



# 32 CONNECTIONS

A Publication for Members of United Association Local 32

UNITED ASSOCIATION LOCAL 32 SEATTLE

WINTER 2018

## UA LOCAL 32 UNION HALL UNDER CONSTRUCTION



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- Contract Changes
- New Building Update
- State Pension Changes
- Sick Leave Policy
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## UA Local 32

### Agents and Organizers

**Business Manager / Financial Secretary**  
Jeffery J. Owen

**Assistant Business Manager / Dispatcher**  
Dan Jensen

**Dispatcher / Inside Agent**  
Ryan Miller

**Plumber / Port Angeles /  
Wenatchee Agent**  
Ed Holmes

**Plumber Agent**  
Corey Wilker

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

**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

# UA 32

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

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425-277-6680

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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](mailto:tamarra@ualocal32.com) or call:  
425-277-6680.



## Business Manager's Report

by Jeffery J. Owen

Brothers and Sisters,

I hope the holiday season allowed you rest and you were able to spend quality time with your families. 2017 was one of the busiest years in the history of our Local Union.

The Building Trades Hours increased 17% from the previous year. (*The fiscal year July 1<sup>st</sup>, 2016 through June 30<sup>th</sup>, 2017, hours worked were 3,697,472*). At one point this past year there were over 60 tower cranes between Seattle and Bellevue. *The Seattle Times* recently reported the number of cranes in

Seattle were 45, with an additional 7 in Bellevue. The demand for Journeymen in 2018 will continue and meeting that demand will be one of the Local Union's biggest challenges. I want to Thank the Organizers for their hard work in finding qualified Journeymen; and the JATC for their work training the best Apprentices in the Industry.

I want to thank the Local 32 Officers, Executive Board and all the members who volunteer their time to make this Local Union the success it is! They volunteer their time to our monthly and annual events: the Christmas Party, Old Timers' Celebration, Picnic, Political Action Committee (PAC), IAMPO, JATC, and By-Laws committee.

### Wage Allocations

- At the December Union meeting held at the IBEW #46 Hall – The Plumbers and Fitters allocated \$2.00 to the check effective January 1st, 2018.
- The Refrigeration Journeyman Wage allocation effective October 1st allocated \$2.50 to the check.
- At the November 7th meeting, the Gas Distribution members allocated \$1.00 to the State Pension and \$.38 to the Training Fund. Man-hours reported for the year were at an all-time high with 310,000 hours worked.
- The Puget Sound Energy members ratified their Four (4) year Agreement December 16th and received a 3.25% wage increase with an effective date of November 1st, 2017.



### Agent Retirement

Brother Erik Miltun, concluded a 40-year active career in Local 32. I would like to thank him for his service to our Local Union membership these past 40 years and specifically these past 30 months representing the members at the Ship Yards. Thank you! Erik's work in the Marine Industry and accountability he expected from the employers and members will always be remembered.

### 2017 Building Trades Negotiations

The Labor/Management Agreements (LMA's) were handed out at the December Union meeting and are part of the Steward packets. A summary of the changes to the agreement are detailed for your review. If you have any questions, please do not hesitate to call the Business Office. Regarding the new Sick Leave Law the language is in the LMA on page 22, and a summary is on page 4 of this article.



## Contract Changes – Six (6) year Agreement

- ❖ Article 4 – Fabrication Section 7 – Page 12
- ❖ Article 11 – Fringe Benefits Bonding – Section 4 – Page 20
- ❖ Vacation and Leave – Section 8. Page 22 – 1433 Requirements.
- ❖ Wages – Page 24 – Article 13
- ❖ Steward Language – Page 34; Article 17
- ❖ Start Times – Page 35; Article 18
- ❖ Shift Work – Section E; Page 38 – Occupied Conditions paid at 20% not 15%
- ❖ Tenant Improvement – Page 40 Section 3 & 5
- ❖ Travel and Per-Diem-Receipts – Pages 47, 48 - Section 5
- ❖ Terminations – Article 7; Section 4
- ❖ Page 65 – Drug Policy
- ❖ Appendix I – Service Plumbing Agreement - Page 87
- ❖ Appendix II – Page 105 Refrigeration Agreement
- ❖ Appendix III – Page 123 Eastern Washington Agreement
- ❖ Wage Allocations will be every Six (6) months

## New Business Office Building Update

Construction of the New Building began August 31<sup>st</sup>, 2017. The ongoing construction is going well, and timelines are being met. I want to thank Jack Baker, and Steve LeMay for the work they are doing on behalf of the membership during the construction process. If construction timelines are met, we are

scheduling our first Union meeting in the new Building for June 14th, 2018.

## Veterans in Piping

**The 1st VIP graduation** was held at Local 32 on November 16th and there were 18 proud graduates in total. I would like to give a Special Thanks to our HVAC Instructor, Dave Gibson in conjunction with our JATC who hosted the event, and all the Veterans from within Local 32 who attended in support of the graduates.

## HVAC/REFRIGERATION

SGT. Jason Denison  
Petty Officer 1<sup>st</sup> Class, Lance Carlson  
SPC. Caleb Eckelberry  
SPC. Luis Garcia  
SPC. Andrew Hance  
SPC. Jake Meadows  
SGT. Philippo Miraglia  
SPC. Anna Pritchett  
SRA. Kenneth L. Smalls

## WELDING

TSP. Canveer Ahmed  
SPC. Brendin Baroumes  
Petty Officer, Floyd Crawshaw  
SPC. Johnathan A. Guerra  
SGT. Cameron Moss  
SGT. Raymond Muro  
SSGT. Shawn Parsley  
SPC. Ethan Proctor  
SGT. Justin M. White



Veterans in Piping 2017 Graduates

*Continued on next page*

### I-1433 Sick Leave Policy

UA Local 32 and MCA are committed to full compliance with the Washington State Paid Sick Leave Laws. To that end, we negotiated a total package that addressed and minimized the effect of I-1433 on our members. The contractors have adopted policies and procedures allowing members to use vacation/leave time consistent with the requirements of the new law and associated regulations.

#### Employee Paid Sick Leave Notification

You are entitled to accrue paid sick leave beginning January 1, 2018. The rate at which you will accrue this leave under the Local 32-MCAWW Collective Bargaining Agreement (CBA) depends on your job classification and hours worked, and what you have accrued will appear under "Vacation/Leave" on your paycheck. For example, a Journeyman who works 40 hours in one week during regular working hours, will earn \$220 in Vacation/Leave – the equivalent of 2.76 hours of Vacation/Leave for that week. *Refer to the applicable Wage Table in the Local 32-MCAWW CBA for all Vacation/Leave accrual rates.*

You may use Vacation/Leave for any reason, including but not limited to the following:

- To care for yourself or a family member (refer to RCW 49.46.210(2) for a full list of eligible family members);
- When you or your family member is the victim of sexual assault, domestic violence, or stalking;
- In the event your employer or your child's school or place of care is closed by a public official for any health-related reason.

For employees who have performed work for Local 32 signatory employers prior to January 1, 2018, any earned and unused "Vacation" balances in your account will not be affected. For other employees, you may draw on your Vacation/Leave account approximately 45 days after the start of your employment.

