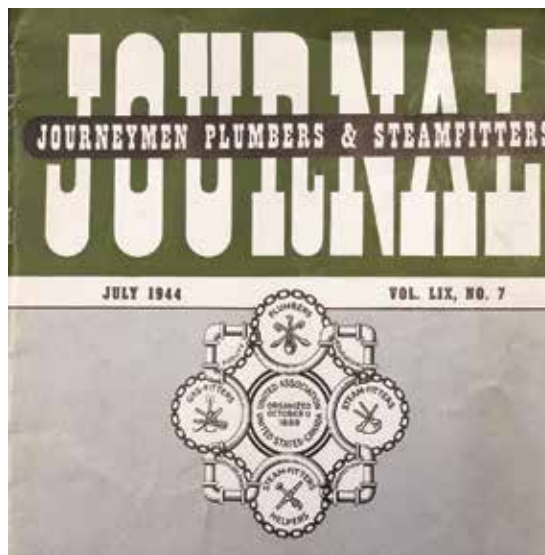
Finally, I would like to give a special thanks to Brother Dan Jensen. Dan, you have been a true mentor and inspiration. Words can't explain how important you are to this Local, now and into the future. You leave a legacy around Local 32 that will never be forgotten. I wish you the best in your future endeavors. I am very humbled to know you are my Brother and Friend.

Fraternally yours,

Ryan Miller

Dispatcher / Inside Agent

BLAST FROM THE PAST



Teamwork

THE membership of Local No. 473 of Seattle, Wash., can justifiably be proud of their ball club. The team has plenty of the "ol' pepper" and it has rung up three straight against some pretty fast opposition in a semi-pro league. While no ball game is won until the last batter is out in the last inning, the boys feel pretty confident that they are in for a good season. They have gotten off to a fast start and they certainly mean to keep racing around the bases for the rest of the season. One thing is certain; they are not interested in the cellar position.

The entire membership can be proud of Local 473 because it is keen enough to surround its primary interest in trade unionism with other activities which develop strong ties of friendship. In this many of the local unions become not only the economic center of interest but also the focal point of social interest. Here's hoping for an unbroken chain of victories and the championship of the league!

In 1944, Local 473 which was later merged with Local 32, in March of 1947, had a baseball team the article below was written and printed in the U. A. Journal.



Top—Left to right: Goldberg, Ames, D. Lagg, Judd, Hyde, Koosmo, Rooney. Center—Left to right: Malmgren, Gourey, Kelley, Solfridge, L. Lagg. Front—Left to right: O'Connell, Seelman, Bushman.

U. A. 32



Plumbers' Agent Report

by Corey Wilker

Brothers and Sisters,

I hope everyone has had an opportunity to enjoy the summer. It appears that one of the many skills required for a business agent of this local is creative writing! While I do possess some small ability in this area, I hope you will be patient with my first attempt at writing

one of these reports.

My primary focus this year has been to meet the membership of the local whom I serve. The task seemed challenging considering that I spent most of my career as a T.I. plumber working off hours. Because of that history I thought I had not met very many members. It turns out I know more people than I realized, and I have been successful meeting others with the help of many superintendents, foremen, stewards, journeymen, and apprentices who generously helped when I contacted them, or who reached out to me. My thanks to all, as this allowed me to assist our members to resolve field conflicts and disciplinary actions, and to appoint Shop Stewards on many projects with more to come within the year.

Another focus of my efforts are the new members to Local 32. Some are new to the UA from organizing and some are travelers from other states. I have tried to spend time with each new member to share our values, our expectations, and to explain how we conduct our business. This type of education is a group effort and I would like to thank all our members who have helped welcome and educate our new brothers and sisters. As they say, "It takes a village," and if we all pitch in we will continue to make Local 32 a leader in the industry.

During the early spring I was fortunate to be able to assist Plumbers Without Borders on the Paradise Parking Plots project. This was associated with World Relief in their effort to provide immigrants from over 20 different countries the ability to grow food from their respective homelands. The privilege of working with Local 32 retiree Fred Volkers and Domenico DeGregorio to design and install a rainwater catchment system was one of the highlights of the year. Together, with Tahmina Martelly from World Relief, we attended meetings and coordinated the work pertaining to the pumped irrigation portion of

the project. More than 20 Local 32 volunteers and friends were in attendance on Saturday, March 3rd to install all the parts and appurtenances, with over 2000 feet of underground piping in just 4 hours! Thanks to all the volunteers for representing Local 32 in such a positive way for the community.



