



32 Connections

UA Local 32 at Work Staying Well & Safe!

IN THIS EDITION:

	PAGE
Update on Benefit Plans (Begin on Page)	5
Agent Reports (Begin on Page)	14
JATC Report	26
Old Timers' Update	33



32 Connections

UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

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

Dispatcher / Inside Agent
Ryan Miller

Plumber Agent
Corey Wilker

Steamfitter / Welder / 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
Chris Hawes

Organizer
Zachary T. Smith

Business Development Specialist
Leanne Guier



Seattle Plumbers and Pipefitters
United Association Local 32
595 Monster Road SW
Renton, WA 98057
www.ualocal32.com
www.facebook.com/local32
Instagram: @ua_local_32

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.

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www.facebook.com/Local32

BUSINESS MANAGER'S REPORT

By Jeffery J. Owen



Brothers and Sisters:

I hope this letter finds you well. Since mid-February our lives and economy have dramatically changed due to COVID-19. In our workplaces we have adapted to the pandemic through additional safety measures which ensures our employment. These protocols include daily temperature testing and the wearing of masks; entrance to the jobsite is dependent on compliance.

Since the Governor's "Stay Home, Stay Healthy" order on March 23rd, most of us have limited travel to only our workplaces and homes. Many of us have chosen to avoid stores entirely by having groceries delivered or utilizing curbside pickup. For most of us, wearing masks is a new way of life, both at work and in our private lives. It is not necessarily comfortable, but it is critical to protect our loved ones as well as those we encounter.

Early in the shut down, the construction industry went from being considered non-essential to essential and everything in between. In those early weeks, everyone was struggling just to get a handle on the situation. Now months have passed, and we have better information. Yet, it does not look as if the situation is under control. Unfortu-

nately, without broad compliance with mask wearing, social distancing, and hand washing, we will continue to see the virus spread along with the devastating consequences it brings.

We have not held a monthly union meeting since March, and as of writing this we do not yet know when the next one will occur. Science, not opinion will dictate when we can safely come together to have membership meetings again. Your union officers understand their responsibility to the safety of the members, and they understand that following the recommendations of our science and medical professionals is best for the safety of our families and our economy.

Adding to the situation over the last few months, we have all witnessed – and many of our members have participated in – the protests prompted by the murder of George Floyd. Peaceful protests are a long-standing, historic, and sometimes necessary tool allowing the people to stand up against the systemic injustice that still exists in our country. Along with that, the destruction and looting of our cities and business should be not tolerated. The senseless death of George Floyd, and the deaths of so many others throughout our history, attest to the fact that we still have a long way to go to-

ward achieving our ideals and ensuring the equal treatment of our fellow men and women.

March - August Timeline Overview

Below is a summary of the last few months, including some of what we have missed, and items of significance going forward.

- **March 13, 2020** – Washington State public schools, including the Local 32 Apprenticeship program, close.
- **March 20, 2020** – Jobsites began to shut down, and we realized the pandemic was not going away any time soon. We sent emails to shop stewards and started sending letters to the members in an effort to keep everyone up to date with the latest information.
- **March 23, 2020** – Governor Inslee issued an Executive Order directing all residents to immediately heed current the State Public Health directive to stay home unless they were considered an essential worker. There was initial confusion regarding essential vs. non-essential work within the construction industry.
- **March 26, 2020** – A one-page letter from the Governor’s office was sent out attempting to clarify the definition. It read, in part: “In general, commercial and residential construction is not authorized under the Proclamation because construction is not considered to be an essential activity”
- **April 10, 2020** – While a few jobsites remained open, the majority did not. Consequently, on Friday, April 10th the Building Trades Agents and Organizers went on standby. They and returned to work Monday, April 27th.
- **April 24, 2020** – Members who had been furloughed or laid off slowly started returning to work. The Governor’s office published safety requirements that allowed for existing projects to resume. This was good news, assuming that the job-site safety requirements could be met. These safety requirements mandated that contractors provide their employees with COVID-19 safety training and maintain proper sanitation and cleanliness for workers.
- **May 4, 2020** – Governor Inslee outlined his phased approach to re-opening the economy. As of this writing, King County is in modified Phase 2.
- **June 1, 2020** – Building Trades Wage Allocation. Due to the fact we were unable to have a May Union Meeting, which is our normal allocation time, the monies were allocated to the check effective June 1, 2020.
- **July 1, 2020** – Negotiated a new 4-year Light Commercial Agreement effective July 1st, 2020.

Executive Board and Finance Committee

The Executive Board and Finance Committee are meeting on a regular schedule to fulfill their responsibilities to the membership while still adhering to all social distancing and safety requirements. We were able to meet in the months of April, May, June, July, and August, and are following the guidelines outlined by U.A. General Office and the Local 32 bylaws as we meet.

