



CONNECTIONS

PLUMBERS · PIPE FITTERS · HVAC/REFRIGERATION

53rd Edition – Winter 2019

UA LOCAL 32'S NORTHWEST HARVEST FOOD DRIVE



PHOTO BY CHUCK LYSEN

32CONNECTIONS

UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

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

Dispatcher / Inside Agent
Ryan Miller

Plumber Agent
Corey Wilker

**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 / Political
Action Coordinator**
Leanne Guier



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

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Main Office Phone Number:

425-277-6680

Main Office Fax Number:

425-277-7370

Union meetings are the 2nd Thursday of
every month at 5pm.

**Have an article you would like to
submit? Please contact Tamarra Henley
by email: tamarra@ualocal32.com or call:
425-277-6680.**



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:

Happy New Year! It's hard to believe we have put another year behind us. We have faced and met the challenges of this last year together and you have shown great generosity to our members and the public when needed. It's long been said that success is harder to manage than failure, we are living through that time. In the year ahead, we are looking forward to another year of firsts and continuing the hard work required of us all to maintain our strength in the construction industry. Our employers will continue to expand in Plumbing Service and HVAC/R. All while in Olympia we are working on strengthening Plumber Certification.

We will continue our efforts protecting our jurisdiction from other crafts and protecting our fabrication here locally. In 2019 our Building Trades members will be asked to do our part in funding a UA National Organizing campaign at the rate of \$.10 an hour. The one-year Light Commercial Agreement will be re-negotiated which is important, so we can maintain the growth we have established in Organizing and Apprenticeship.

The Building Trades Hours increased 8% from the previous fiscal year. *From July 1st, 2017 through June 30th, 2018 there were 4,109,250 man hours worked.* The November 2018 hours were 405,886 - another first. The man hours are reflective of the continued growth in our Local Union's membership.

We have increased our active membership by 700 members in the last 36 months. We ended the year with 3,701 members. These new members were gained not just through Organizing but through Apprenticeship as well. Our organizing efforts will continue understanding that there are fewer qualified Journeyman to organize.

Brothers and Sisters, I want to Thank those who volunteer for the various Committees and Boards that make up our Local Union, without you - we wouldn't be the Local Union we are today!

President, Vice President, Executive Board, Inside Sentry, Recording Secretary, Various Exam Boards, Finance Committee, Reading Clerk, Election Committee, PAC Committee, Old Timers Committee, Picnic Committee, and annual end of the end year Christmas Dinner Committee – THANK YOU!!

YEAR IN REVIEW

LOCAL UNION HALL AND BUSINESS OFFICE

The highlight of the year was the opening of the Local Union Hall and Business Office. In June 2018, our Retirees assisted in the official opening and ribbon cutting.

In November after meeting with the Finance Committee and Executive Board, a full financial update was given at the monthly union meeting to review the costs associated with the construction. The costs are outlined on the next page.

We also outlined **our goal** of paying off the remaining costs of the building within the next twelve (12) months. Of important significance is the fact the construction was built with 100% union labor and totaled 37,000-man hours worked without a safety incident. *Did you know that less than 2% of all construction projects today are built with 100% Union Labor?*

I want to Thank the membership, Executive Board, and the Finance Committee and specifically Brothers Jack Baker, Steve LeMay, and Dan Jensen for assisting in overseeing the project and ensuring we have a building we all can be proud of. The JATC remodel is ongoing and scheduled for completion in April 2019.

BUILDING COSTS

Feasibility Study & Permit Submittal	\$105,861
Architectural & Engineering	\$366,961
Owner Consultants	\$367,365
Insurance & Legal Fees	\$103,895
Property Purchase	\$350,000
Permits	\$260,061
Construction	\$7,628,825
Utility Connections	\$26,704
Furniture Fixtures & Equipment (FF&E)	\$228,205
TOTAL COSTS	\$9,437,877

WAGE ALLOCATIONS

- Building Trades Plumbers and Fitters: June 1st, 2018, Wage Allocation \$2.00 (\$1.15 to the check \$.10 JATC, and \$.75 to the WA State Pension Fund).
- Building Trades Plumbers and Fitters: January 1st, 2019, Wage Allocation \$2.00 (\$1.25 to the check and \$.75 to the WA State Pension Fund).
- Effective June 1st, 2018 on approval of the membership increased the percentage of pay of the Business Manager and Business Agents.
- Light Commercial Agreement: July 1st, 2018, Wage Allocation \$2.60 (\$2.50 to the check and \$.10 JATC. (1- year Agreement.)
- Refrigeration Journeyman – April 1st, 2018, Wage Allocation \$1.50 to the check

- Refrigeration Journeyman- October 1st, 2018- Wage Allocation \$1.50 (\$.65 to check, \$.75 WA State Pension Fund, and \$.10 to JATC).
- Gas Distribution, Wage Allocation January 1st, 2019, \$2.15 (\$1.40 to check and \$.75 to WA State Pension Fund)

OPERATORS WORK STOPPAGE

The work stoppage began August 20th and wasn't resolved until September 6th. Two-hundred (200) of our members, including travelers, were out of work during that time. The **Job Stewards showed exceptional leadership** in communicating with the business office and membership, including other crafts, information that was limited at best. We talk all the time, about doing the right thing; and our members lived it daily. After discussion with the Job stewards and members at the September Executive Board Meeting it was recommended to provide financial relief of \$1,000 to the members and their families who were impacted by lost wages and unable to claim unemployment during the strike. The membership overwhelming voted in approval of this request. *The operators eventually voted and approved a three-year agreement. A Special thank you to the Stewards and the members... you know who you are... For the sacrifice you made.*

I want to again Thank the Local 32 Officers, Executive Board, and all the Members who volunteer their time to making this Local Union the success it is: They volunteer their time to our monthly and annual events: Christmas Party, Old Timers, Picnic, PAC, IAMPO, JATC, and By-Laws Committee.

On behalf of the Executive Board Officers and Staff, we look forward to seeing you in 2019 on the jobsite or at the Union meeting.

Fraternally,



Jeffery J. Owen
Business Manager, Local 32



BENEFIT PLANS

Are you planning on Retiring in 2019 or 2020?

If so, I encourage you to attend one of our two (2) classes held every year. The classes are meant to assist you and your spouse to determine the best time for you to retire and provide you with important information regarding your Retiree Health Plan, National and Washington State Pensions.

- The 2019 Retirement Planning Seminars are scheduled for Saturday, March 23rd and Saturday, November 2nd held at the Local 32 Union Hall. Watch out for the mail to reserve your spot.
- If you have questions regarding retirement process, please contact the Business Office and ask for Sister Patty Gilmore to assist you in your planning for the next stage of life.



Supplemental Plan Changes 401-(k)

- Effective December 11th, 2018 Brother Ryan Miller was appointed as Labor Trustee to the Supplemental Pension plan. He took the place of Brother Dan Jensen who retired this past August. Your current Trustees are:

Labor Trustees: Jeffery J. Owen- Chairman, Todd Taylor, and Ryan Miller

Management Trustees: Jeff White- Secretary, Stacy Johnson, Robin Cowper

- Effective January 1st, 2019 the long-awaited after-tax Roth 401 (k) goes into effect, please carefully read the enclosed material to make an informed decision on whether you want to participate. The annual elective deferral limit for the 401 (k) plans will be \$19,000 for 2019 and \$500.00 increase from last year. The additional catch up contributions for those over the age of 50 remains at \$6,000. Regardless the contributions you make either pre-tax or after tax will help you in retirement. You can download forms to invest or change your contribution amounts on the Local 32 website or ask your employer for the forms.

See Roth IRA Insert on pages 7 and 8

Health Plan

A summary of the Plan Modifications was mailed to you in October 2018, I have included a copy for your records, **please note the Address Change for Zenith along with the bulleted items below.** If you have questions regarding the plan changes, please do not hesitate to contact the Business Office or Zenith.

- Effective January 1st, 2019, the employee/retiree life AD&D benefit will be increased from \$2,000 to \$10,000 and the dependent life benefit from \$500.00 to \$2,000.00.
- Effective January 1st, 2019 the subsidized Cobra rates for members on the out-of-work list will increase from \$460.00 per month to \$500.00 per month.

If you have questions regarding a bill or are frustrated about why a medical procedure isn't a covered benefit, I encourage you to call me directly. At times, like any business, we have customer service problems that can be resolved. Your Trustees are here to act on your behalf in a timely manner. The Health Plan Labor Trustees are: Jeffery J. Owen, Ed Holmes and Joel Crabtree.

See 2018 SAPPH plan modifications Document on pages 9 and 10

Eligibility & Hours

- For the most recent 12 months (November 2017 – October 2018), active/self-pay eligibility increased 9.8% and retiree eligibility increased 1.7%, 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 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 7.9%, to almost 4.4 million hours.**

Paid Claims

- For the most recent 12 months (November 2017 – October 2018), net self-funded paid claims totaled \$37.9 million, or 94.3 % of the expected amount, with active/self-pay claims at 93 % of expected.