Local 32 volunteers for Paradise Parking Plots

Since January of this year I have been representing Local 32 as the Vice-Chair of the NW chapter of IAPMO. My role is to support chapter Chairman Steve Hart, and to make sure we have a relevant speaker at each meeting. Water reclamation and FOG were two topics in the forefront this year. Gary Christiansen and Angelique Hockett from Seattle Public Utilities spoke about upcoming changes to restaurant requirements regarding grease interceptors. The city has been systematically identifying "hot spots" so they can concentrate their resources to identify and map the restaurants causing the problems. The main issues causing FOG to enter the sanitary system are undersized interceptors and the frequency with which the interceptors are cleaned. The city is working to address the maintenance issues, and we as plumbers should be able to help ensure the equipment is sized and installed correctly, with proper accessibility for maintenance.





This concrete sanitary waste line has to be jetted and scoured every 6 months to prevent blockage!!!

This year, together with brothers Jason Hewitt and Ed Holmes, I visited many jobsites. One of the landmark jobs we walked, and that we are all anticipating completion of, is the Battery Street Tunnel. Mike Shinn escorted us, showing us the effort put forth to accomplish the piping for the street drainage. In addition to designing a line up tool for tie ins that would accommodate the many of the odd angles, the fabrication shop built plumbing fittings in order to comply with specifications.



Ed Holmes, Mike Shinn, and Jason Hewitt escorted tour under the roadway of the Battery Street Tunnel.

Another “high profile” (pun intended) jobsite we visited was the renovation at the Space Needle. The glass floor is particularly disturbing to stand on, and the glass walls on the observation deck, made to lean back on for selfies, is also unnerving. Upon completion the renovation will improve the experience for everyone.



Paul Higdon, Joe Taylor, and Jason Hewitt escorted tour on top of the roof for the Observation Deck.

In closing I would like to say that I am extremely grateful for the opportunity to serve this local as a business agent. I would like to thank every brother and sister for the help and guidance you have so generously shared. I will strive to continue to learn, and develop further skills, to better serve you all.

Fraternally,

Corey Wilker
Plumber Agent





Seattle Area Pipe Trades

APPRENTICESHIP

The Seattle Area Pipe Trades Apprenticeship Training Center remodel began in May, 2018. This long-anticipated project will be completed by early spring, 2019. The reconfiguration of training space will help our programs keep pace with changing industry practices.

During Phase One, the entire 2nd floor and downstairs weld shop, braze room, and mechanical hands-on classrooms are being remodeled. When finished, the JATC Office will move to the former UA 32 Office upstairs. The Tenant Improvement Lab will be dramatically expanded, and theory classrooms will be arranged for flexible use and management, which includes technology improvements. Phase Two of the project transforms downstairs classrooms, the current JATC Office, and the former auditorium into world-class labs for expanded hands-on training. The second phase of the project will start in late October.

We're especially excited for the changes happening in our weld shop. The new booth design accommodates multiple weld and braze disciplines, and makes it possible for an instructor to work inside the booth with the student. The new exhaust system for the weld shop and braze room will dramatically improve air flow and work conditions.

Right now, we have a United Association Weld Trailer available for limited evening use. We are running limited, on demand journeymen classes this summer when enrollment projections are met. We also offer a range of online journeymen classes, which you can start anytime. Just call our office at 425.271.5900 for more details. We are planning to start our apprentice schedule with theory classes in the fall. As with any construction project, we may experience some delayed start-up. It is our goal to have apprentice schedules ready for distribution during our annual Orientation meetings on September 26 and 27, 2018.

We're doing all of this while hitting record levels of apprentices. By fall, we expect to have nearly 500 apprentices spread across our 5 programs. We're also introducing Service Plumber curriculum in the 3rd and 4th years

of programming, and Leadership classes across core content.

Another record level we have achieved: apprentice participation. At our June 20 Mock Interview night, we had 25 volunteers from Ladies in the Pipe Trades, Marketing, Veterans Network and Class Representatives present their showcase event for 50 applicants. They give sound advice on interview skills and resume preparation, which only makes our candidate pool that much more competitive. Also, we're launching our Peer Review Board, which serves as a recommending body to our JATC. This prepares apprentices to assume greater responsibility in the future, and accountability to program standards, now.