Our “New Normal” Video meetings

The following meetings are now held via video conference – yet another adaptation to our COVID-19 “new normal.”

- Negotiating agreements
- Trustee meetings to include the State Pension plan, Health plan, Supplemental plan, JATC meetings
- Washington State Association meetings
- State Building Trades and Seattle Building Trades Meetings
- King County Council meetings
- Political Action Committee meetings

Annual Man Hours Worked

We came into 2020 with near zero unemployment and with our economy continuing to grow. It came to a virtual stop in just a few short months and it is difficult to imagine when we will fully recover. Most of us are currently back to work and the work outlook over the next 12 months remains strong.

Year	Man Hours Worked
2017 - 2018	4,109,250
2018 - 2019	4,537,129
2019 - 2020	4,337,662

Events and Meetings Cancelled

Below is a summary of the events and meetings that have been cancelled due to the pandemic.

- April, May, June, July, and August Union Meetings. (*I would like to think we will have a meeting in September but as of this writing, I am more hopeful of an October Union meeting.*)
- Shop Steward meetings. We continue to communicate individually through Business Agents and/or steward emails as needed.
- The Annual Washington State Convention typically scheduled in June.
- The U.A. Organizing blitz scheduled for July.

Continued on next page

- The Annual Local 32 Picnic scheduled in August.
- The Annual Gas Workers Conference scheduled for September.
- The Annual Old Timers event scheduled for September.
- The Annual MSCA conference normally held in October.

Washington State Phased Approach to Re-Opening

King County has been in modified Phase 2 since June 21, 2020. The phases are subject to change, which has happened multiple times the last few months as the virus has spread and hospitalizations have increased. The five metrics being used are: COVID-19 disease activity, testing capacity and availability, case and contact investigations, risk to vulnerable populations, and health care system readiness. **We can all do our part by WEARING A MASK wherever we go!**

Phase 2

- **High-risk populations:** Continue to stay home, stay healthy.
- **Outdoor:** All outdoor recreation involving fewer than five people outside your household (camping, beaches, etc.)
- **Gatherings:** Gather with no more than five people outside your household per week. Indoor religious gatherings can be held at 25% capacity or with less than 50 people, whichever is less.
- **Travel:** Limited non-essential travel within proximity of your home.
- **Business/Employers:** Remaining manufacturing, new construction, in-home/domestic services (nannies, housecleaning, etc.), retail (In-store purchases allowed with restrictions), real estate, professional services/office-based businesses (telework remains strongly encouraged), hair and nail salons/barbers, restaurants <50% capacity, with table sizes no larger than 5.

Phase 3

- **High-risk populations:** Continue to stay home, stay healthy.
- **Outdoor:** Outdoor group recreational sports activities (5-50 people), recreational facilities at <50% capacity (public pools, etc.).
- **Gatherings:** Allow gatherings with no more than 50 people.
- **Travel:** Resume non-essential travel.
- **Business/Employers:** restaurants <75% capacity/table size no larger than 10, bars at <25% capacity, movie theaters at

<50% capacity, government (telework remains strongly encouraged), libraries, museums, all other business activities not yet listed except for nightclubs and events with greater than 50 people.

Phase 4

- **High-risk populations:** Resume public interactions, with physical distancing
- **Outdoor:** Resume all recreational activity.
- **Gatherings:** Allow gatherings >50 people.
- **Travel:** Continue non-essential travel.
- **Business/Employers:** Nightclubs, concert venues, large sporting events, resume unrestricted staffing of worksites, but continue to practice physical distancing and good hygiene.

We are continuing to monitor news updates and the current CDC, City, County, and State recommendations and we will do our best to keep you updated as circumstances evolve.

Local 32 Business Office

The Business Office remains open weekdays from 7:30 a.m. to 4:30 p.m. Face masks are required to enter the building. If you do not have a mask, one will be provided for you. As is normal practice, if you have daily questions related to work or jobsite issues please do not hesitate to contact your Business Agent or the Business Office for assistance or guidance.

- **Retirement** - If you are considering retirement, please contact the Local Union for guidance and appropriate paperwork.

Please follow our Facebook and Instagram accounts - we will make posts as new information becomes available. And, of course, please do not hesitate to call the office for more information. You can reach us at (425) 277-6680.

We look forward to a time when we can get together in a somewhat normal setting and enjoy the company of our Brothers and Sisters of Local 32. Until that time, it is my hope that you and your families stay healthy, safe, and in good spirits.