Financial

- During the first four months of the current Plan year (October 2017 – September 2018), the Trust realized an operating gain (income less expenses) of approximately \$8.8 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 \$6.3 million.
- As of September 30, 2018, the Trust's **unallocated assets** (cost basis) totaled \$29.2 million, approximately 7.6 months of 2018/19 projected expenses. Please note that increasing eligibility and updated projected costs results in higher projected total monthly expenses, which reduces the unallocated assets when measured on months of future expenses basis.

Eligibility

- The number of active and self-pay members. During the most recent 12-month period (November 2017 – October 2018): The current Hourly Contribution Rate is \$9.01 per hour, in effect since June 2014. *A monthly minimum of 137 hours worked is required to qualify for medical coverage.*
 - 2,409 active and self-pay members on average were eligible each month, an increase of 9.8% from the prior 12-month period.
 - An average of 1,454 spouses and 2,756 children were eligible for benefits each month.
 - An average of 556 members, or 23.1% of the active group, elected medical/Rx benefits through Kaiser.

The chart below shows average eligibility over the most recent 12 months (November 2017 – October 2018), as well as the previous 2-12-month periods.

Retiree eligibility by Medicare status and marital status,

During the most recent 12 months (November 2016 – October 2017):

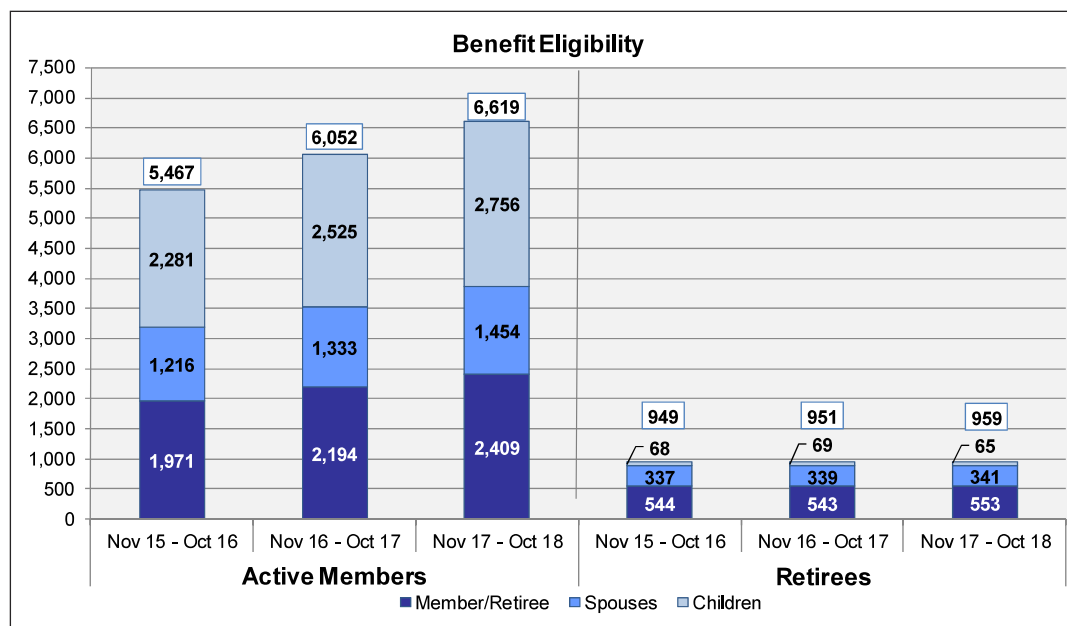
- An average of 553 retirees/surviving spouses were eligible for benefits each month, a decrease of 1.7% over the prior 12-month period.
- An average of 47 retirees/surviving spouses, 8.5% of the total, elected coverage through Kaiser.
- An average of 894 total retired individuals (retirees and spouses), were covered during the most recent 12 months. Of the total, 685 were eligible for Medicare and 209 were not Medicare eligible.
- There was an average of 65 children of retirees covered during the most recent 12 months.

Washington Paid Family and Medical Leave NEWS (RCW 50.A.04)

The Washington State Legislature passed a law requiring paid family and medical leave for most employees beginning January 1st, 2020. Under the law, employer must either participate in the state plan, administered by the Employment Security Department (ESD) or opt out of the state plan and apply for and receive approval to implement a voluntary plan. Under the state plan option, employers must begin collecting premiums beginning January 1, 2019. The paid family and medical leave program essentially is an insurance program and should not be confused with the separate paid sick leave requirement which was addressed in our agreement in 2017 negotiations.

Employers and employees subject to Collective Bargaining Agreements (CBAs) that were in existence

Continued on next page





on or before Oct. 19, 2017, are not subject to the rights or responsibilities of Paid Family and Medical Leave – including the withholding of premiums and the reporting requirements – until the agreement is reopened, renegotiated, or expires. Employers and employees covered under CBAs negotiated after Oct. 19, 2017, are in the program and subject to the program's requirements. The wage cap for this program will match the cap for Social Security which is \$132,900 for 2019.

Important note:

- The Local 32 Building Trades Agreement negotiated in May 2017 is exempt from this requirement.
- Current Employers and members working under the Light Commercial Agreement and the Gas Distribution Agreement both of which were negotiated in 2018 are subject to the requirements.

Employers are required to report wages, hours worked, and additional information to the ESD quarterly. Premiums are also due to the ESD on a quarterly basis. Premiums will be assessed at 0.4% of gross wages paid. Of that amount, 1/3 is applied to the family leave and 2/3 is applied to medical leave. The employee is responsible for all the family leave portion. The employee is responsible for the 45% of the medical leave premium; the employer is responsible for the other 55%.

By way of example, if an employee has earned \$2,500 in gross wages paid for a single pay period, the total premium due would be \$10.00 (0.4x \$2,500).

- The family leave premium would be: \$3.33 (employee responsible for all \$3.33)
- The medical leave premium would be \$6.67 (employee responsible for \$3.00; employer responsible for \$3.67) In this example, the total premium liability for the employer would be \$3.67 and \$6.33 for the employee.

The above summarizes the key elements of the paid family and medical leave program. For additional information, I encourage you to look at the following resources.

ESD's paid family and medical leave website: esd.wa.gov/paid-family-medical-leave

Applicable statute: RCW 50A.04

As more information becomes available we will update the membership.

Fraternally,

Jeffery J. Owen
Business Manager, Local 32



This holiday season we held our First Annual Holiday Food Drive to benefit Northwest Harvest. Northwest Harvest provides food—free of charge—to over 375 hunger relief programs in Washington State and, among many other things, operates the Cherry Street Food Bank in Seattle which is one of the busiest food banks in the state.

First and foremost, I would like to thank the Local 8 Office Professionals for their hard work and dedication to this cause. They were the ones that approached me with the idea of a Food Drive and took on all the responsibility of promoting and managing it. The Local 8 office staff brought in the first few boxes of food, took photos, and made all the flyers we mailed out, posted and put on our Facebook page. Without their help and commitment this would not have been possible.

Once we started advertising to the membership, we got an overwhelmingly positive response. We sold raffle tickets for prizes to entice people to donate but we found that many of you were just happy to help others in need, not expecting anything in return. Our Local 32 community really came together for this wonderful cause and it was a very positive experience for all involved.

I am so very proud and humbled to announce that, as a Brother and Sisterhood, Local 32 raised ...

**\$10,232.00 AND FILLED OVER
8 LARGE BOXES OF FOOD.**

**Northwest Harvest calculates
this to be roughly 46,000 meals!**

ANNOUNCEMENT – NEW ROTH OPTION!



0008950-7

November 2018

TO: Plan Participants

FROM: Board of Trustees Western Washington U.A. Supplemental Plan

SUBJECT: Roth 401(k) Money Source Feature Added to Plan Effective January 1, 2019

Recently, the Board of Trustees, in consultation with their plan professionals, authorized the addition of a new design feature to the Supplemental Plan. Effective January 1, 2019, a Roth contribution will be available for members to make elective deferrals on an after-tax basis, in addition to your ability to make pre-tax deferrals, under the 401(k) provisions. At the same time, the Board of Trustees has eliminated the traditional after-tax contribution available in the Plan. The primary difference between these two types of money sources is that under a Roth after-tax 401(k) election, your earnings will grow and be distributable tax-free (unlike a traditional after-tax contribution).

Q. How do I change from a pre-tax to Roth contribution?

A. All you need to do is complete a new deferral/contribution election form and turn it into your employer. There are new forms that will be available that illustrate the Roth option. Your employer will receive these new forms the last week in December. At that point, you can complete the new election and with your first contribution allowance in 2019, Roth deferral/contributions can be made to your 401(k) account.