If you haven't seen it – our new website is running! We're proud of the modern web design. If you are looking for schedules, program news, registration for classes and more, go to the MEMBER button in the top navigation bar.

Finally, we want to congratulate the 2018 UA Local 32 Contest Winners, and especially thank Dewalt Tools for their generous prizes given to these winners. They are: Tyler Stoppard, Commercial Plumber; Dustin Keller, HVAC/Refrigeration; John Lefevre, Residential Plumber; Justin Spragg, Steamfitter; and Joel Rydzak, Welder. We're proud that Tyler Stoppard and Dustin Keller continued on to win their respective Washington State contests, and represent us in the Region 5 Contest held in Denver, Colorado. Congratulations!

In Solidarity,

P.J. Moss and Heather Winfrey



Pictured left to right: Chris Chalfant, Justin Spragg; Tyler Stoppard; Dustin Keller; John Lefevre; Bryce White. Not pictured: Joel Rydzak.



2018 Women Build Nations Conference

October 12-14, 2018
The Convention Center Seattle, WA

Sponsored by North America's Building Trades Unions (NABTU) with Apprenticeship & Non-Traditional Employment for Women (ANEW)

Tentative Schedule:

Friday, October 12

7:00 a.m. - 1:00 p.m. Community Service Project (separate registration required)
10:00 a.m. - 6:00 p.m. Registration
6:00 p.m. - 8:00 p.m. Conference Reception
8:00 p.m. Movie Night
9:00 p.m. Tradeswomen Music Jam

Saturday, October 13

7:00 a.m. Registration and Continental Breakfast
8:00 a.m. Welcome Plenary
10:15 a.m. - 11:45 a.m. Workshop Session I
12:00 p.m. Lunch Plenary
1:30 p.m. - 3:00 p.m. Banner Parade
3:30 p.m. - 5:00 p.m. Union Caucus by Trade
5:00 p.m. Buses arrive to transport UA/MCAA attendees to the dock for boarding. Dinner Cruise boarding starts promptly at 5:30.
6:00 p.m. - 9:00 p.m. This year, there will be a Dinner Cruise Banquet sponsored by the UA/MCAA Labor Management Fund for UA/MCAA attendees.

Sunday, October 14

7:00 a.m. Continental Breakfast
8:00 a.m. - 9:30 a.m. Workshop Session II
9:45 a.m. - 11:15 a.m. Workshop Session III
11:45 a.m. Final Plenary

Monday, October 15 is the Recruiting and Retaining Women in the Trades Institute, which has been designed for tradeswomen, industry stakeholders, and allies. Separate registration is required.

Workshop Sessions include:

- Unions 101
- Surviving and Thriving in Registered Apprenticeship
- Effective Political Activism
- Federal Labor Law: Organizing and Right-to-Work

The program offers many opportunities for networking and sharing challenges and experiences. This is a great resource for both journeyworkers and apprentices.

For more information, please visit the Women Build Nations website at <https://womenbuildnations.org/> or <https://nabtu.org/wbn>

Some of the costs associated—and things to consider—with this conference are:

- There is a \$125 registration fee (some meals included).
- Three nights' stay, double occupancy, is \$232.04 per night, including tax.
- Transportation to and from the conference
- Union banner, if available, for the banner parade





Organizing Report

by Brad Moore, Zachary T. Smith and Howard Ferguson

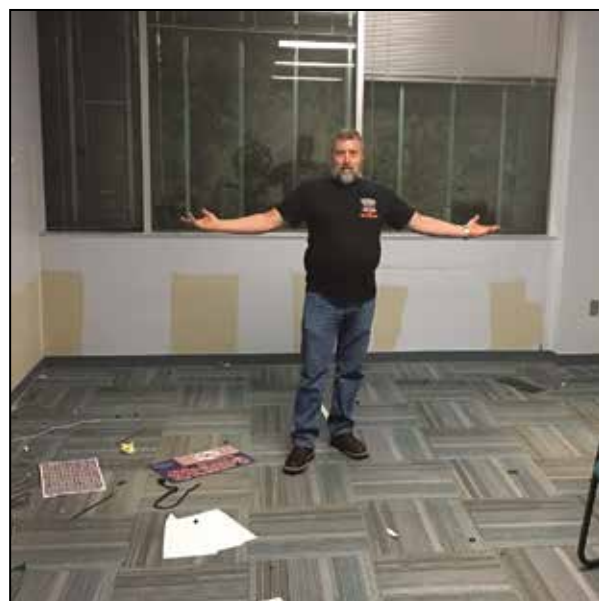
The Heat Is On!!! Wow, has it been a great July or what? This heat wave has really stretched the H.V.A.C.R industry to the limit. It just further illustrates why now, more than ever. We need to organize. That's exactly what your organizing team has been doing. Let's start with plumbing.