#### Summary of the Sick Leave policy:

- The UA/MCA have agreed that employers' "Vacation/Leave" contributions in the LMA complies with the accrual requirements of I-1433, as negotiated in 2017.
- Members accrue (1) hour of paid sick leave for every (40) hours worked.
- Employers must allow Local 32 workers to use sick leave for authorized purposes under the law
- Employers may not retaliate against Local 32 workers for authorized use of sick leave

- Employers must notify Local 32 workers regularly of paid sick leave accrual, use and balance remaining
- Local 32 workers must be notified of their rights under the new law, *i.e.*, entitlement to paid sick leave, the rate at which they will accrue paid sick leave, and that retaliation for authorized use of paid sick leave is prohibited. To that end, Local 32 will be publishing a notice of rights in their newsletter available to all Local 32 workers. You should also include a notice of rights with new employee paperwork for Local 32 workers.

- The Paid sick leave Notification is below:

In addition, Local 32 **negotiated several improvements over the minimum requirements set by the new law.** Specifically:

- State law allows employers to cap the amount of accrued unused time that can be carried over from year-to-year at forty hours. At year end, state law allows an employer to zero out all hours over forty with no payment to the employee. Local 32 negotiated that members would be allowed to carryover 100% of their balance and that no funds would ever be zeroed out.
- State law allows employers to adopt policies requiring employees to produce doctor's notes to verify the use of sick leave in excess of three days. Local 32 negotiated that contractors will not require doctor's notes from members.
- The Sick Leave policy adopted by UA local 32 and the MCA allows the member to accrue benefits whether the member uses sick his or her leave or not.
- State law requires each employer to have a separate sick leave account for each employee. At layoff or termination, an employee is not paid for their sick leave balance and the balance is zeroed out unless the employee is rehired within 12 months. Rather than members having sick leave balances with different contractors, Local 32 negotiated that all contractors would pay into our vacation/leave fund so that a member's sick leave would be portable between contractors.

We fully expect that as the new law and regulations are implemented, there will be some adjustments and/or revisions to the current rules. As changes are made, Local 32 and MCA will bargain any necessary changes so that contractors remain

*Continued on page 6*



## ERRATA SHEET

This errata sheet lists errors and their corrections in the *Labor/Management Agreement between United Association Local #32 of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and Mechanical Contractors Association Western Washington* (effective June 1, 2017 through May 31, 2023):

Location	Error	Correction
Article XIX – Tenant Improvement, Section 4(A) (p. 40)	Clarification of the applicable pay rate for TI work performed on Saturday	After “On all work the first two (2) hours of Overtime of each day, Monday through Friday, shall be paid at one and one-half (1-1/2) times the Straight Time Base Rate plus one and one-half (1-1/2) times the Health and Vacation/Leave, insert a new sentence: “The first ten (10) hours on Saturday shall be paid at one and one-half (1-1/2) times the Straight Time Base Rate plus one and one-half (1-1/2) times the Health and Vacation/Leave.”
Article XIX – Tenant Improvement, Section 5 (p. 41)	“overtime rate”	“Straight Time Base Rate”

MCAWW

UNITED ASSOCIATION LOCAL #32  
OF JOURNEYMEN AND  
APPRENTICES OF THE  
PLUMBING AND PIPEFITTING  
INDUSTRY OF THE UNITED STATES  
AND CANADA

By: Ed Hume

Title: Executive Director

Date: 9 January 2018

By: Robert Owen

Title: Business Manager

Date: 11 January 2018



in full compliance with the minimum requirements of the law and regulations.

If you have any questions or concerns, please do not hesitate to call. This topic and others are regularly discussed at our monthly union meetings, I would encourage you to attend.

## Update Drug Testing Policy Changes

On November 13, 2017, the Department of Transportation (DOT) published a [final rule](#) which will be effective January 1, 2018.

The new rule applies to All employers under the PPSAP Drug Free Workplace Policy and Program.

### What does this mean for the employees?

Beginning January 1, 2018, in addition to the existing DOT drug testing panel (that includes marijuana, cocaine, amphetamines, phencyclidine (PCP), and opiates), you will **also** be tested for four semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydro-morphone, oxymorphone). Some common names for these semi-synthetic opioids include **OxyContin<sup>®</sup>, Percodan<sup>®</sup>, Percocet<sup>®</sup>, Vicodin<sup>®</sup>, Lortab<sup>®</sup>, Norco<sup>®</sup>, Dilaudid<sup>®</sup>, Exalgo<sup>®</sup>**. If you have a prescription you must disclose.

If you test positive for any of the semi-synthetic opioid drugs, then as with any other drug test result that is confirmed by the laboratory, the Medical Review Officer (MRO) will conduct an interview with you to determine if there is a legitimate medical explanation for the result. **If you have a valid prescription, you should provide it to the MRO, who will determine if the prescription is valid.** If a legitimate medical explanation is established, the MRO will report the result to your employer as a 'negative'. If not, the MRO will report the result to your employer as 'positive'.

As it has been the requirement in the past, when your employer receives a 'positive' drug test result, your employer is to immediately remove you from performing safety-sensitive functions and provide you with a list of qualified Substance Abuse Professionals (SAP) available in your area. In order to return to performing safety-sensitive functions for any DOT-regulated employer, you must complete the return-to-duty process that will include an evaluation by a SAP, who will require education and/or treatment. The SAP will determine if you successfully completed the prescribed education and/or treatment. Before an employer could return you to safety-sensitive work, the employer must get a negative result on a directly observed return-to-duty drug test. After you return to safety-sensitive work, you must be subject to directly observed follow-up

testing for 12-60 months depending on the SAP's recommendations.

## Benefit Plans

### 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.

- We believe this 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.
- 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.
- The new pension formula demonstrates to members that you are partnering with their interests and recognize the importance of having a strong retirement benefit for the long term.
- Sustainable income pension benefits are expected to grow over time with the Plan's investment returns, during members' careers and during retirement, providing some inflation protection even in retirement
- Members keep any traditional pension benefit they've earned through December 31, 2017 and start accruing benefits under the new for-

mula 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.
- In early February 2018, we will convene a pension committee to make recommendations to membership regarding future funding of the plan going forward.
- You can visit the UALocal32.com website and view two videos that gives examples of how the SIP plan works.

## Health Plan

### Eligibility & Hours

- For the most recent 12 months (November 2016 – October 2017), active/self-pay eligibility increased 11.3% and retiree eligibility remained roughly the same, when compared to the prior 12-month period.
- The Trust is currently realizing 153.3 hours worth of contributions per month of active eligibility. This is a decrease of 0.3% from 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 11.1%, to almost 4.1 million hours.
- 1,096 months of coverage were added to the dollar bank during the 12-month period ending October 2017.

### Paid Claims

- For the most recent 12 months (November 2016 – October 2017), net self-funded paid claims totaled \$35.8 million, or 99.9% of the expected amount, with active/self-pay claims at 100.3% of expected.
- Net claims for the 12-month period exclude \$780,018 in claims reimbursable to the Trust under the stop loss contract with Symetra.