Q. What if I currently make an existing after-tax contribution?

A. Those type of after-tax contributions will no longer be allowed. You will have to change your election form with your employer to decide between a Roth 401(k) and Pre-Tax 401(k) contribution election. The Roth 401(k) contribution election has the same rules and contribution limits as a traditional pre-tax 401(k) election. For 2019, you are allowed to make pre-tax deferrals or Roth after-tax deferrals (or a combination of both up to the limit of \$19,000 plus an additional \$6,000 for those who turn age 50 in 2019). The additional \$6,000 is known as a "catch up" contribution.

Q. What happens with my current after-tax contribution account?

A. Nothing. You will still maintain your current after-tax contribution account in our records and it will still be reflected in your normal statements and online account. You simply will not be able to make additional after-tax contributions to that money source. Instead, you will be able to make a Roth after-tax contribution, which will earnings tax free upon distribution. All money types you may have (traditional after-tax, Roth after-tax or pre-tax contributions), will be reflected in your account.

Please note that all old forms prior to January 1, 2019 will be destroyed. New forms have been produced. Old forms prior to January 1, 2019 will not be accepted. Your employer will have access to these forms. Zenith American Solutions will provide new forms upon request.



Roth 401(k)

What is a Roth 401(k) account? With a Roth 401(k) account, you make your contribution on an after-tax basis and retirement savings grow tax-free.

Roth 401(k) Accounts. Allow investment earnings on your Roth 401(k) contributions to grow without ever being taxed, in most cases. They can be distributed tax-free after age 59½, or if you die or become disabled, as long as your first Roth 401(k) contribution has been in your account for at least 5 years.

Electing Roth 401(k) Contributions. You may elect Roth 401(k) contributions in essentially the same way that you elect traditional before-tax contributions. These contributions and any earnings will be kept in a separate account from your traditional before-tax 401(k) contributions.

Once a Roth 401(k) elective contribution has been made, its status as a Roth 401(k) contribution cannot be changed, but you can switch back and forth freely between traditional before-tax and Roth 401(k) after-tax contributions for future elective contributions.

Traditional Or Roth 401(k)? You Decide. It's up to you to decide which kind of 401(k) elective contributions - traditional or Roth - will work best for you. Before making the decision, you may want to consult your tax advisor. To get started, you might want to consider which type of contribution best suites you?

Traditional 401(k)

- Are parents and homeowners in the 10% tax bracket (or lower), or
- Expect to be in lower tax brackets during retirement, or
- Have less than five years until retirement, or
- Would reduce their 401(k) elective contributions substantially if those contributions are included in currently taxable income.

Roth 401(k)

- Do not expect to be subject to significantly lower tax rates in retirement, or
- Want to maximize their contributions and would not reduce their 401(k) elective contributions if they are included in currently taxable income, or
- Have at least 5 years before retirement, or
- Want to pass some of their account on to their heirs rather than use all of it for their own retirement, or
- Hope to avoid taxes on Social Security.



Seattle Area Plumbing & Pipefitting Industry Health Plan
11724 NE 195th Street, Suite 300
Bothell, Washington 98011-3145
(888) 406-3246 or (206) 352-9728



THIS DOCUMENT CONTAINS IMPORTANT PLAN CHANGES. PLEASE KEEP THIS NOTICE FOR YOUR RECORDS.

October 2018

TO: All Active and Retiree Participants and Dependents

RE: SUMMARY OF MATERIAL MODIFICATIONS
Important Changes to Your Plan Benefits

This letter is a Summary of Material Modification describing important changes to the Seattle Area Plumbing and Pipefitting Industry Health Trust's coverage. **Please read this letter carefully as it may impact your current benefit coverage.** Please keep this record with your Plan Booklet for future reference.

New Dependent Enrollment:

The Plan requires employees and retirees to enroll their spouses and eligible dependents within 90 days of the spouse or dependent becoming eligible (or 150 days for newborns). Plan changes, such as switching between the PPO and Kaiser Permanente Plans, will only be allowed at Open Enrollment in October of each year, effective January 1, 2019. Effective January 1, 2019 the Plan will also be amended as follows:

For all new dependents the employee must provide a copy of their state certified marriage certificate for a spouse and state certified birth certificate (parenting plan if divorced) for all dependent children. Once the required information is provided, coverage for their eligible dependents shall become effective on the latest of the following dates:

- On the date the employee's or retiree's coverage becomes effective, or
- On the date the employee or retiree first acquires an eligible dependent.

Dependents will not be eligible for coverage until all requested enrollment documentation is provided. Please note: If requested enrollment documentation is not provided, the Plan will not pay claims until the documentation is received. Delayed enrollment documentation may result in the denial of claims. In order for a claim to be processed, all required information (including eligibility information) must be received within the 12 months from the date the claim is incurred.

Also effective January 1, 2019, the Plan will no longer provide an open enrollment period in which the participant could dis-enroll their dependents from the Plan. Instead, the Plan will provide an opt-out election for your dependent spouse or dependent adult children. It provides:

Your dependent spouse or adult dependent children (over age 18) may elect to opt-out of Plan coverage by submitting a signed written request to the Plan. The opt-out will be effective for all claims incurred on and after the first of the month following the month in which the opt-out request is received by the Plan. The opt-out will apply to all Plan coverage, including medical, prescription drug, dental, vision and life insurance.

An opt-out of Plan coverage is not a COBRA qualifying event and a dependent who opts out will not be eligible for COBRA Continuation Coverage. A dependent who opted out of coverage and is not enrolled in the Plan at the time of a COBRA qualifying event will not be eligible to re-enroll or to elect COBRA Continuation Coverage.

A dependent of an employee who opted out of coverage may re-enroll, provided the employee is still enrolled and the dependent still satisfies the requirements for dependent eligibility. A written request for re-enrollment must be submitted to the Plan. Re-enrollment will be effective the first day of the month following the month in which the enrollment request is received by the Plan.

An employee or retiree may not unilaterally remove an adult dependent from coverage without the adult dependent's written consent. A minor child cannot opt-out of Plan coverage and cannot be removed from the Plan by you or your spouse.

COBRA:

Effective January 1, 2019, the subsidized COBRA rates for members on the out-of-work list will increase from \$460 to \$500 per month.

Life Insurance Benefits and Accidental Death and Dismemberment Benefits:

The Plan's current Life Insurance and Accidental Death and Dismemberment Benefits (AD&D) are insured by Symetra Life Insurance Company. Effective January 1, 2019, the Plan's Life Insurance Benefits and Accidental Death and Dismemberment Benefits (AD&D) will become self-funded through the Trust and administered by Zenith American Solutions, Inc., the Trust's Third-Party Administrator. If you have any questions about these changes, please contact the Trust Administration Office at:

Seattle Area Plumbing & Pipefitting Industry Health Trust
11724 NE 195th Street, Suite 300
Bothell, Washington 98011-3145 (206) 352-9728 or (888) 406-3246

Along with the change to self-funding, effective January 1, 2019, the Plan's Benefits will be modified as follows:

Life Insurance		
	Current Benefits	Benefits Effective 1/1/19
Employee/Retiree Life Insurance Benefit	\$2,000	\$10,000
Spousal Life Insurance Benefit	\$500	\$2,000
Dependent Life Insurance Benefit		
Child 3 months to 6 months	\$100	\$400
Child 6 months to 2 months	\$200	\$800
Child 2 years to 3 years	\$400	\$1,600
Child 3 years through 18 (or 23 if full time student)	\$500	\$2,000



**New telephone office visits are now available at
MDLive (888) 886-6882 or
Videochat office visits at
www.MDLive.com/Zenith**

WHAT IS THIS BENEFIT

You now have access to board-certified doctors and pediatricians via phone, through a phone app or Internet access – MDLive. You can be treated at home for a wide range of nonemergency conditions across the United States 24/7/365. (Online video chats are guaranteed to be available between the hours of 7 a.m. and 9 p.m, though many doctors have them during available during all hours). You can go online to MDLive and chose which doctor you want to see in the area you are in.

How Do I Sign Up

Three options:

- 1 You can call (888) 886-6882 and have MDLive activate your account and answer a few health questions
- 2 Or, you can go online at www.MDLive.com/Zenith and set up your account and complete the health questions by clicking on "Get Started".
- 3 Download the MDLive app available for iPhone, Android and Windows smartphones.

It is a good idea to get your information set up with MDLive before you need to see a doctor.

Office Visit Copays

The Plan is waiving the \$20 copay for medical office visits at this time. When copays are required, you will need to make the copayment online using a credit card.

Behavioral Health Benefits

MDLive also offers telebehavioral health benefits through VIDEO conferencing only. With the MDLive web or mobile app, you can see a counselor or psychiatrist through a secure live video connection using laptop or smartphone.

You can choose to see the same counselor or psychiatrist for recurring appointments or try new physicians to see who you connect with; any prescriptions will stay in your profile.

Counselors provide guidance and support by talking to you; they do not prescribe medications. Psychiatrists are medical doctors who primarily prescribe medication for the treatment of behavioral health conditions.