Fraternally,



Jeffery J. Owen
Business Manager, Local 32

WASHINGTON STATE PENSION REPORT

Brothers and Sisters:

Please take the time to review this very condensed report on the Washington State Pension plan. The plan participants are made of members of Local 26, 32, 44 and 598. I have included notices, finance reports, funding status, historical earnings and hours worked in Washington State. During the times we are in, it is important that we review where we are and know how our pension plan is doing. I have included information regarding our historical hours, returns on investments, current plan status through 2019 and YTD. All the information has been provided to us by Milliman and their actuaries.

Through April, 37 U.A. members in WA state, 16 of which are members of Local 32, have joined the ranks of the retired. Thank you, Brothers and Sisters, for your service to our collective memberships and making our industry better for all of us.

Washington State Plumbing and Pipefitting Industry Pension Plan IRS determination of tax-exempt status

You have recently received a "Notice to Interested Parties" which the Washington State Plumbing and Pipefitting Industry Pension Trust must provide you as part of the Internal Revenue Service (IRS) Determination Letter application process. Approximately every five years or so, the Trustees have applied to the IRS for a Determination Letter to confirm the IRS agrees that the Pension Plan continues to maintain its qualified status. With "qualified" status the Pension Trust is eligible for special tax treatment that benefits participants and allows Plan contributions and earnings to grow tax deferred. Receiving a favorable Determination Letter means that the IRS has found that the Plan is in compliance with the Internal Revenue Code requirements and remains qualified for special tax benefits. The Trustees are requesting the IRS once again review the Plan due to the recent change to the benefit formula under the Sustainable Income Plan design.

Generally, during the determination letter process if the IRS believes that plan terms should be added or amendments made, they will require such changes be made prior to issuing a favorable determination letter. If an unfavorable determination is still issued, there is an administrative process to appeal the determination to the IRS. If, after exhausting all administrative remedies, the IRS denies the appeal and maintains the non-favorable determination letter, the Trust can appeal to the Courts (US District Court or US Court of Federal Claims) to request a favorable status. I want to note that we do not anticipate this ever being an issue for the Plan.

Your Labor and Management Trustees are:

Labor Trustees

Jeffery J. Owen, Business Manager, Local 32/Chairman

Todd Taylor, Business Manager Local 26

Randy Walli, Business Manager Local 598

Bret Wideman, Business Manager, Local 44

Employer Trustees

Ed Kommers, MCAWW/Secretary

Trey Bland, Apollo Mechanical

Matt Campbell, General Mechanical

Russell Williams

Sincerely,

Jeffery J. Owen

Business Manager, Local 32

**NOTICE TO INTERESTED PARTIES OF
THE WASHINGTON STATE PLUMBING AND PIPEFITTING INDUSTRY PENSION
PLAN**

1. Notice to: All present employees covered by a collective bargaining agreement pursuant to which the plan is maintained.

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan:

2. Plan Name: Washington State Plumbing and Pipefitting Industry Pension Plan

3. Plan Number: 001

4. Name and Address of Applicant:

Joint Board of Trustees
Washington State Plumbing and Pipefitting Industry Pension Plan
11724 NE 195th Street, Suite 300
Bothell, WA 98011

5. Applicant EIN: 91-6029141

6. Name and Address of Plan Administrator:

Joint Board of Trustees
Washington State Plumbing and Pipefitting Industry Pension Plan
11724 NE 195th Street, Suite 300
Bothell, WA 98011

7. The application will be filed on August 11, 2020 for an advance determination as to whether the plan meets the qualification requirements of §401(a) of the Internal Revenue Code of 1986, with respect to the plan's amendments.

This application will be filed with:

Internal Revenue Service
Attn: EP Determinations
Stop 31
P.O. Box 12192
Covington, KY 41012-0192

Washington State Plumbing and Pipefitting Industry Pension Plan (WSPPP)

Actuary's Update – Submitted by Milliman

Summary

For the WSPPP, 2019 was a good year. UA members worked over 7.9 million contributory hours the preliminary investment return for 2019 is calculated to be 16%.

A. Asset Experience

The Pension Plan's assets are invested in a Trust and managed by investment professionals solely for the benefit of the members. The preliminary asset statement showed that in 2019 members contributed over \$43 million, asset returns were over \$128 million, over \$47 million of benefits were paid to retirees and beneficiaries, and \$1.5 million was paid to administer the plan.