## Financial

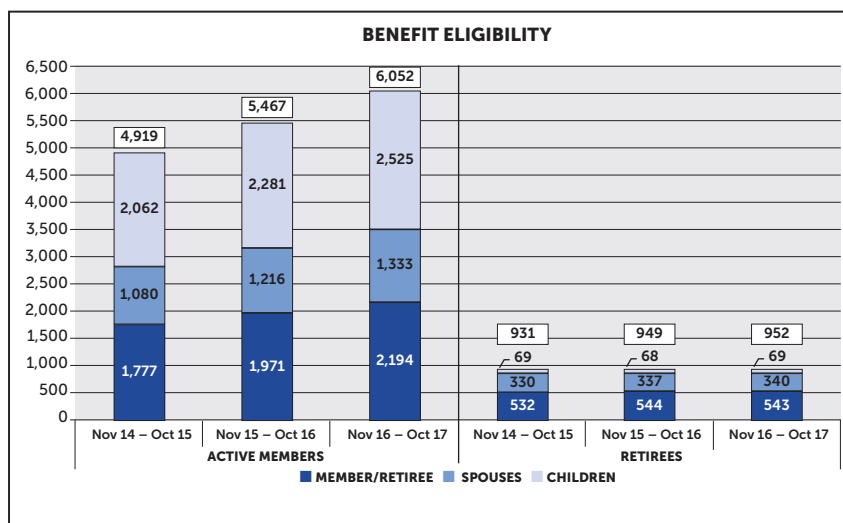
- During the first four months of the current Plan year (July 2017 – October 2017), the Trust realized an operating gain (income less expenses) of approximately \$2.0 million.
- After adjusting for changes in Trust liabilities, market value of assets and audit adjustments, the four-month net gain to unallocated reserves (market value basis) totaled approximately \$1.7 million.
- As of October 31, 2017, the Trust's **unallocated assets** (cost basis) totaled \$23.4 million, approximately 7.1 months of 2017/18 projected expenses. The market value of unallocated Trust assets was \$3.2 million higher at \$26.6 million (**8.1 months of projected expenses**).

## Eligibility

The number of *active and self-pay members* during the most recent 12 month period (November 2016 – October 2017):

- 2,194 active and self-pay members on average were eligible each month, an increase of 11.3% from the prior 12 month period.
- An average of 1,333 spouses and 2,525 children were eligible for benefits each month.
- An average of 488 members, or 22% of the active group, elected medical/Rx benefits through Kaiser.

The chart below shows average eligibility over the most recent 12 months (November 2016 – October 2017), as well as the two previous 12 month periods.



**Retiree eligibility by Medicare status and marital status,** During the most recent 12 months (November 2016 – October 2017):

- An average of 543 retirees/surviving spouses were eligible for benefits each month, a decrease of 0.2% over the prior 12 month period.
- An average of 49 retirees/surviving spouses, 9% of the total, elected coverage through Kaiser.
- An average of 883 total retired individuals (retirees and spouses), were covered during the most recent 12 months. Of the total, 668 were eligible for Medicare and 215 were not Medicare eligible.
- There was an average of 69 children of retirees covered during the most recent 12 months.

**A history of contribution rates,** a list of current vendors, and major plan provisions are summarized in this section.

#### Contribution Rates History

Effective With Hours Worked	Commercial	Residential
June 2014	\$9.01/hr.*	\$9.01/hr.*
January 2014	\$8.66/hr.*	\$8.66/hr.*
June 2013	\$8.46/hr.*	\$8.46/hr.*
January 2013	\$8.36/hr.*	\$8.36/hr.*
January 2011	\$8.16/hr.*	\$8.16/hr.*
June 2010		\$7.96/hr.*
January 2010	\$7.96/hr.*	
June 2009	\$7.66/hr.*	\$7.66/hr.*
January 2009	\$7.46/hr.*	
July 2007		\$7.26/hr.*
June 2007	\$7.26/hr.*	
January 2007	\$7.16/hr.*	
July 2006		\$7.06/hr.*
January 2006	\$7.06/hr.*	
July 2005		\$6.70/hr.
June 2005	\$6.70/hr.*	

\*\$0.06/hr. used for drug testing program

## 15th Annual Eastern Washington Charity Golf Classic



#### WENATCHEE

#### Union to donate golf tournament proceeds to senior program

The United Association Local 32 Plumbers and Pipefitters will donate \$7,500 in proceeds from its annual golf tournament to the Retired Senior Volunteer Program (RSVP) of North Central Washington.

The funds will support RSVP volunteers in Chelan, Douglas, Okanogan, Grant, Adams and Lincoln counties.

The Eastern Washington Charity Golf Classic was held Sept. 16 in Leavenworth.

I want to Thank Buster Ercanbrack, our members and sponsors who supported the 15th Annual Eastern Washington Golf Classic. With your help it was a HUGE success!

Sincerely,

**Jeffery J. Owen**  
Business Manger, Local 32



# Are you putting yourself, or others, at risk for catching the flu?

Flu season is here again, and for 2016-2017, the American Academy of Pediatrics (AAP) recommends that everyone, 6 months of age and older, gets vaccinated. While a flu shot has been proven to reduce medical visits for illnesses caused by circulating influenza viruses by 50% to 75%, there's another tactic you can take to limit your chances of catching one of them—AVOIDANCE!

## At work...

Know that co-worker who insists on coming into the office, sneezing or coughing his/her head off? The best advice you can give him/her? Go home. In fact, Centers for Disease Control (CDC) recommends that anyone suffering from influenza stay home, and not go to work, school, perform errands, etc.—not only for the sake of not getting others sick, but so that they can recover as well.

## At the doctor's office...

Just stepping into to a doctor's office, urgent care center, or ER, raises your chances of being exposed to germs and viruses. A recent study published in Infection Control and Hospital Epidemiology revealed that 3.17% of children (and their family members) who visited their pediatrician's office for a well-visit experienced flu-like symptoms within two weeks of their appointment. It may sound like a small percentage, but it equates to 766,000 additional doctor visits for treatment of symptoms acquired from the original appointment.

## So how do I see a doctor if I'm sick?

Thanks to your employer, you have MDLIVE. It gives you 24/7 access to board-certified doctors via a phone, smartphone, PC, or the MDLIVE App, from anywhere, so you can see a doctor right from your couch, and reduce your risk of catching or spreading the flu. Best of all your cost to see a MDLIVE doctor is just a minimal co-pay.

## Non-emergency conditions we treat:



- Acne
- Allergies
- Cold / Flu
- Constipation
- Cough
- Diarrhea
- Ear problems
- Fever
- Headache
- Insect bites
- Nausea
- Pink eye
- Rash
- Respiratory problems
- Sore throats
- Urinary problems / UTI
- Vomiting
- And more

e-prescriptions can be sent to your local pharmacy (if needed).

MDLIVE is for non-emergency conditions. For emergencies, call 911 or go to the closest ER.



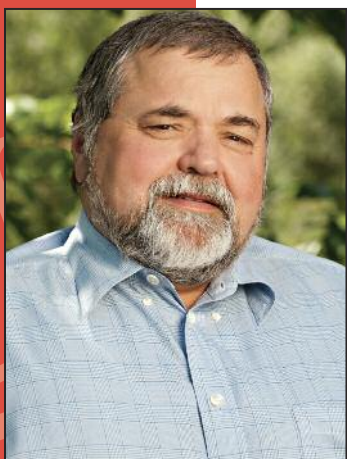
Have you **ACTIVATED** your account yet?