Copays

The copays for the behavioral health visits are \$20.00. The copays are required to be paid via a credit card at the time of appointment.

Appointment Scheduling

Unlike a general medical appointment, behavioral health visits are scheduled in advance. The average appointment can be scheduled within 7 days or less.

System Requirements for MDLive video conferencing

- A PC running Windows XP or newer, or a Mac running OSx10.6 (Snow Leopard) or newer
- A high-speed Internet connection
- A webcam with a resolution of at least 1.3 megapixels
- A microphone, although most webcams already have microphone built in



Plumbers' Report

by Ed Holmes

Brothers and Sisters,

Another year has come and gone very quickly! In 2018, we set a record with over four million man-hours worked by Local 32 members. Our man hours in 2019 should be even higher. Some of the larger projects to get started are the Convention Center and Microsoft (with a twenty-acre parking garage and five buildings going in). Also, just released, the UW will add another six-million square feet of space, with a change in variance that allows up to a seventeen story building around the UW hospital. The airport is continuing to expand, and more high rises are coming to the Seattle area. In addition, the plan review section for plumbing for the Seattle / King County area is receiving new projects that are three stories or higher almost every other day! As Sound Transit continues to build it is helping our light commercial market: wherever a new station goes in, the surrounding six

to ten block area re-develops with new apartments, condos and restaurants. We have expanded our market share, grown our membership through organizing, and are on our way to growing our apprenticeship program.

We at Local 32 have positioned ourselves to take advantage of all the opportunities coming our

way. The new business office and union hall building will be paid off this year, a remodeled and updated training center is nearly complete, and a readiness to change and fight harder for our jurisdiction is reaping benefits. This new construction has led the push for service work for Plumbers and HVAC/Refrigeration. We cannot just build the buildings and walk away allowing others to maintain it and perform tenant improvements. This is what the focus of the JATC remodel is about; building the best mechanic. We are the highest paid trades craft in the state, and as members we hold each other to a high standard of craftsmanship. Our families depend on us being the best, and if we are going to maintain this position we must work hard and be professional.

The plumbing industry legislation, which we have been working on for many years, really took off in 2018. A group made up of UA, MCA, PHCC, lobbyists have been meeting every other Friday since February of 2018. There haven't been any major changes to plumbing legislation since 1973 and, although there have been some minor ones, what we are currently trying to do will be a large lift. But changes are clearly needed. Here are some of the key bullet points we have been working on:

- Adds a residential service plumber certification (4000 Hours) for one- and two-family dwelling.
- Responsibly addresses the shortage of plumbers without damaging the integrity of the industry.
- Requires plumbing contractor registration to help LNI streamline regulatory compliance for consumer protection.



Local 32 on the job at the Georgetown Sewer Treatment Plant



Hermanson Fab Shop

- Updates plumbing technology, insures trainees get earned hours recorded, and adds visible licensing.
- Promotes health and safety for Washington State citizens.

Our fixed units had three different contract negotiations during 2018:

Washington State FAS/Construction Compliance and Auditors

This group will receive 6% over two years and we will be able to negotiate for all state employees that are permanently based in King County. They will receive a 5% premium to help with the cost of living.

Seattle Housing Authority

We were able to get a three-year agreement with a 10.25% increase and a lump sum payment of \$350 in 2019. We were also able to get a memorandum of understanding (MOU) that will allow us to negotiate senior plumbing positions.

King County

For FMD, parks, airport, and plumbing inspectors the agreement provides for 4% on January 1st of 2019, 1.5% on January 1st of 2020, and 1.5% on July 1st of 2020 as well as a \$500 lump sum on Jan 1st, 2020. And, for plumbing inspectors, King County HR has been doing a classification and compensation review. This review will reset compensation for the Chief Plumbing Inspector position as well as add a senior position.

Jurisdiction issues continue and, as you are aware, last January we asked for a prevailing wage determination on the Cedar Hills Landfill project. We



Shinn Crew on 99 Tunnel Job

expect a satisfactory resolution shortly. Our change of tactics – being more aggressive in protecting our jurisdiction – allowed us to win some battles. The problem is not just others taking our work but the resulting significant financial impact to Local 32, our membership, and our contractors.

In closing, Brothers and Sisters, we know where we are today. The question is where are we going to be in five, ten, fifteen, or twenty-plus years? To get an answer we should remember that our area will always be changing, but we can never take for granted what we have. We are working diligently and with a plan so that future leadership can make decisions from a position of strength. And importantly, we have evolved as a Local Union. We are doing things differently having shop steward, retiree, and superintendents' meetings that we never had before. These meetings keep open lines of communications between members and the business office and allows us to draw on the knowledge of our membership. We are actively engaging in the political process with business agents who sit on many state, city, and county boards. Everything we do is done with one main goal in mind: what is best for our membership. If we keep working hard and are not afraid of change there is nothing we can't accomplish.

Let's look forward to another record-breaking year filled with new opportunities. Be safe and have a great 2019.

Faternally,

Ed Holmes

Assistant Business Manager / Plumber Agent



99 Tunnel Job

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Fitters' Report

by Keith Nester

Hello Brother and Sisters:

What a great turn out we had this year at the December Union Meeting/Christmas Dinner! I would like to thank all who attended and say a personal thank you to all the volunteers who helped this year, it was lots of fun as always.

Many of you know me, however for those that don't I would like to tell you a bit about myself. I'm 54 years old. I met my wife Carolyn in 1989, she is the daughter of retired Steamfitter Dan Fischer. My wife and I have 2 children: Jadon 21 and Tara 19. I started my career working for Elwick Mechanical as a Helper in the early 1990's and graduated my apprenticeship in 1999 while working for University Mechanical. Continuing in my career I worked as a Foreman, General Foreman, and Superintendent on several projects in and around the Seattle area. Most recently, I was the General Superintendent for Holaday Parks Mechanical.

Over the past several years I have been volunteering here at Local 32 serving on various committees like the Christmas Committee, Picnic Committee, Old Timers' Committee, and the Political Action Commit-



The Nesters



The Elwicks at 2018 Old Timers' Celebration

tee. I previously served 3 terms on Local 32's Executive Board, two of which were as Vice President.

I started working in the Business Office on August 6th, 2018 as the Steamfitter/Welder Agent. My duties will also include representing the Metal Trades Men and Women in the Shipyards. My other responsibilities will be serving on the Puget Sound Metal Trades Council and as working as a Trustee on the Pacific Coast Shipyards Metal Trades Health and Welfare Trust. So, to say the least - it's been very busy for me these last several months.

I would like to thank Marty Yellam for volunteering to take me to Foss Shipyard, Washington State Ferries at Eagle Harbor and to the Lake Union Dry Dock. Marty went with me to visit these shipyards and made sure to introduce me to the management teams and the members at all 3 of these locations. Thank you, Marty. I also visited Vigor Shipyard with Shop Steward Ethan Allen and will continue to visit our members at all these yards soon.

I had some time to get out and visit some jobsites with Business Manager, Jeff Owen and Plumber Agent, Cory Wilker since starting in the Business Office. We went to many jobsites throughout the Seattle area, meeting with and getting to better know our members, as well as answering any question or concerns they might have. So, if you haven't seen us on your job yet we should be visiting you soon. Please feel free to contact myself or Brother Wilker at Local 32 so we are sure to get the address of your jobsite.

Finally, I would like to say thanks to the organizers, agents, and office staff here at Local 32 for their help getting me up to speed with the day-to-day business in the office. Also, thanks to the many travelers who are helping us man the work here in town – we could not do it without your help. Work has never been so good in the Seattle Area. Enjoy it and have a great New Year!

Just a reminder to all Welders your Continuities are due prior to the expiration date on the card. There is NO grace period for Continuities.

Fraternally,

Keith Nester

Fitter Agent, Local 32



Expedia Jobsite



Ken Fredrick



Wenatchee APL Data Center (L to R), Brothers Jack Smith and Jeff Ball.

LA
32



Refrigeration / HVAC Report

by Joel Crabtree

Brothers, & Sisters,

Here we are already in 2019... The HVAC/R group has grown by hundreds of members over the last couple years and we've been posting record man hours

from almost all divisions of our industry. With the sheer numbers of new buildings we've seen going up in the greater Puget Sound Basin the odds are very good that the service side of our industry will continue to boom for many years to come. This period of growth has enabled us to expand our market share and put some serious hurt on the open shop sector. We're pulling their talent, integrating them into our union fellowship of HVAC/R workers, continuing their education, and getting them up to speed in our world.

2018 has been an extremely busy year for me. With an appointment to our Heath Trust, and traveling to conferences ranging from Labor Arbitration, Washington State Building and Construction trades' Council, to the Mechanical Service Contractors of America conference, my schedule has been a whirlwind since last January. Again and again we are hearing that across the country the HVAC/R industry desperately needs more skilled labor to fill its needs, as



McKinstry replaced a 880# boiler heat exchanger on a rooftop downtown.