Brad and Howard have working day and night tracking down PL01 and PL02 licensed plumbers. It's not uncommon to find Howard in Spokane, Yakima and even Olympia chasing the elusive licensed plumber. They have also been hitting jobsites all over the King County area. In general, this has been a successful strategy. Another successful strategy has been the use of "doughnut days." Every so often we will set up in front of a parts house and pass out doughnuts. We have had great responses from both the open shop employees and our members. It's provided us an opportunity to have conversations with people that we wouldn't normally meet. Some of those conversations have blossomed into mutually beneficial relationships.

Most recently we have been locating the pick-up and drop off points for the van pools that the open shops are using. This has provided a captive audience before they hit the jobsites. So far, we are having mixed results. The most common responses are either they don't have enough hours to test for their license, or their contractor won't sign off on their hours. This is precisely why we have begun to fight for legislation that would require a plumbing administrator for each plumbing contractor. We are proposing language very similar to what the electricians are currently using to enforce their licensing program. This would force the contractors to sign off on an employee's hours. It's our opinion that if that law was in place today, we wouldn't have a problem finding PL01 or PL02 plumbers. On a positive note. Another common response is "I'm already making union wages" Well, we all know that's not completely true, but the fact is they are getting closer. That's a success for several reasons. First and foremost, we as a union have managed to raise the working conditions for the open shops. Let us never forget

that a rising tide should float all boats. Second, and probably the most obvious, if the open shop contractors are paying the same or near the same labor rates as our contractors they are less likely to win bids. Finally, if the open shop contractors have decided to pay union wages, they are that much closer to becoming signatory. Speaking of signatory shops. Howard signed Affordable Plumbing earlier this year. They are one of many contractors that we are currently engaged with. Excellent job Howard!

In between chasing down plumbers, jobsite visits, doughnut days, and overall day to day organizing activities. Howard and Brad went to Louisiana with many of the other WSA organizers to support UA Local 60 in an organizing blitz. During the blitz, Organizers from all over the country gathered to create a massive organizing force. The Organizers then broke out into teams and ventured out into pre-determined strategic areas where the local and the UA felt they would have the best opportunity to reclaim market share and affect the open shops. This year the UA pulled out all the stops. There was a total of four blitzes and each was a full two-week campaign. Zac attended the Arizona blitz conducted a few months later. Once again, Organizers from around the nation converged on a central location to create a massive organizing force. This time it happened to be in Local 469's jurisdiction. Phoenix and the surrounding area. Both campaigns were considered great successes.



Brad's last day in the old office



Local 469 Blitz

As all of this was going on, we were also transitioning into our new office space. This spring has been busy to say the least. Currently all the Local 32 Organizers are settled in and situated in the Northwest corner of the new office. Please feel free to stop in and visit any time you wish.

As spring continued to push forward Zac began the rounds at the trade schools: Bates, Clover Park, Perry Tech and Bellingham Technical College. They are all reporting upticks in enrollment and report that most, if not all of their students have jobs waiting for them after graduation. We continue to spread the union message throughout the trade schools and it has been met with excellent response. The younger generation is more open to the idea of joining a union than what we've seen in the past. There seem to be several reasons for this, but we would like to think that our positive message, success in the industry and continued demonstration of excellence both in the work place and the community are a large part of it. Our members are the biggest key to our success in the organizing department and we know it. The example they provide for new and specifically young members, is the best organizing tool we have. It's effective and it's self-perpetuating. Because of this, we are seeing record numbers of individuals apply for the apprenticeship programs. Well done Local 32!