[MDLIVE.com/](https://MDLIVE.com/)



Download the MDLIVE App





## Plumbers' Report

by Ed Holmes

Brother and Sisters:

Well another year has come and gone! 2017 was a very positive year for Local 32. A new agreement completed, and a very strong economic market has driven us to the most man-hours ever worked in a year by Local 32 members. Our new Union Hall and Business Office are under construction. The JATC major remodel will begin in May 2019, as we prepare for the future and changes to the way we train. We have increased market share by adding over 300 new members through organizing and the signing of new contractors. We keep seeing new projects added to our area such as: The Key Arena and the Microsoft Campus rebuild. 2018 looks to be even better - if that's possible! We are truly blessed to be living and working here during these historical times.

As we position ourselves for future growth in our markets, the office of Local 32 is not sitting back and enjoying the ride. We are actively engaged in how to make things better for our membership and our contractors. In this legislation session we are presenting a Bill to strengthen the Plumbers' certification in the RCW's and WAC's. We have been working this process for a while by building a relationship with legislators, PHCC, and other entities affected by plumbing issues. I was recently placed on the Washington State Department of Health Drinking Water State Advisory Board. The Department of Health (DOH) and the Uniform Plumbing Code (UPC) are very closely tied together in their concern for public health and safety. The DOH has 21 amendments to the UPC, from grey water to rainwater catchment. We need to continue build a stronger relationship between both groups. We also have members of Local 32 involved in the FOG (fats, oil and grease) focus group for the City of Seattle. Grease interceptors are going to become a large focus for the city and we as plumbers need to be directly involved as this will have impact on our industry. No matter how modern we get as a society, we will always need clean water and healthy sanitary conditions to survive.

As a Health and Welfare Trustee, I attended the International Foundation Trustee training. Having been a labor representative for over three years, this was a great learning experience. Our Trust is doing well, we haven't had to add any monies over the last three years. We meet on a quarterly basis to review all costs and processes. Our Health Trust is building reserves and things look positive for the future. But, there are few items that concern me. One of the

biggest items is the Opioid misuse is at a disturbing level. In 2015, Physicians in the U.S. prescribed 249 million Opioids. The United States is the world's largest consumer, accounting for 100% of Hydrocodone and 81% of Oxycodone use. In 2015, there were 33,000 people who died from Opioid overdose. Heroin addiction is growing, with the greatest increase among women, the privately insured and people with higher incomes. Heroin use has doubled among young adults ages 18 to 25. A lot of this is due to the over-prescribing of Opioids by doctors. Some plans, including ours put limits on the quantity of Opioids that can be prescribed. Not only is Opioid use devastating to the individual, it can have a direct and negative impact to our health and welfare fund.

The training was very good, I learned a lot and I am looking forward to future training opportunities.

Jurisdiction issues continue, but we are keeping up the battle. Recently, we attended UA Business Manager and Agent School. The most important items I took away from it, is at the National level the Laborers told the United Association that they are not interested in discussing jurisdiction. "If they can get our work, they are going to do it!" - According to the UA General President McManus.



Wells Dam Fish Hatchery Drain System



This means that we must continue to try and have this jurisdiction issue resolved at the local level. To do this, we have built a plan and are working on carrying it out. The hiring Dave Ciprut out of Rebound to the WSA was a major step forward on prevailing wage issues. We are actively working to get Local 32 out in front of projects before they bid with municipalities, PUDs and Cities on what are Plumber/Pipefitters wages and work. We are also going after projects around the state where the contractors have filed the incorrect intent rate of pay (laborer, carpenter or millwright) for piping and mechanical work. I've been to a few of our projects with LNI Compliance Officers to discuss what is a Certified Plumber's scope of work per the WAC/RCW. Consequently, we have successfully removed carpenters and tile setters off our work. We have a team put together at the Cedar Hills Landfill on Lecce and methane piping, there are thousands of feet of HDPE piping to be installed with an equal number of related man-hours. Some of our contractors quit bidding this work because the state had allowed an unfair competitive advantage for laborer contractors over our UA contractors. We are working on changing this, it will create more work opportunities for all UA members and our contractors. This is the first time in my thirty-five plus years we have been aggressively going after our work during a thriving economy, and it is working. We are educating

general contractors, building officials, and legislators on our scope of work and what the WAC/RCW states is the scope of Certified Plumbers work.

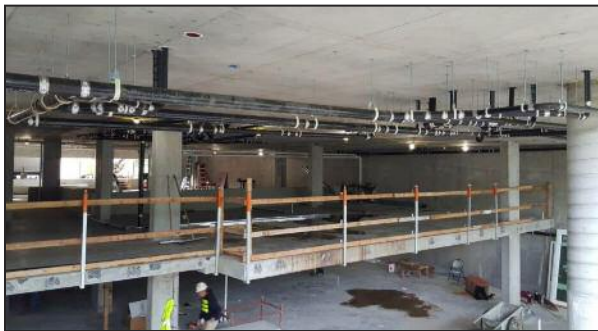
The change of leadership in the Plumbing Inspection Department for the City of Seattle has been very positive on getting plumbing back to the UPC. This has also created a more fair and competitive market for our contractors. In Seattle, nobody is getting a better deal than others; it is a level bidding process for all contractors. With the process of full plumbing plan review being implemented by the City, it will make the inspection process easier. It will help the Inspectors do their part, which has improved greatly now that they have more support. At the IAMPO Conference we gave a presentation to the leadership group on what we are doing in the Seattle area to protect our plumbers and the code. It was very well received. We also received a Letter of Determination from LNI for a project in Downtown Seattle on under-drains inside the foundation of a building. We gave it to our contractor, who in turn passed it along to the general contractor. We are now working with LNI to help get our contractor and members that work. Graham Construction is unwilling to follow state law, but we will keep pushing. We have been working with the City Inspection Department to get this work back to the Inspector to inspect and back to the Certified Plumber to install per state law. We may not win every battle, but we are having a lot of victories.

Brothers and Sisters, we have a plan for Local 32's continued success! We are working for the benefit of our current and future membership. Having been around many other UA Locals and jurisdictions, we really do have a great deal here in Seattle. We as members of Local 32 provide one thing, and that is skilled labor. We truly depend on each other to be the best mechanic possible. That is what keeps us strong, gives us a future and allows us to do things that others don't. We are not looking at our "toes," as Dan Jensen says - but looking out at the future! We are organizing new members and contractors, growing our apprenticeship, and gaining market share. It is imperative that we take advantage of the opportunities when they present themselves.

Brothers and Sisters, let's have another great year in 2018.

Fraternally,

**Ed Holmes**  
Plumber Agent



*SJS Project at Interbay*



*Med Gas Vacuum Pumps – McKinstry Co.*





## Fitters' Report

by Jason Hewitt

Brothers and Sisters:

I hope that everyone had great holidays and got to spend as much time with family and loved ones as they could. The holiday time is always a great opportunity to catch up with those that you don't get to see very often.