RUI built a New Seasons Grocery store on East Union Street.



RUI New Seasons Grocery.



Dispatcher / Inside Agent Report

by Ryan Miller



A 1/8th HP bathroom fan... Local 32 members install, maintain, and service everything HVAC/R!!

well as to eventually replace some of the older generation and the tribal knowledge they hold. This aging group has led the work force for years, and they are now set for a well-deserved and comfortable retirement. It will be up to all of us to ensure that we step up to the challenge and fill their shoes in the coming years.

We have a HVAC/R wage increase of \$1.50 set to start April 1st. The Stewards will be meeting the first week of March to discuss their recommendation to the membership of where best to allocate these funds. The membership will vote on the recommendation in a special order of business during the March 14th 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 2019 and beyond.

Fraternally yours,

Joel Crabtree

*Refrigeration Business Agent
UA Local 32*



Brothers and Sisters,

I hope everyone had a great Holiday Season. In our last fiscal year from July 1, 2017 through June 30, 2018 we worked a record-setting 4.1 million man hours. Thus far in our current fiscal year

we have worked 1,865,703.22 man hours, which puts us on course for another record year in 2019.

Building Trades dispatches exceeded 1,000 to include 160 in the Light Commercial industry. The Fitters list ended the year empty with frequent open Work Orders throughout the jurisdiction. The Plumbers list started to clear out late in the fourth quarter, ending the year with an empty list and open calls. Finally, the Light Commercial list has also been depleted with Residential Plumbers. We are currently at 100% employment and have 260 additional travelers. We are in contact with our Sister Local Unions regarding future available manpower. This number will continue to swing as manpower curves rise and fall throughout 2019.

The work outlook for 2019 is very promising and demanding. Large scale jobs such as the Convention Center, Key Arena renovation, and multiple high rises between Seattle and Bellevue are currently in progress or starting in the next few months. Manpower needed to fill these positions will be challenging as a large portion of the United States is in economic prosperity. This spring will be the next push for skilled labor indicated by the pre-jobs conducted in the past few months.

In closing, we have a demanding 18-24 months ahead of us. Take advantage of the good times, plan for the slow times and be proud of who we are: LOCAL 32.

Fraternally,

Ryan Miller
Dispatcher





Plumbers' Agent Report

by Corey Wilker

Brothers and Sisters,

I would like to start this report by expressing my hope that all our Brothers and Sisters had a happy and safe holiday season, and that everyone was able to spend time with loved ones. It seems like this year zoomed by in a blur of activity, so I was very glad to use the holidays to spend time with my family.

The Seattle area is still experiencing historic growth in terms of construction, and Local 32 is enjoying the benefits of all this work. It appears we are once again going to set a record for hours worked in 2018 — which is crazy when you consider we did over 4,000,000 man hours last year!

During the last half of last year my primary goal was job site visits and appointing stewards. I have noted that the disciplinary action requests have decreased substantially. This is a good thing because it means everyone is more focused on doing the work that makes us who we are.

In addition, I was given responsibility of being the Business Agent for the Seattle School District and Port of Seattle Marine Maintenance. This year at SSD I am happy to report that two longtime members retired: Cliff D. Ellis, who Initiated in 1974, and Daniel J. Bryant who initiated in 1982. The loss of these wonderful people and their contributions to the group was felt by everyone in the maintenance department. However, these changes also created opportunity for promotions. Tom Tschimperle, formerly the GF for swing shift, has now been given the responsibility of Senior General Foreperson for the group. Justin Zappalo was promoted to GF of the South Zone. Mike Hamilton was promoted to GF of the swing shift to replace Mr. Tschimperle.

The Port of Seattle Marine Maintenance members welcomed me as their new agent just in time to start negotiating the new Maintenance Agreement with the Building Trades group. The experience thus far has been good. We are negotiating as a Building Trades group and the friends I have made over the year have been very helpful in regard to learning the processes involved. In particular, I would like to thank Sister Lisa Bogardus for always making time to answer my questions and explain the avenues available to get what Local 32 wants out of the negotiations. The Port has also started a Local 32 HVAC Marine Maintenance Department. Currently the Refrigeration Foreman is Dan Basher.



POS Maintenance Crew, left to right: Dan Basher and CJ Ploegman



POS Plumber Crew, left to right: Derek DJ Lewis, Jeff Gunn, Vet Strand, Russ Cowgill, Augie Montoya

We also attended several conferences this year, and while they all provided good information, for me the most enjoyable was the IAPMO Conference. The Local was well represented with Steven Hart, Steve Nastruz, Keith Nicholson, Ed Holmes, Brad Moore, Steve Simpson, Fred Volkers, and me all in attendance. The workshops were all well thought-out, engaging, and informative. We participated as a group to assess UPC violations on random plumbing drawings. We came up with several more issues than the instructors were ready to discuss (to put it mildly)! Steve Nastruz won the Government Person of the Year Award, which means other members actually appreciated his willingness to argue with everyone so much they decided to give him the award!



Steve Hart held a demonstration at the officer's luncheon. Steve spent his own time, money, and energy to create an interactive learning tool for W&V systems using scaled versions of actual fittings and pipe. I found this to be a particularly effective way to learn horizontal wet venting systems.



Left to right: Brad Moore, Steven Hart, Steve Simpson, and Keith Nicholson setting up the trainer for the IAPMO luncheon.

Through the numerous site visits this year we were able to visit with many members. Brother Keith Nester and I recently visited Redmond Ridge Elementary with Holmberg. After appointing Carlos Ghisilieri as job steward, we talked about the job with Vince Nardone. During the discussion he let us know that he was retiring at the end of the year. Vince was initiated in 1978 so that puts him down for an even 40 years of piping! Congratulations and best wishes to Vince as he rides off into the sunset!

In closing, I would like to thank the membership for all their support this past year. I truly appreciate everyone's patience when my return phone calls took longer than expected while I gathered the correct information. In the upcoming year I will continue my efforts to learn and to respond to the needs of the membership.

In Solidarity,
Corey Wilker



Right to left Vince Nardone and Carlos Ghisilieri





Seattle Area Pipe Trades

APPRENTICESHIP



Brothers and Sisters,

Fall 2018 has been a busy, productive time for the Apprenticeship Office. We were granted occupancy of the upstairs classrooms, offices and downstairs weld shop in October, and began classes for our 465 current apprentices. We're grateful to get theory classes underway, and proud of our instructors for their creativity with space and time, as we continue to train through the building remodel. We're looking forward to welcoming the membership to see the building progress later this year.

During January, we will be conducting interviews to bring in more apprentices. We anticipate being over 500 apprentices in the New Year, which is close to, or meets, our all-time program high. This capacity requires the leadership of many full and part-time instructors, who give far more of their time and energy to develop world-class training than we can ever repay. To ensure instructors have the tools to administer and teach classes, we've started an annual Part Time Instructor Program. This three-day, 24 hour course spans topics like brain and learning theories, curriculum development, and even classroom management. Our goal is to offer this program every year, and incorporate workshops on subjects like generational differences in the workforce, technology proficiency, and more.

This year, the Women Build Nations conference was hosted in Seattle, and thanks to Sister Leanne Guier, we had 40 journeymen and ap-

prentices attend this event – one of the highest turnouts from building trades locals in the Pacific Northwest. We were not really surprised, however, that we had such a strong turnout; the Women in the Pipe Trades group has been meeting regularly, and has now hosted four, successful Mock Interview Nights for applicants. This group always welcomes volunteers – in fact, many men have come down to assist with the mock interviews. If you would like to join or learn more, contact Heather Winfrey at heather@seattlepipetrades.org.

As our talent pool is evolving, we're seeing many positive ways the women and men of UA Local 32 and Seattle Area Pipe Trades contribute to our industry. Recently, Sister Emily Orona was recognized by McKinstry as a 2018 Safety All-Star, which is part of their company-wide McKinstry Safety Excellence Recognition Program. Also, Sister Sam Metcalf was featured in the nation UA's CareerOps Magazine for her military service, and transition to apprenticeship through the Veterans in Piping Program. Both women are exemplary leaders in their programs, and represent the hard-working professionals in our apprenticeship. Congratulations, Emily and Sam!

In Solidarity,

Sister Heather Winfrey



Organizing Report

by Brad Moore, Zachary T. Smith and Howard Ferguson



Greetings from the Organizing Department. We hope this article finds you and yours happy, healthy and surrounded by the ones you love. 2018 has been a blur. Since June we have moved from our old building into our new building, started a remodel on the training center, set records for man hours worked, attended multiple UA functions, put together comprehensive plumbing legislation and continued to organize contractors and workers. Needless to say, “We’ve Been Busy!”