The H.V.A.C.R industry is extremely busy. We have literally teamed up with other UA Organizers across the country in an attempt to find specialty mechanics such as Grocery Store Refrigeration Journeymen and Centrifugal Mechanics. We have had

some success re-locating individuals from AZ, and California but it's few and far between. If you know of anyone in the country that may be qualified and is willing to relocate, have them get in touch with the organizing department here at Local 32. The H.V.A.C side is also in dire need however, we have had success in organizing Journeyman and mid-to-upper level techs from the open shops. Air Systems, Performance Mechanical, Pac Aire, MCS Mechanical and many other contractors have lost manpower in the last few months and we intend on taking more. We also continue to have conversations with several of the open shops. At this point the common theme is "We're not interested in being a union shop" We'll keep on it and see if we can't help them change their mind.

As the summer continues we don't anticipate any slowing down. As a matter of fact, we are expecting the opposite. Looking around we are seeing more and more buildings coming out of the ground and more permits are being issued even as this article is written. It goes without saying we are going to need manpower. We will need help in each of the trades in the coming days ahead. As an organizing department we will focus on supplementing our existing workforce with as many qualified individuals as required.

Thank you for your continued support!

Fraternally,
Local 32 Organizing Dept.





PSE and Municipalities Report

by Kurt Swanson

Hello Brothers and Sisters,

I hope all of you are enjoying the summer weather. Here is an update on the bargaining units I represent:

City of Seattle

The contract for the City is set to expire at the end of the year. Local 32 is in the City Coalition of Unions (CCU), along with 28 other unions, representing approximately 5,000 members. The CCU meets with the City monthly, and the pending negotiations have been discussed for the last several months. We will begin negotiations in the fall of this year. An electronic survey has been conducted, and trainings on the negotiation process offered to the members. The Local 32 negotiation team will be meeting soon to begin preparations for negotiations.

This contract negotiation will be conducted in the shadow of the Janus decision. Prior to the Janus decision, the Supreme Court applied the “fair share” principle which held that all of the bargaining unit members benefitted from union representation and negotiation, therefore they could be required to pay dues as condition of employment (in the public sector). All the members had to pay a fair share. Due to the recent Supreme Court decision in the Janus case, that reasoning has been overturned.

The recent Janus decision has ruled that members can no longer be required to pay dues to be employed in a bargaining unit position (in the public sector). This decision now creates an environment where “free riders” can opt-out of paying union dues, yet still reap the benefits of your union negotiated contract including wages, benefits, and other working conditions. The Janus decision elevates the wants of the individual over the bargaining power of the group. Many members have made clear to me they support union values and do not agree with having a free-rider within their ranks.

Brothers and Sisters let’s not forget that employers do not want to give members all the benefits in the contract. In my experience employers attempt to reduce the benefits and working conditions every negotiation and the unions have beat them back with a stick. Do you think the employer wants to give the workers a reasonable cost of living adjustment each year? No, employers fight like heck to give as little as possible. Does a non-represented employee have access to a union grievance process? No, only union

workers have that grievance process available to them. Can non-represented public-sector employees utilize the power of labor laws in our state and file an Unfair Labor Practice (ULP)? No, only a union or a union member can file a ULP. A non-dues paying free rider will no longer be a member, therefore they will not vote, cannot attend union meetings, and will not be represented by the union on disciplinary matters or terminations.

The employer has no right to interfere with your relationship with the union. The Public Employment Relations Commission, the state body that governs the union/employer relationship, has given clear direction on the matter. A member of a union needs to contact their local union if they want to make changes to their membership. If you have a question related to your union membership, please give me a call.

As we enter this negotiation, let’s stick together. When workers join a union, the law allows them to bargain collectively and improve wages and working conditions for all the members in the bargaining unit. History has shown members win when they stick together and support their local unions. At the City of Seattle, those local unions then band together to form a coalition with thousands of members. Let’s continue to grow our membership and fight collectively!

Puget Sound Energy

In December of 2017, we voted to ratify a new agreement with PSE. We are seven months into a four-year agreement, and things are moving quickly. The postings for Customer Field Service (CFS) and Fitter School, Instrumentation, Pressure Control, and System Technician were out in January. Those were quickly followed by postings for CFS and Fitters in February, and since then we have seen postings for Dispatcher, CFS Inspector, and Corrosion Control Technician. This has to be a record for promotion and movement (41 classification postings and 14 technical school postings). Congratulations on your promotion, new job, or location!