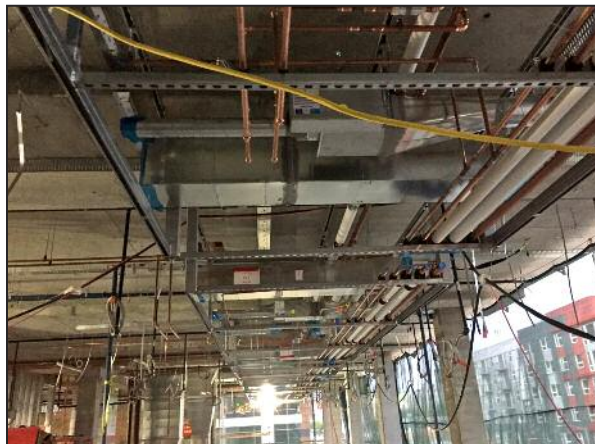
### Work Outlook

The work outlook for the Local continues to be good. The Fitters list remains pretty minimal. As I reported earlier, we have several larger projects but their schedules have slid to the right a bit. The International Arrivals Facility, at the airport, has been a pretty slow roll but has generated some additional work for our contractor. The North Satellite Project has grown as well but our contractor there is still busy with the preliminary work until the main building begins. Both of these projects have been pushed a bit and we should see some hiring for them in the spring. The Washington State Convention Center has been consistently pushed around due to all the delayed property sales and a lot of the special interest groups trying to put their hands in the mix. This project, I am now being told it won't break ground until the winter time of 2018. The Expedia project that I spoke of should start to ramp up toward the middle of 2018. This job has had a little drama as well. The scope has changed several times, though it should still be a great job, especially for the Fitters! Several of our contractors are still working at projects at the UW. It was also released in the news that the University is preparing for more growth. The paper stated that the UW will be remodeling or adding 88 buildings in the next 10 years! Amazon continues to acquire more office space by building more buildings

or buying office space. It was reported in the papers that Amazon has already bought all the office space in the new Rainier Tower. That is an additional 700,000 + square feet! Block 20 has been building floors up and Block 21 is in the dirt currently. In addition, the 4/C skyscraper is still in the works. This is the 90-100 story building that will be coming in the future. Another big announcement came from Microsoft. They are making plans to demolish and rebuild 8-10 of their original buildings. The past relationships our contractors have built with Microsoft should work in their favor when this work hits. Bellevue will also have its fair share of new buildings.



*McKinstry cooling tower—Cooling Tower and prefabricated supports built in McKinstry's shop installed on site at UW Medicine 3.2."*



*Prefabricated trade rack installed on the jobsite for McKinstry at UW Medicine 3.2*



*Trade rack—Prefabricated trade rack in McKinstry's fab shop destined for UW Medicine 3.2"*

## Wenatchee

I am happy to report that we have been getting some more work in the Wenatchee area. For most of the year we have had several members working at a cold storage unit for Stemilt growers. There is also a Data Center going over in East Wenatchee. There is a school currently being built in Leavenworth that we have been able to send some members to. We have been hearing some rumors of one of our contractors will be getting the Wenatchee Hospital addition. Lastly, another of our contractors was busy with a job at Wells Dam. This has been a great year for work east of the mountains.



*Pump skid built at PSF Mechanical's fab shop destined for 1005 Broadway job.*



*Prefabricated pipe rack built in MacDonald Miller's Fab Shop destined for Oregon job.*

## Peninsula

Work on the Peninsula has been lurking as well. There is the usual small shut down work at Port Townsend; however, since Nippon sold the Port Angeles paper mill I have heard the new owners will be retooling the mill. This should put a good slug of members to work. I will report more as I get the information.

## Jurisdiction/Fabrication

I still feel the need to discuss our jurisdiction. We are consistently seeing issues surrounding our jurisdiction in the King County area. General Contractors, time after time, are breaking up work packages that don't necessarily reflect the traditional jurisdiction of the building trades. This is happening during the bidding process. I have been working with several of the contractors to try and correct this problem. I cannot emphasize this enough, if you see any issues out on the job or potential issues concerning jurisdiction, please give the office a call.

## JATC

We had another round of apprentice interviews in December. I am reassured that our helper program is the best way to see if the applicants coming into our apprenticeship are the right candidates. The last rounds that I have gone through have attracted some great talent, but some of them do not come from construction backgrounds. Getting them to a job at an entry level has proven whether they are ready for the apprenticeship. It also begins building their reputation in the field. I am excited to get the new apprentices started on their path to success!

## Port of Seattle

There has been some exciting news out at the Port, we now have an HVAC Mechanic as part of the Marine Maintenance crew! This addition is crucial to growing Local 32's presence at the Port of Seattle. The relationships our members have made with the management at the Port have made this a possibility. Congratulations to our Local 32 Brothers at the Port of Seattle!

## Shipyards

For those of you who have not heard, I have taken over the representation of the Shipyards now that Erik Miltun has retired. I have met with all the groups and have begun to build my own relationship with the members and the different managers of the separate yards. Though I don't have the Shipyard background, I look forward to serving our Brothers and Sisters in the Shipyards as best as I can. Other exciting news in the yards, is with the help of the JATC we have been able to start 6 new apprentices. I was very impressed with the applicants we interviewed for these positions as well!

Congratulations to Erik Miltun on his retirement, I wish you the best in your new chapter in life!!

In closing, I would like to wish everyone a Happy New Year and hope that 2018 will be a great and prosperous year for all!

Fraternally,

**Jason Hewitt**  
Steamfitter/Welder Agent





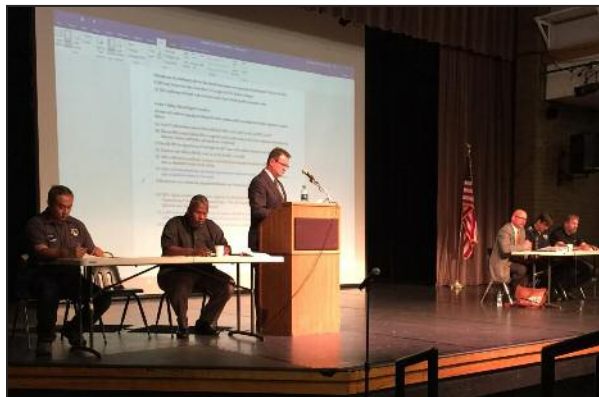
# Refrigeration / HVAC Report

by Joel Crabtree

Brothers & Sisters,

2017 proved to be a banner year for the Refrigeration segment of Local 32 and the HVAC/R out-of-work list has been mostly empty throughout. Local 32's HVAC/R Department negotiated a long-term contract with solid wage increases over the next 6 years; while also addressing and updating the majority of contract language issues our members have struggled with for years.

We have focused on heavily organizing the non-union sector in our area, and by pulling talent from the open shops we've steadily been building up our numbers throughout the last year. We've also been working directly with the National UA and the Mechanical Contractors Association of Western Washington to expand our jurisdiction to the north and south of King County. This effort is designed to bolster our shores against the constant pressure of other union and non-union predatory competition. There has been so much activity over this last year it's hard to believe that it's already over! We're keenly anticipating what the future will hold for our industry in the Puget Sound Basin for 2018.