It’s no secret that there is a shortage of man power across the country. The Seattle area is a prime example of what the rest of the country is now beginning to experience as more and more of the Baby Boomers begin to retire. There simply aren’t enough people in the pipeline to replace the ones that are leaving the trades. We are actively trying to combat this issue by being proactive. Howard is leading the charge. Howard has teamed up with the first plumbing program in the state that isn’t union. It’s located on the Perry Tech campus in Yakima. Howard is making sure that the curriculum Perry Tech uses reflects our values. They will be using the UPC as their foundation and they are taking direction from L&I in regard to conducting their program. Because Perry Tech has such a good reputation for turning out quality HVAC/R mechanics. We are pleased to be partnered with them in this venture. We anticipate that this will eventually become an excellent source of candidates for our apprenticeship program. As I mentioned, Perry has a great reputation for HVAC/R mechanics. That’s why Zac also spends time on campus with the HVAC/R students. Recently, he was able to speak with upwards of sixty students about the benefits of joining the union. Zac also maintains relationships with Bates, Clover Park, Bellingham Technical college as well as other schools and resource centers.

We continue to actively seek out PL01 and PL02 licensed plumbers. We are looking anywhere and everywhere possible. The simple fact of the matter is there are only so many licensed plumbers in the State of Washington and the union employs about 2/3 of them. We routinely visit the testing sites for the PL01 and PL02 licenses on test days. One would think that we would find willing applicants; on the contrary. We find that most of the candidates that are testing are already working for our contractors. We are reaching out to states that reciprocate on our plumbing licenses but there aren’t a lot of options. We continue to visit job sites, parts houses

and run ads. Most recently you might have noticed signs on the side of the road informing people that we are offering great wages and benefits and how to contact us. We will continue to reach out until we satisfy the labor needs of our contractors. Until then, it will be a slow grind.

On a different note, the manpower shortage is affecting the HVAC/R Industry as well. The difference being, the open shop contractors want our help. Most recently we signed TCMS Mechanical. They are now actively looking to grow their service department with the assistance of Local 32. We have already dispatched our members to start working with them. We are also in discussions with two other contractors who are very interested in what we have to offer.

Continued on next page





As time goes on the manpower issue is only going to get worse. It shouldn't surprise anyone that a large portion of our membership is nearing retirement. This is why we are organizing as never before. We are not only trying to meet the demands of today but prepare for the needs of tomorrow. There is no way we can do this by ourselves. We need your help. Now more than ever we need you, the members, to reach out to anyone and everyone that may be qualified to become one of us. In addition, we need you to keep up the good work. We can't begin to tell how well respected Local 32 is out in the field. From the other trades to the superintendents, we constantly hear how professional and prideful our members are. This really helps when it comes to organizing. The younger generation is more open to the union message because of our positive reputation and the contractors are becoming more amicable when we approach them with the idea of becoming signatory. It truly makes a difference. Thanks for everything you're doing, we really appreciate it. Great Job 32!

In December, Howard and Zac traveled to Local 598 located in the Tri-Cities to help with the annual Bikes for Tikes build. This is by far one of the most rewarding things we do all year. At last count we were able to build approximately 1,400 bicycles that will be donated throughout Washington State.

As we look forward to the upcoming year, we see nothing but positive things. So, we just wanted to take a moment to once again say "thank you" to the membership for everything you do. It can't be said enough that without your shining example, and exceptional leadership out in the field, our jobs as organizers would be significantly more difficult. Thanks again Local 32, may the New Year treat you well!

Fraternally,

Local 32 Organizing Department





treehouse™

giving foster kids a childhood and a future

Bikes for Tikes

Local 32, in partnership with Bikes for Tikes out of Local 598, donated 18 bikes to Treehouse this holiday season. Each bike came with training wheels and a helmet. Treehouse is a non-profit organization that helps more than 7,500 youth in foster care each year. Their programs focus on academic success, fulfilling key material needs, and providing important childhood experiences that every child deserves. Local 32's generous donation helped to make Christmas a little more special for these kids. If you are interested in more information about Treehouse you can visit their website at www.treehouseforkids.org.



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PSE and Municipalities Report

by Kurt Swanson

Hello Brothers and Sisters,

2018 was an interesting and challenging year for the units I represent. Here are some of the highlights:

City of Seattle

The CCU (Coalition of City Unions) has started negotiations with the City of Seattle for a new agreement. The first bargaining session was back in September, and since then several sessions have been conducted. Several proposals have been exchanged and both parties continue to try to reach agreement on key issues. Unfortunately, we will exceed the expiration date of the current agreement but will continue to work under the terms of the 2015-2018 agreement. Please refer to the blog at www.l32cos2018.com for updates on the process.

The CCU and the City were able to complete the negotiations on Wage Methodology, and Security Language (related to the Janus decision). The Wage Methodology agreement establishes how the City will conduct the wage survey for classifications (or titles) that are represented by the unions in the CCU. When the City conducts the wage comparison work for our members, this agreement sets the structure for how it will be done. This agreement represents a significant amount of work that was started in 2017. The Security Language agreement was drafted to make sure all of the unions and the City are in compliance with the provisions of the Janus decision. A portion of this agreement will be incorporated into our new contract when negotiations conclude.

The City of Seattle has a sick leave benefit that exceeds the accrual requirement that is required by state law. However, there are still a couple of policies, or practices, at the City that members need to watch for. One such practice in-

volves having to automatically forfeit scheduled weekend overtime if an employee used a sick day immediately preceding (or following) the weekend. Local 32 does not agree with this practice, as it can penalize a member for legitimate sick leave use by denying their ability to work the overtime. If you had to call in sick on your Friday because your child needed medical attention, you should not have to take the additional hit to your wallet by surrendering your (previously) scheduled overtime. The second practice involves management feeling compelled to discuss potential negative consequences of using your sick leave like reduced promotional opportunities, negative scheduling impacts, or less desirable work assignments. If something doesn't seem right, it probably isn't. Please let someone know if you think your sick leave rights are being denied.



Fuel Line Confusion

Dangerous non-union, untrained, attempted fuel line tie in.



PSE

The first year of the 2017-2021 agreement has been very challenging. Sixteen members have taken the new System Technician postings and, as of this writing, 4 of them have posted to Instrumentation or Pressure Control, with 4 more likely to have occurred by the time this newsletter is printed. Starting in January of 2018, there has been a total of 75 postings in Gas Operations. On December 4th, 9 new Pool Workers stepped on property, bringing the total UA membership at PSE to 272 (approximately). Back in January of 2012 we had 328 members employed at PSE. From January 2012 to the end of November 2018, we had 111 UA members leave (retire, quit, termination, etc.) service with the company. During the same period 66 members were hired at PSE, resulting in a deficit of 45 workers. At the start of 2012 PSE had 760,895 natural gas customers and by the end of 2017 the number grew to 825,599 natural gas customers. Brothers and Sisters, the numbers tell the story; the amount of gas customers, meters, and pipe has grown, and the work force has shrunk over the same period.

Last year we also dealt with numerous Motor Vehicle Incidents (MVI's). Some of these were grieved by the union(s) and some were handled without having to go through a grievance process. Members should continue to work with the shop stewards and the union when approached about a Motor Vehicle Incident (MVI) so we can use the grievance process if we do not agree with a disciplinary action. The union also engaged the company in a few non-MVI related grievances, and we have been participating

in a Utilities and Trade Commission (UTC) process related to PSE's 44% change in ownership.

Schools

Lake Washington School District (LWSD) has had a couple of members move on. HVAC Technician Willie Ruiz has retired, and Plumber Stephen Ivanoff has taken another position at Tacoma Public Schools. Congratulations to both of these members! I want to take a moment to welcome new HVAC Technician Donald Briones to the district, I wish you the best with your new career! LWSD is looking for a Plumber, and an HVAC Technician. Checkout the web site if you are interested.

Shoreline School District is doing well with Steve Carter and Steve Baish working well with the new Maintenance Manager. The district has experienced a great deal of growth over the last few years, and I will continue to pressure them to consider increase staffing (and provide cell phones) in the future. Our journeymen would love to have a couple of apprentices out there.

Seattle University (SU) has gone a whole year with a full staff! They are pretty happy campers. SU has hired a new Labor Relations person and we will get back to work on finalizing the job descriptions soon. It will be spring time before we know it, and that means wage negotiations for our members at SU.

I hope everyone had a terrific 2018. I look forward to working with all of you in 2019!

Faternally,

Kurt Swanson



SPU SR WPW getting it done!





Mainline & Gas Distribution Report

by Ernesto "JR" Ybarra

2019-2022 Gas Distribution Agreement and Language Changes

We concluded negotiations for the Gas Distribution Agreement on November 5th, 2018. With the help of the Stewards and some hard work of we were able to agree to an important contract.