Labor management meetings are being conducted monthly (as needed), with 4 meetings held in so far this year and the next meeting set for August. The Joint Training Committee has been meeting to review and approve the task books. I want to thank UA members Paul Bench, Jerry Marshal, Mitch Balzer, and Brian Barnett for their participation and help to make the process a success for labor. Thank You!



April of 2018 kicked off the Health and Welfare season. The H&W committee has met monthly since then to review the plan usage, review proposals for plan adjustments, and vote plan changes for 2019. The committee voted to add hearing aids coverage to Regence and Kaiser plans, and to have the preventive and diagnostic care no longer apply to the annual maximum coverage amount on the Delta Dental high plans. UA members Terry Linville, Derek Kane, Richard Estrada, and Russell Laurier are all members on this important committee. Thank you for your service!

Seattle University

Thanks to new members Eric Skov, Jon Freeman, and Brian Schimke, the shop has been running with a full crew in 2018. On June 28th, Local 32 members working at Seattle University voted to accept a 3.16% increase for the 2018-2019 contract year. To brothers Patrick Baldwin McCurdy, Mike Mullen, and shop steward Doug McDonald, thank you for the hard work during the negotiation!

Lake Washington School District

The Plumber position was filled by Local 32 member Steve Ivanoff. As of this writing, the HVAC Technician job is still open. On June 28th, the union members working at Lake Washington School District voted to extend the existing contract one year, with a 3.1% cost of living adjustment. This extension will give both sides another year to evaluate ever changing legislative landscape in preparation for full contract negotiations in 2019.

Shoreline School District

The members at Shoreline School District are preparing to enter the third year of a four-year agreement. There has been a change in management, with a new Maintenance Director recently appointed. The trades coalition and the district will be meeting in August to discuss any recent issues.



Seattle University UA Members

Seattle University Local 32 Members Pat Baldwin-McCurdy (Lead Controls Jman), Doug Carroll (Plumber Jman), and Jeremy Simmons (Controls Jman) monitoring the campus systems.





PAC Report

by Leanne Guier

Your Political Action Committee is currently interviewing and educating candidates running for Washington State House and Senate seats that will be on the ballot this Fall. Last session, with a Democrat majority, we were able to get some key building trades legislation passed. We did have the support of many Republicans as well on these key legislative issues. These relationships that have been built over the past few years will be important as we move into the next legislative session. Our number one focus will be updated the Plumbing RCW 18.106. We first introduced this bill last session and met some resistance. To move this overhaul of legislation, we have been meeting on a regular basis with PHCC to work through the legislation and hope to have a consensus by the end of September to present to the Code Revisor's office in preparation for the next the next legislative session. With this collaboration, I believe we will have a new plumbing bill passed next session that strengthens plumbing laws and protects the plumbing industry.

Thank you to all the members who took time off work for the rally against the Seattle Head Tax! Our members had a huge presence at this rally. So big, we made the cover of the Seattle Times. This is an example of how we can influence policy makers by showing up and making our voices heard to protect our jobs. This would have been very harmful to our contractors and future construction work in Seattle. Although the Seattle City Council passed a "compromise" bill, reducing the dollar amount of the Head Tax, this bill was repealed. Our voices were heard! I believe there will be a whole new City Council after the 2019 Election. Seven of the nine City Council Members are up for election. We will continue to make our voice heard.



Washington State Labor Convention in Wenatchee from July 17 -19th. Brother Eric Gilbreath,

UA 32 Members Rally against the Head Tax on May 9, 2018.



Dennis Martinez, Jeremy Sandor and I attended as elected delegates. The first day of convention Liz Schuler from the AFL-CIO Secretary-Treasurer who spoke to current labor climate especially with outcome of the Supreme Court ruling on the Janus Decision. She commented that the Freedom Foundation would like to write labor's obituary. This decision seems to have the opposite effect. In the last year, 262,00 people joined a union and 75% of them were under 35. We are at a time to take bold action, risks, and planning. The Labor Movement is the only thing standing in the way of a corporate takeover.