*Refrigeration/HVAC Contract Vote – September 2017 at Carco Theatre in Renton*

## New Collective Bargaining Agreement

After months of preparation and hours of meetings in negotiations with the MCAWW we have the new Collective Bargaining Agreement in print. If you haven't already, please come by the office and pick up a copy of the new contract.

## Wage Allocation

We have staggered the HVAC/R wage allocations away from the Plumber/Fitter wage increases for the remainder of this contract. This will give us the time

to dedicate to the discussion of how best to assign our wage increases in the future. We will have \$1.50 to allocate for the Refrigeration Mechanics at the March 8th, 2018 Union meeting. Please come to the meeting and voice your opinion on how to best allocate these funds.

## HVAC/R Service

We visited Expedia's new Seattle Waterfront Campus where we caught Local 32 member, Michael Allen performing annual service on one of the larger high-pressure steam boilers (photo below). These boilers are set to be decommissioned and removed from the building because they are too large for the new facility, but the periodic maintenance can't be sacrificed on this type of highly technical equipment or the consequences could be catastrophic.



## HVAC/Refrigeration Out-of-Work List

- 3 Journeymen available
- 2 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, concerns, and upcoming events. If you would like to be added to this list and receive an occasional email, please contact me at [joel@ualocal32.com](mailto:joel@ualocal32.com) with "email list" in the subject line of your email.

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 into 2018 and beyond.

Faternally yours,

**Joel Crabtree**

*HVAC/Refrigeration Business Agent*





## Seattle Area Pipe Trades

### APPRENTICESHIP

2018 promises to bring great changes at the Seattle Area Pipe Trades Training Center. We're pleased to announce that **Antonio Cruz** has joined the full-time team as our third Plumbing Instructor. He brings a wealth of service experience. Antonio is already working with the Service Plumber Subcommittee to develop curriculum for a Service Plumber pathway inside the Commercial program. To that end, we are grateful to all of our subcommittees for the tremendous curricular support they provide. We look to our experts for industry trends, so we can implement training that best prepares apprentices for the future.

Additionally, we have convened a Leadership Advisory Board to help us integrate leadership training in all years of our programming, and across all trades. Above all else, we know that the professional, dependable apprentice will help us get and keep work. We're beginning with first-year coursework in communications and professionalism, which will be co-taught by **Antonio Cruz** and **William McLaurin**.

By Instruction Year 2019, we will have added coursework with Heritage II in the second year, which promotes union engagement and values, additional advanced customer service, and preparatory courses to help apprentices transition into "field teachers" as Journeyman. We will be adding capstone projects for 5th Year apprentices, with the expectation that they will be responsible for assisting in 1st Year instruction. All of this work is possible because of the dedicated Leadership Advisory Board which includes: **Danielle Pina, Kurt Cushman, Cameron Tse, Jon Cook, Juan Morfin, Brandon Moore, Armando Villalobos** and **William Whitfield**.

Finally, our building renovation will begin May, 2018. During the first four months of the project, we expect our weld shop to be closed. We will have limited training and testing ability during this time frame. If you know that you will have continuities in the future, please make arrangements with us now. You can contact Jeff Holmes in the Weld Shop for testing schedules.

In Solidarity,

**Heather Winfrey**

*Assistant Training Coordinator*



## Organizing Report

by Brad Moore, Zac Smith and Howard Ferguson

Happy New Year, welcome to 2018! We hope you had a great 2017. It certainly was a banner year for the Organizing Department at UA Local 32.

2017 began with the addition of a new organizer, Zac Smith. We immediately began working towards resolving the shortage of licensed plumbers here at Local #32. Through the first quarter of the year we sent out letters to all the licensed plumbers in Washington State, ran radio ads, used a technique called geo-fencing and of course, the tried and true method of going to job sites and parts houses. We are pleased to report that these methods worked well, but not well enough. It was decided that to be more effective, it would require more boots on the ground. That's when Howard Ferguson joined the team. Howard is a long time Local #32 member. He's also a building trades plumber

and a former business owner. Howard brings a new and unique perspective to the Organizing Department. His hard work and dedication have been just what the Organizing Department needed. With the addition of Howard, we were now able to cover more ground, add more campaigns and continue what we were already doing.

We began to see the results of organizing qualified labor from the open shops about mid-year. Multiple contractors that had previously turned down the opportunity to become union contractors were now approaching us. The common theme was "How do I become a union contractor?" and "Do you have skilled manpower available?" After several discussions and a hand shake, we were able to sign Bratonia Mechanical, Redline Mechanical, Engel Construction, Optimal Solutions, AE Williams, and Total Plumbing Solutions. We continue to talk with several other contractors as well. During our discussions with these now signatory contractors, two things became very clear. The open shops have taken notice and recognized the professionalism and superior quality work that our members consistently provide, in addition to the fact that our members possess knowledge and training far above what the open shops can find anywhere else.

As the year continued we were also seeking out HVAC-R technicians. We were successful in crippling

MCS Mechanical and have made considerable progress against Air Systems, Pacific Aire and AAA Heating and A/C. We continue to pursue technicians throughout the Puget Sound region. During the middle of the year we attended an UA organizing blitz hosted by Local #290.

Organizers, Agents, Business Managers and many other UA delegates came from all over the Western Region and the East Coast. At one point there were over one hundred UA members actively canvassing the greater Portland area. The blitz lasted for two weeks. Throughout the duration of the blitz, we focused on organizing techniques, database building and targeting the specific labor needs of Local #290. As it turns out, the blitz was successful enough to warrant another. During the latter part of June and on into the early parts of July the WSA put together a blitz focused on Local #32's jurisdiction. Organizers from Local #26, #32, #44, #598 and #669 came together to canvass all of Local #32's jurisdiction. We went to jobsites, contractor offices and parts houses during the day. Then the Organizers literally went door to door during the early hours of each evening. During the blitz we even flew a banner over the entire Puget Sound region advertising the need for plumbers. All in all, the organizing effort was a remarkable success. We crippled Monarch and Rainier View Plumbing as we organized over half of each of their shops to include the leadership. We also contacted several foremen from other open shops. Additionally, we continued to focus on the HVAC industry. We organized several HVAC-R technicians as the week went on and made several connections that will most likely create some excellent organizing opportunities.



Howard Ferguson hard at work organizing

As all of this was going on, Brad Moore and Ed Holmes continued to take the IPC/UPC fight to the politicians. Brad has been working with Ed to coordinate support for the UPC in Olympia. They have reached out to organizations such as the PHCC, IAMPO and the MCA. Working in conjunction with the WSA, they have begun to educate the politicians and the public about the importance of proper plumbing installations. Their efforts have put Local #32 at the forefront of the fight to protect the public water supply and sanitary plumbing installations in Washington State. As if Brad and Ed weren't busy enough, they have also been attending A.R.S.C.A. (American Rainwater Catchment System Associations) IAMPO and F.O.G. (Food, Oil, Grease) conferences.

2017 never seemed to slow down, before we knew it. Fall was here. Fall means home shows for the Organizing team. Howard spent many weekends spreading the message to all that would listen. It also means the ending and beginning of the Fall quarters throughout the trade schools and vocational colleges. Howard and Zac have created significant relationships within the vocational system in the greater Puget Sound Region. These relationships have allowed Howard and Zac the opportunity to speak with the top graduating candidates in the area before they reach the open shops. We've had great responses from the students and staff at the various schools and we have been asked to participate on several advisory committees. We will continue to plant the seed with the students and follow them as the progress through the system. Ultimately, directing the graduating students to the various apprenticeship opportunities.