Below are the highlights of the changes:

- **Update Article I. A.** – Coverage - In Local 32 remove zones to also include Kittitas County.
- **Update Article II.** – Classifications - Add Maintenance fitter language
- Removal of reference to zones.
- Four-year Agreement Wage increase 3 % a year on the total package.
- Fuser rate increase from 65 % to 75 %, over a 4-year period.
 - Year 1 - 3 % additional.
 - Year 2 - 2 % additional.
 - Year 3 - 3 % additional, and
 - Last Year of Agreement - 2 % increase. (Local 32 only)
- Agreed to Standby-Pay for Holidays.
- When Swing Shifts or Graveyard Shifts are required by the employer, they shall be paid at one and one-half (1-1/2) times the hourly rate of pay. Notification to the employee(s) of Swing Shift or Graveyard Shift requires a minimum of two (2) day notice before the start of the Shift.
- Employees working and responding to a call-out prior to a Shift, or regular work day, shall work the scheduled Shift or regular workday at the overtime rate until the completion of the call-out.
- Maintenance Journeyman either Fuser, BOA Welder or Arc Welder when assigned and qualified will receive an additional 2.5% in year one (1) and 2.5% in year two (2).
- The expiration of the agreement has been moved to December 15th, and all future wage allocations to January 1st or June 1st of each year.

If you have any questions regarding the allocation or agreement, please feel free to contact me at (425) 277-6680 ext. 115 or jr@ualocal32.com. Fraternally,

JR Ybarra

Business Agent, U.A. Local #32



PAC Report

Brothers and Sisters,

November's General Election is behind us and the makeup of the House and Senate has changed a bit. Democrats now control both chambers as well as the Governor's office. In the Senate, Democrats hold 29 seats and Republicans have 20. In the House, Democrats hold 57 seats and the Republicans have 41.

As we move forward to the next Legislative Session, having friends in office should help with bills we are working on for our members. The bill that we have spent a great deal of time working on is the overhaul of the Plumbing RCW. This RCW has not been aggressively updated since 1973 and this legis-



lation will help the plumbing industry. Some highlights of the proposed bill include a visible license requirement, permitting requirements, and reporting of hours worked. The major change will be if you are a plumbing contractor you must have a licensed plumber working for you. There have been several members working on this bill since March. We have been having regular meetings with PHCC at the table working through this legislation. I feel confident we will have an updated law by the end of this session.

Another subject we will be focusing on in this next session is related to the 100% Clean Energy Bills coming forward. We have been meeting with Legislators working through some of the aspects of what that will look like. We are also running a companion bill along with clean energy that will create jobs in gas leakage identification and repair. Reducing our carbon footprint will be a primary focus of many legislators this coming session. We need to continue to stay engaged and be a part of the conversation. The Governor has made it very clear he wants a 100% Clean Energy Bill this session.

We will be working with the State Building Trades

on a few other bills. One is sick leave flexibility. This legislation will offer a conditional exemption to the strict sick leave law passed by voters in Initiative 1433. Skilled workforce requirement is another bill. Following a phase-in period, the law would require that 60% of all hours worked in high-hazard industries (to begin with) would have to be performed by graduates of State-Approved Apprenticeship programs. This policy would generate immediate benefits for our members that could be working in oil refineries, but just as was done with Apprenticeship Utilization, we would intend to grow the number of areas where the law applies. These are just a couple other pieces of legislation we will be working on.

Session will begin on January 14th. We look forward to getting a lot of good legislation passed to benefit our members and the construction industry. I look forward to any feedback you may have as we maneuver through this next legislative session.

Faternally,

Sister Leanne Guier

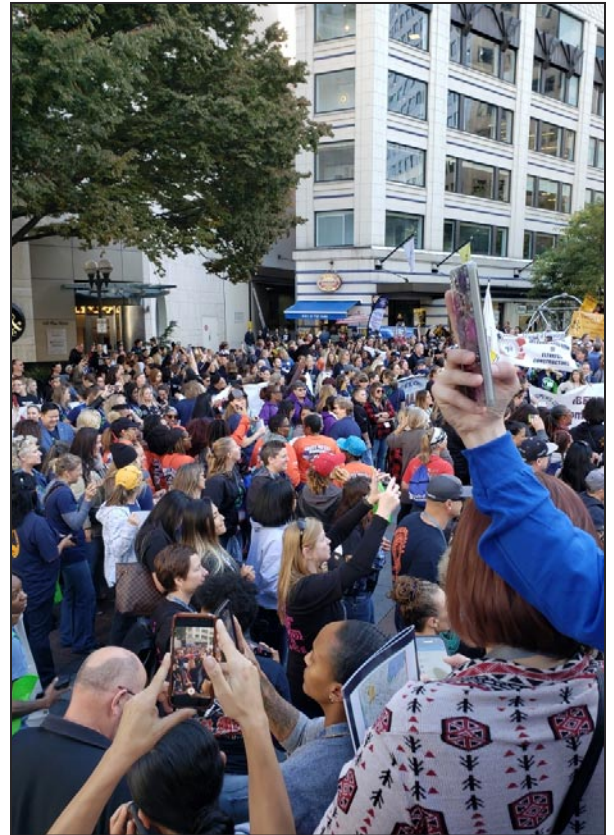
*Political Action Coordinator
Local 32*



WOMEN BUILD NATIONS 2018

On October 12-14, 2018, The Women Build Nations Conference was held in Seattle for the first time ever. This national conference grew out of the Women Build California Conference, sponsored by the State Building and Construction Trades Council of California since 2002. In 2010 the North America's Building Trades Unions (NABTU) became a co-sponsor and in 2016, the conference was held in Chicago, the first time it was held outside of California. Chicago hosted again in 2017 and in 2018 the conference was held here in Seattle. NABTU, NABTU's Tradeswomen's Committee, and Washington State's Apprenticeship and Non-Traditional Employment for Women (ANEW) were the hosts of this year's conference.

As the 8th annual Women Build Nations Conference, NABTU was excited to hold the conference in Washington, the nation's crane capital with over 65 cranes erected. Washington leads the nation in the number of women in construction; reportedly over 10 percent of Washington's workforce are women. Over 20% of the individuals entering construction apprenticeship in Washington are women. Women Build Nations welcomes women into the trades and offers both new and experienced tradeswomen opportunities for networking, skill building, leadership development and organizing.



Local 32 had about 40 delegates representing with roughly a 50/50 split between Apprentices and Journeyman. In attendance, there were about 200 + UA women from across the country. The record setting number of delegates for the conference was roughly 2,200 Tradeswomen, representing 16 different construction trades. In 2017 the estimated number of attendees was 2,000.

Speakers included Sean Garvey, the President of the North American Building Trades Union, Elizabeth Shuler, the Secretary-Treasurer/ Chief Financial Officer of the AFL-CIO and Adrienne Bennett, Michigan's first and only female licensed master plumber and plumbing contractor, to name a few. Saturday and Sunday contained workshops designed around recruitment and retention of Tradeswomen. There were many workshops around leadership roles: both in your union and your community, mentoring, engaging and educating youth in skilled trades careers, meeting protocol, and Robert's Rules of order.

Saturday afternoon, a Banner Parade consisting of 2,200 construction Tradeswomen with banners from the various trades across the country, marched in the streets from the Washington State Convention Center to Westlake Center. Imagine 2,200 women crowded onto the plaza at Westlake Center. After the parade, all the UA Sisters met for their trade caucus. For the Saturday night trade caucus event, UA International and the MCAA sponsored an Argosy Cruise



along the Puget Sound with music and dinner. The networking opportunities and sense of empowerment is an experience beyond compare.

In 2019, the conference will be held in Minneapolis, Minnesota in October.



2018 Old Timers' Celebration and Retiree Gatherings

We had six Old Timers' Gatherings throughout the year which included our **Annual Event on September 8th** held at the Hyatt Lake Washington Hotel in Renton, WA. This is where we honored our Brothers and Sisters who received their Years of Membership Lapel Pins for 25 to 70+ years of service. This year **203 members** received their Membership Certificates and Lapel Pins. While all could not be there to attend, those who did brought their families and friends. It was nice to see everyone take the time to catch up with friends they have made throughout the years as members of Local 32. We finished the year with our Annual Retiree Christmas lunch on December 19th, held at the Local Union Hall. These events wouldn't be successful without the tireless dedication from our Officers, Staff and Volunteers.



2018 Old Timers' Celebration

Saturday, September 8, 2018
Hyatt Lake Washington, Renton



LIFETIME MEMBERS



OLD TIMERS' COMMITTEE



Christmas Retiree Union Meeting

Thank you to those who attended our Christmas Retiree Union Meeting at the New Union Hall on December 20, 2018.





Plumbers & Pipefitters UA Local 32 donates \$7,500 to Wenatchee Senior Center

“Leo T. “Buster” Ercanbrack’s mother, Daisie Tait of Cashmere, was a 10-year volunteer of RSVP, so he has put this all together for us,” said Karen Bruggman of RSVP. Buster lives in Dryden and the tournament was held at the Leavenworth Golf Course. Wenatchee UA 32 of the Plumbers & Pipefitters Union donated \$7,500 from this year’s golf tourney which Buster coordinates each year. Altogether “they have donated over \$100,000 to RSVP (Retired Senior Volunteer Programs) over the last 16 years,” Bruggman said. Pictured above from left are: Standing - Wenatchee Senior Center Executive Director Dave Tosch and Leo T “Buster” Ercanbrack, retired Local 32 worker. Seated from left is RSVP Program Director Jessica Lara and Karen Bruggman. “I feel blessed to have Buster do this each year and to also have him and his union as friends,” she said. The check ceremony took place at the Wenatchee Senior Center, Thursday, Oct. 25 during a luncheon held for Senior Center volunteers from several organizations. The money helps defray the cost of gasoline and other essentials needed for the volunteers who give their time to the center.