Some of the workshops we attended included, "Strengthening the Labor Movement through Workforce Development", "Understanding the Janus Decision", "Creating Union Jobs in the Clean Energy Economy", "Washington Voting Rights Act" and "Access to Democracy". Each of these workshops contained panel and people who were selected to share their point of view, although informative, some opinions do not mirror Local 32's vision. Especially when it came to the discussion on Creating Jobs with Clean

Energy Economy. The conversation revolved around Initiative 1631 that will be appearing on the November ballot. This Initiative is addressing the reduction of fossil fuel consumption and related pollution and climate change. The initiative will establish a fee on large emitters of pollution based on the amount of pollution they contribute. This initiative will also pose a 13-15 cent gas fee per gallon of gas. The funds raised from these fees will be used to invest in clean energy, clean water, healthy forests, and healthy communities in transitioning from fossil fuels. This initiative has many good qualities but is very concerning when it comes to jobs and protecting our members.

As you can see there is lots of work to be done this year and moving forward to next year. I look forward to your comments and concerns. Please feel free to reach out with any questions at Leanne@ualocal32.com or (206) 290-7710.

Fraternally,

Sister Leanne Guier



2018 RETIREE UNION MEETING

Tuesday, June 12, 2018

Thank You to those who attended our last Retiree Union Meeting and New Union Hall Ribbon Cutting! It was a memorable event.



RANDY HOWDEN RETIRES



Congratulations to Randy Howden Refrigeration Mechanic and Local 32 member for 39 years, celebrating his retirement day with his son-in-law and 5th year Steamfitter Apprentice, Kevin Gibbs.



Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Jul 27, 2018	Brother George Todd	BT Journeyman Pipefitter	70
Jun 24, 2018	Brother Keith McLain	BT Journeyman Steamfitter	37
Jun 20, 2018	Brother Robert Rothnie	BT Journeyman Steamfitter	71
Jun 17, 2018	Brother Delaven Richardson	BT Journeyman Steamfitter	67
May 25, 2018	Brother Ralph Ricker	MT Journeyman Marine Pipefitter	36
Apr 18, 2018	Brother Charles Graybeal	BT Pipeline Journeyman	65
Apr 01, 2018	Brother John Bingisser	BT Journeyman Plumber	55
Mar 24, 2018	Brother Richard Sramek	BT Journeyman Steamfitter	49
Mar 11, 2018	Brother Brendon Simmons	MT Residential Plumber Apprentice	1
Mar 03, 2018	Brother Dennis Sampson	BT Journeyman Plumber	15
Feb 24, 2018	Brother Donald McLeod	MT Journeyman Marine Pipefitter	35
Feb 22, 2018	Brother Gary Gauthun	BT Journeyman Steamfitter	50
Jan 20, 2018	Brother Gary Perfect	BT Journeyman Plumber	50
Jan 01, 2018	Brother Leon Deignan	BT Journeyman Refrigeration	59



UNITED ASSOCIATION LOCAL 32
OLD TIMER'S CELEBRATION
SATURDAY, SEPTEMBER 8TH, 2018 - 1:00P.M.
HYATT REGENCY
LAKE WASHINGTON GRAND BALLROOM



PLEASE MARK YOUR CALENDARS!

DUE TO CONSTRUCTION OF THE NEW JATC FACILITY
 PARKING IS LIMITED AT OUR UNION HALL.

FOR YOUR CONVENIENCE ,
 THE 2018 OLD TIMER'S CELEBRATION

WILL BE HELD AT THE
 HYATT REGENCY LAKE WASHINGTON
 LOCATED AT

1053 LAKE WASHINGTON BLVD N, RENTON,
 WA 98056.

PARKING IS COMPLIMENTARY FOR ALL LOCAL 32
 GUESTS.



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CONNECTIONS

Save the Date!

For more information go to www.ualocal32.com

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|-------------------------------|--|
| September 6, 2018 | Building Trades Shop Steward Meeting
UA Local 32 Union Hall at 5:00p.m. |
| September 8, 2018 | Old Timers' Celebration at the
Hyatt Regency Southport-Renton, WA |
| September 15, 2018 | Eastern Washington Charity Golf Classic at
Leavenworth Golf Club at 8:00a.m. |
| October 20, 2018 | Ballot Drop Rally UA Local 32 Union Hall
10:00am-4:00pm |
| 9th Annual Health Fair | Register NOW!
Saturday, September 22, 2018 – Kent, WA
Saturday, October 6, 2018 – Bothell, WA
Saturday, October 27, 2018 – Tacoma, WA |