As you all know, Fall is also the opening of hunting season. Well you may or may not know that Brad Moore is an avid hunter. As a matter of fact, he managed to capture the most elusive prey the Pacific Northwest has to offer. That's correct, he's spent the better part of a decade hunting this beast, he's had it in his sights more than once. Only to be foiled by circumstances beyond his control, but not this year. No, this is the year that Brad brought Big Foot Plumbing home. Yep, just before Thanksgiving, Brad was able to bring Big Foot Plumbing in from the cold. Once Brad had them at the table, the business office was able to assist with the final details. On Thursday, November 9th Big Foot Plumbing became a signatory contractor. On Saturday, November 11th the Organizing Team working with all the Business Agents, the JATC and the entire Office Staff successfully organized all 30 Big Foot employees. It was a tremendous success for everyone, but especially for Brad



### *Local 32 Organizing Strategy is Flying High*

Moore. He should be commended for his patience and persistence through the years. Without his contributions to this process, there is a very good chance that Big Foot would still be roaming free.

With the end of the year quickly coming upon us, we were once again fortunate enough to be able to share our skills and abilities with our Brothers and Sisters in Eastern Washington. Howard and Zac traveled to Kennewick in early December to assist Local #598 with their "Bikes for Tikes" charity drive. UA members from all over the state teamed up with local high school students and local charities to assemble thousands of donated bicycles. These bicycles will be distributed to charities all over the state. It was a wonderful and rewarding experience for all.

As we look forward to 2018, we know that there will be significant challenges ahead. The building boom shows no signs of slowing down, the contractors are continuing to bid work and as long as that trend continues. You can bet the Organizing Team at Local #32 will rise to the challenge.

Fraternally,

### **The Local 32 Organizing Team**



### **THE SIGNING OF BIG FOOT PLUMBING**

*Pictured L to R: Brad Moore, Matt & Bud Dennison (owners), Jeffery Owen*





## PSE and Municipalities Report

by Kurt Swanson

I hope everyone had a great Holiday Season! 2017 was a busy year for Local 32 members working for the bargaining units I represent. After five months of negotiating, the Puget Sound Energy (PSE) contract negotiation concluded on December 16th, 2017, with the membership voting to accept the Agreement. Kudos to all of the members that participated in the vote! I also want to thank

Local 32 negotiating committee members Troy Shopin and Mitch Balzer for all of their hard work! The City of Seattle and Lake Washington School District Agreements both expire in 2018. I look forward to working with our members on those upcoming negotiations.

As we start a new year, I want to mention a couple of important issues that came up last year: work jurisdiction and Weingarten Rights. We all need to monitor our work jurisdiction, or body of work. When you are aware that other crafts, or contractors are performing our work, please let me know. All of our agreements have some language describing our jurisdiction, and I need your help to make sure the employers stick to the agreement. Managers and supervisors do not always understand the agreement, and can contract out, or give our work to other crafts unnecessarily. If you see work occurring that our mem-

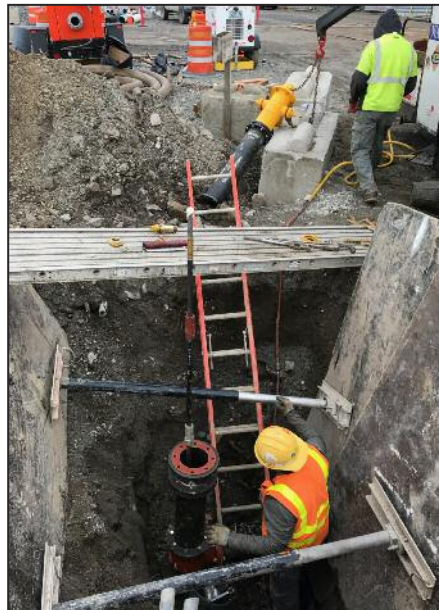
bers have traditionally performed, let me know and I will investigate.

Over the last few months, a couple of members have run into issues when they did not properly exercise their Weingarten Rights. In each case, the worker was cautioned by the supervisor or manager that the discussion was “no big deal”, but the conversation quickly turned against the worker, who found themselves reeling from questions that they did not expect. Weingarten Rights grant any union worker the right to request union representation whenever they are being questioned or interviewed, if the answers could result in them being disciplined or a change in their working conditions. If you are pulled into an impromptu interview or question and answer session, you should ask if the outcome of the interview could result in discipline or a change in your working conditions. If the answer is yes, it is your responsibility to invoke your right to representation, and request that your union representative be present. The representative can be a Shop Steward, or the Business Agent. The employer is not required to ask you if you want representation. It is the worker’s responsibility to make the request. Once you make the request, the employer has to delay the interview until a representative can be present.

Lastly, driving issues continue to be a big deal with the bargaining units I represent. Last year saw an uptick in the amount and level of discipline for our members who do a lot of driving. Now that we are entering the Winter of 2018, please be careful on the roads, and go slow. We will exercise our rights under the agreement to grieve driving related discipline where possible. Many of these events are often very cut and dry (i.e. at-fault accidents), and convincing the employer to not administer any discipline is less likely than in the past. However, the disciplinary action should be comparable to other discipline administered for similar incidents and if not, the discipline should be disputed. On that note, drive safe, and have a great 2018!

Fraternally,

**Kurt Swanson**



**LEFT:** Matt Wayman, South Projects WPW, flushing a newly installed fire hydrant for the Seattle Tunnel Project.

**RIGHT:** Chris Martos & Bill Moran, Hydrant WPW’s, adjusting a new hydrant to grade following installation at the Seattle Tunnel Project.



## A scenic view of a lake with a playground and a small building in the foreground, and forested hills in the background. The playground features blue slides and a red arch. The building has a dark roof. The lake is calm, and the hills are covered in green trees under a clear blue sky.

**Bellevue, WA 98007**

**BBQ LUNCH SERVED AT 11:30 A.M**

# Saturday, July 7<sup>th</sup>, 2018

**11:00 a.m. – 4:00 p.m.**

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



## Boats Welcome!

## Fun, Games & Prizes for All Ages!



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.

## FREE PARKING

**NO PETS or GLASS BOTTLES ALLOWED**





## PAC Report

by Leanne Guier



Happy New Year!

As we move into 2018, we look back at a very productive 2017 on the political front, at least locally.

Your Political Action Committee worked diligently to get some key candidates elected to office this year. Many hours were spent by your PAC and other volunteers on phone banking, knocking on doors or distributing door hangers. These efforts netted a win in the 45th Legislative District Senate, a new Mayor for the City of Seattle, and Federal Way School District passing their bond. All of this adds up to job creation for our members. Our focus as always is **JOBS! JOBS! JOBS!**

The win in the 45th Legislative District gave the Democrats a majority in the Senate. We are hoping to get some legislation passed in this next session that will benefit our members. One bill has to do with tightening up the Plumbing RCW, referenced as the Plumbing Master Agreement. This bill will not only will require contractors to have a licensed plumber employed by the contractor, but will also require visible license to be worn. There are other

bills we will be focusing on in Olympia this session with the Building Trades regarding prevailing wages rates as collectively bargained and apprenticeship utilization. With Democrats controlling the House and the Senate, we may have a shot at getting some bills passed that protect our interests and family wage jobs.