Article courtesy of Gary Bégin/NCW Media.

RETIREES' CORNER

Brother, Jim Hatton, retires after 44 years of working in the U.A.



Jim attending the June Local 32 Union meeting as a 44-year pipefitter along with his son Cody who is a second-year Fitter apprentice.

Jim joined Local 82 and started his Apprenticeship in 1973, and he Initiated in 1974. Upon finishing his Apprenticeship in 1977, he immediately hit the road traveling. He spent 4 years working on the Alaska Pipeline, and at the Satsop Nuclear Power Plant. In the early 1980's he worked for Diametrics and traveled all over the country working in nuclear power plants. In 1984, he traveled to San Jose where he learned to orbital weld which would eventually open new doors of opportunity.



Jim with his wife, Terry and Sons Cody and Lucas

Jim's life however wasn't complete until he met the love of his life, Terry. They married March 2nd, 1991. In 1992, their first son Cody, was born. Jim packed up his 22-foot travel trailer with his wife (Terry) and baby and set out for Shaniko Oregon for a year to work on the gas pipeline. During that year Cody learned to walk and his wife was ready to head back home, so he stayed on and went to work at the Intel Plant in Hillsboro, Oregon.

It was a pivotal year in 1995 for Jim and his young family as his second son, Lucas, was born. Traveling was no longer an option, so he came home and went to work for Pilchuck Mechanical. Learning orbital welding early in his career paid off as he was doing biopharmaceutical high-purity work. A year later BMWC Constructors, located in Indiana, bought Pilchuck and he stayed with BMWC in Seattle until his retirement.

In 1998, Jim transferred into Local 32 where he started teaching orbital welding to Journeymen and Apprentices. Over the next five years he attended the yearly Instructor Training Program in Ann Arbor, Michigan and graduated in 2004.

In his retirement he plans to continue to give back to the steamfitting trade by continuing to teach at Local 32's JATC.

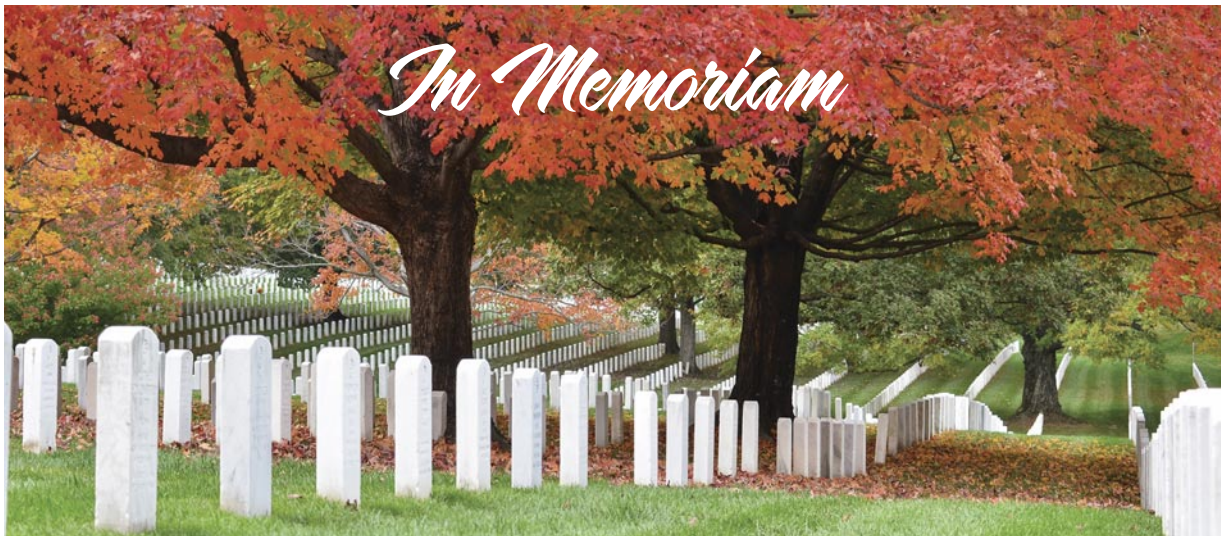
Jim officially retired May 31st, 2018. In Jim's words, "BMWC Constructors have been an awesome company to work for. You couldn't ask for better guys to work with and it's been a great ride!"

Steamfitting has turned into a bit of a family affair for the Hattons. In 2007 Jim guided his nephew, Tim Hatton, into the steamfitting trade. In 2016 he proudly introduced his son, Cody, into the program where he is now in the second year of his apprenticeship with Local 32.

When asked about his 44-year career his response was; "I have made great friends over the years and will miss working with them. The U.A. has provided a great life that has afforded me to take care of my family and has provided the means for a solid secure retirement. I plan to golf, go to car shows, fish, spend time with family and relax... Its been a great run!"

From Local 32 members and retirees, "Welcome to the Club Jim!"





In Memoriam

Dedicated to Those Members No Longer With Us

Oh God, Who has called hence the souls of our brothers and sisters who have departed this life, You alone knowest the secret of each heart, with all its trials, sorrows, and temptations; we beseech Thee to have mercy upon them, and also upon all those, our brothers and sisters, who have gone previously. Pardon each sin that they have committed and give them rest, light and peace in the everlasting Kingdom; all of this we beg through you our God and Savior.

DATE	NAME	TRADE	YEARS
2018-11-17	Brother Wendell Hicks	BT Journeyman Refrigeration	43
2018-11-07	Brother James Arvan	BT Journeyman Steamfitter	70
2018-10-27	Brother Billy Cummins	BT Journeyman Plumber	55
2018-10-19	Brother Leroy Cytracek	BT Journeyman Plumber	60
2018-10-12	Brother Frank Radford	BT Journeyman Plumber	67
2018-10-08	Brother John Valliant	BT Journeyman Refrigeration	18
2018-09-23	Brother Skylar Quigg	BT Journeyman Steamfitter	9
2018-09-01	Brother Howard A. Powers	BT Journeyman Pipefitter	73
2018-08-11	Brother Jack A. Jensen	BT Journeyman Refrigeration	55
2018-07-27	Brother George Todd	BT Journeyman Pipefitter	70
2018-06-24	Brother Keith McLain	BT Journeyman Steamfitter	37
2018-06-20	Brother Robert Rothnie	BT Journeyman Steamfitter	71
2018-06-17	Brother Delaven Richardson	BT Journeyman Steamfitter	67
2018-05-25	Brother Ralph Ricker	MT Journeyman Marine Pipefitter	36
2018-04-18	Brother Charles Graybeal	BT Pipeline Journeyman	65
2018-04-01	Brother John Bingisser	BT Journeyman Plumber	55
2018-03-24	Brother Richard Sramek	BT Journeyman Steamfitter	49
2018-03-11	Brother Brendon Simmons	MT Residential Plumber Apprentice	1
2018-03-03	Brother Dennis Sampson	BT Journeyman Plumber	15
2018-02-24	Brother Donald McLeod	MT Journeyman Marine Pipefitter	35
2018-02-22	Brother Gary Gauthun	BT Journeyman Steamfitter	50
2018-01-20	Brother Gary Perfect	BT Journeyman Plumber	50
2018-01-01	Brother Leon Deignan	BT Journeyman Refrigeration	59





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CONNECTIONS

Save the Date!

For more information go to www.ualocal32.com

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|---------------------------|--|
| March 7, 2019 | HVAC-R Shop Steward Meeting at Local 32 Union Hall at 4:30p.m. |
| March 13, 2019 | Building Trades Shop Steward Meeting at Local 32 Union Hall at 4:30p.m. |
| March 20, 2019 | Retiree Union Meeting at Local 32 Union Hall at 11:00a.m. |
| March 23, 2019 | Retirement Preparation Seminar at Local 32 Union Hall at 9:00a.m. |
| May 9, 2019 | Regular Union Meeting and Nominations at Local 32 Union Hall at 5:00p.m. |
| June 13, 2019 | Regular Union Meeting and Mandatory Vote at Local 32 Union Hall at 5:00p.m. |
| July 6, 2019 | Local 32 Picnic at Vasa Park in Bellevue, WA at 11:00a.m. |
| September 7, 2019 | Old Timers' Celebration at 1:00p.m. Location TBD |
| September 15, 2019 | Eastern Washington Charity Golf Classic at Leavenworth Golf Club at 8:00a.m. |