- **Master Plumbing Bill** – Requires plumbing contractor to have a master plumber employed – to track training hours, assure plumbers are licensed, ratio met, installation is to code – currently no accountability – or an administrator. Changes licensing renewal from 2 to 3 years and CEU's from 16 to 24 – CEU's are the same just meeting required 8 hours a year. Provides L&I with tools to enforce current RCW.



From left to right: Sister Leanne Guier, Seattle Mayor Jenny Durkan and Brother Gordon Baxter



PAC Committee with State Senator Manka Dhingra



Requires plumbers to wear visible license. Protects from underground economy.

- **HB 1674 / SB5493** – Establishing Prevailing Wage rates based on collectively bargained contracts.
- **HB 1848 / SB 5576** – Apprenticeship Utilization compliance and implementation – Adds AU compliance to responsible bidder criteria and prevailing wage strike toward debarment – prohibits general contractors from requiring subcontractors to perform more than 15% of apprenticeship hours – changes the AU calculation from project-wide to contractor-specific.
- **SHB 1673 / SB 5492** – Contractor training – requires training for contractors bidding on public works under responsible bidder criteria – allows for grandfathering of experienced contractors – directs L&I to make training available online for ease of access – passed out of laws unanimously.
- **HB 1672 / SB 5491** – Wage recovery and prevailing wage determinations – Freezes the statute of limitations for the recovery of wages when prevailing wage determination is in process.
- **SHB 1723 / SB 5490** – Presumption of occupational disease for Hanford workers – Creates a rebuttable presumption that certain occupa-

tional diseases common amongst workers at the Hanford site are related to the work, similar to the Firefighters presumption already in place.

As you can see, we have a lot of work in front of us this legislative session. We will be paying attention to those we supported the last legislative races to ensure they deserve our support again this election cycle. The good news is we have been able to reach out to some of those friends from prior elections to help move some of these bills along. Once they hit the floor for a vote, we will be watching.

If you would like to get involved with the Political Action Committee, please contact me at: [Leanne@ualocal32.com](mailto:Leanne@ualocal32.com) or phone: (206) 290-7710.

Respectfully,

**Sister Leanne Guier**



*Sister Leanne Guier  
and King County  
Executive, Dow  
Constantine.*

## Retiree Corner

At our last Retiree Union Meeting was held on Tuesday, December 12th at the Foster Golf Course Banquet Facility in Tukwila, WA! It is always so nice to see the familiar faces and remember the good times we have had together.

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

Please make plans to attend the next Retiree Union Meeting scheduled for Tuesday, March 20th at 11:00a.m. The meeting will be held at Foster Greens Golf Course Banquet Facility located at 13500 Interurban Ave S., Tukwila, WA 98168. Doors open at 10:00a.m. – We would love to see you there! If you need a ride, or know of a Brother or Sister who needs a ride – please contact the Business Office to make arrangements (425) 277-6680.



# 2017 OLD TIMER'S CELEBRATION

Saturday, September 9, 2017 • Hyatt Lake Washington – Renton, WA

Thank You to all the members who received their Years of Service pin and the Brothers and Sisters who attended in Solidarity!



*Lifetime Members – 50+ Years of Service*



*Old Timers' Committee*







# In Memoriam

## Dedicated to Those Members No Longer With Us

Date	Name	Trade	Years of Service
Dec 29, 2017	Brother Joy V. Stenson	BT Journeyman Steamfitter	52
Dec 14, 2017	Brother James Moen	BT Journeyman Plumber	45
Nov 28, 2017	Brother Heinz Ritter	BT Journeyman Steamfitter	51
Nov 27, 2017	Brother Ronald Schultz	BT Journeyman Steamfitter	50
Nov 14, 2017	Brother William Fenton	BT Journeyman Plumber	46
Nov 12, 2017	Brother Gordon Gagnon	BT Journeyman Plumber	58
Oct 22, 2017	Brother Nicholas Soha	BT Helper Pipeline	4
Oct 22, 2017	Brother Elliot Haddon	BT Journeyman Plumber	18
Oct 19, 2017	Brother Roy Wester	BT Journeyman Steamfitter	57
Aug 18, 2017	Brother Terry McGowan	BT Journeyman Steamfitter	54
Jun 21, 2017	Brother Robert Pemble, Sr.	BT Journeyman Plumber	53
Jun 19, 2017	Brother Henry Deleest	BT Journeyman Plumber	53
May 31, 2017	Brother John L. Johnson	MT Journeyman Marine Pipefitter	56
May 24, 2017	Brother Robert Hedman	BT Journeyman Plumber	72
May 20, 2017	Brother Dean Roberts	Divisional Gas Distribution Journeyman	20
May 17, 2017	Brother Thomas Ford, Jr.	BT Journeyman Steamfitter	56
May 14, 2017	Brother Stephen Pranger	BT Journeyman Plumber	41
May 06, 2017	Brother John Mychaylo	BT Journeyman Plumber	3
Apr 11, 2017	Brother John Walters	MT Journeyman Marine Pipefitter	47
Mar 19, 2017	Brother Curtis Olson	BT Pipeline Helper	27
Mar 04, 2017	Brother Gordon Landsman	BT Journeyman Steamfitter	54
Feb 23, 2017	Brother Glenn Lampert	BT Journeyman Steamfitter	48
Feb 06, 2017	Brother Joseph Carl	MT Marine Pipefitter Helper	34
Jan 24, 2017	Brother 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



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

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## A large graphic featuring the number '32' in a bold, white, outlined font. A red adjustable wrench is positioned diagonally across the '32'. To the right of the wrench, the word 'CONNECTIONS' is written in a large, white, outlined, serif font. The background of the graphic shows a silhouette of the Seattle skyline, including the Space Needle, against a red and grey gradient.

## Mark Your Calendars!

*For more information go to [www.ualocal32.com](http://www.ualocal32.com)*

- |                           |  |
|---------------------------|--|
| <b>March 20, 2018</b>     | Retiree Union Meeting at Foster Greens Golf Course Banquet Facility at 11:00a.m.               |
| <b>March 22, 2018</b>     | Building Trades Shop Steward Meeting at Foster Greens Golf Course Banquet Facility at 4:30p.m. |
| <b>March 24, 2018</b>     | Retirement Preparation Seminar at IBEW#46 Union Hall at 9:00a.m.                               |
| <b>April 12, 2018</b>     | Regular Union Meeting at IBEW#46 Union Hall at 5:00p.m.  |
| <b>May 10, 2018</b>       | Regular Union Meeting at IBEW#46 Union Hall at 5:00p.m.  |
| <b>July 7, 2018</b>       | Local 32 Picnic at Vasa Park in Bellevue, WA at 9:00a.m.                                       |
| <b>September 8, 2018</b>  | Old Timers' Celebration in Local 32 Union Hall at 1:00p.m.                                     |
| <b>September 15, 2018</b> | Eastern Washington Charity Golf Classic at Leavenworth Golf Club at 8:00a.m.                   |