Changes in Market Value Assets (MV)

Year Ending December 31, 2018		Year Ending December 31, 2019*	
Beginning of Year MV	\$ 840,520,295	Beginning of Year MV	\$ 805,669,778
Contributions	37,723,278	Contributions	43,555,000
Investment Earnings	(25,335,116)	Investment Earnings	128,669,183
Benefit Payments	(45,737,787)	Benefit Payments	(47,537,000)
Operating Expenses	(1,500,892)	Operating Expenses	(1,500,000)
Net Change in Assets	(34,850,517)	Net Change in Assets	123,187,183
End of Year MV	805,669,778	End of Year MV	928,856,961
2018 Investment Return = (3.0)%		2019 Investment Return = 16.0%	
Non-Investment Cash Flow = (1.1)%		Non-Investment Cash Flow = (0.7)%	

*Preliminary Numbers

B. Plan Funded Status

An important indicator of the Plan's funded status is the ratio of the Plan's market value of assets to the Plan's liability for all benefits earned to date, called the present value of accrued benefits. In 2019, the funded status of the Plan increased due to strong contributory hours and better-than-expected investment experience. The table below shows these measurements, along with the comparable figures for the past few years. The 2020 values are rough estimates based on preliminary assets.

January 1,	Prior Year Investment Return	Market Value of Assets (MVA)	Present Value of Accrued Benefits	MVA Funding Reserve / (Shortfall)	MVA Funded Ratio
2016	1.86%	710,432,975	755,751,533	(45,318,558)	94%
2017	7.10%	747,410,327	770,906,927	(23,496,600)	97%
2018	14.46%	840,520,295	830,656,691	9,863,604	101%
2019	-3.04%	805,669,778	845,531,551	(39,861,773)	95%
2020*	16.00%	928,900,000	869,800,000	59,100,000	107%

*2020 values are a rough estimate based on preliminary assets.

C. Sustainable Income Plan (SIP) Funded Status

All member contributions made on and after January 1, 2018 earn benefits under the SIP. SIP benefits are adjusted each year based on the difference between the Plan’s actual asset returns and a Hurdle Rate of 4%. SIP benefits are designed and tested to be very secure and always 100% funded. SIP funding over 100% is a reserve that is used to shore up benefits paid to retirees when they otherwise would go down.

As the SIP portion of the plan grows, the entire plan becomes more resilient to poor asset years which decreases funding volatility. The table below shows the funded status of the Traditional and SIP portions of the Plan, as well as the funded status of the Total Plan over time. This shows the funded status based on benefits accrued to date and Market Value of Assets (all values are in millions). The 2020 values are rough estimates based on preliminary assets.

January 1,	Market Value of Assets			Present Value of Accrued Benefits				Funded Percentage		
	Trad.	SIP	Total	Trad.	SIP	Total	%SIP	Trad.	SIP	Total
2018	\$840.5	\$0.0	\$840.5	\$830.7	\$0.0	\$830.7	0.0%	101.2%	N/A	101.2%
2019	\$786.1	\$19.6	\$805.7	\$829.2	\$16.3	\$845.5	1.9%	94.8%	120.0%	95.3%
2020	\$880.9	\$48.0	\$928.9	\$830.4	\$39.4	\$869.8	4.5%	106.1%	121.8%	106.8%

D. SIP Adjustment

The sustainable income benefits can withstand the ups and downs of the investment markets. Below are the historic SIP adjustments. Note that retirement benefits paid in 2020 will be shored up to the high-water mark benefit using the reserve.

SIP Adjustment Date	Based on Asset Return Year	Plan Return	SIP Adjustment
January 1, 2019	2017	14.46%	8.00%
January 1, 2020	2018	-3.04%	-6.77%
January 1, 2021	2019*	16.00%	8.00%

**Preliminary Estimate*

HEALTH PLAN REPORT

Brothers and Sisters,

We have had two Trustee meetings in 2020 held on March 31st and June 16th; the next meeting is September 22nd. If you have any questions related to the plan or issues with coverage or bills being paid on time, please do not hesitate to call the Business Office at (425) 277-6680 for support.

Health Plan Summary Current period: April 2019 – March 2020- Prior period: April 2018 – March 2019

- Active/self-pay eligibility increased 8.0% and retiree eligibility increased 4.1%, when compared to the prior 12-month period.
- There were 4.9 million hours reported to the Trust, an increase of 7.1% from the prior period.
- Excluding \$1,004,907 in claims reimbursable to the Trust under the stop loss contract, net self-funded paid claims totaled \$42.9 million, or 93.1% of the expected amount.
- After adjusting for changes in Trust liabilities and audit adjustments, the 12-month net gain to unallocated reserves (cost basis) totaled approximately \$4.1 million.

- As of March 31, 2020, the Trust's unallocated assets (cost basis) totaled \$37.3 million, approximately 9.2 months of 2020/21 projected expenses.

Please review the additional supporting information below:

Eligibility

The number of active and self-pay members eligible each month is summarized in the chart below. During the last 12 months (April 2019 - March 2020):

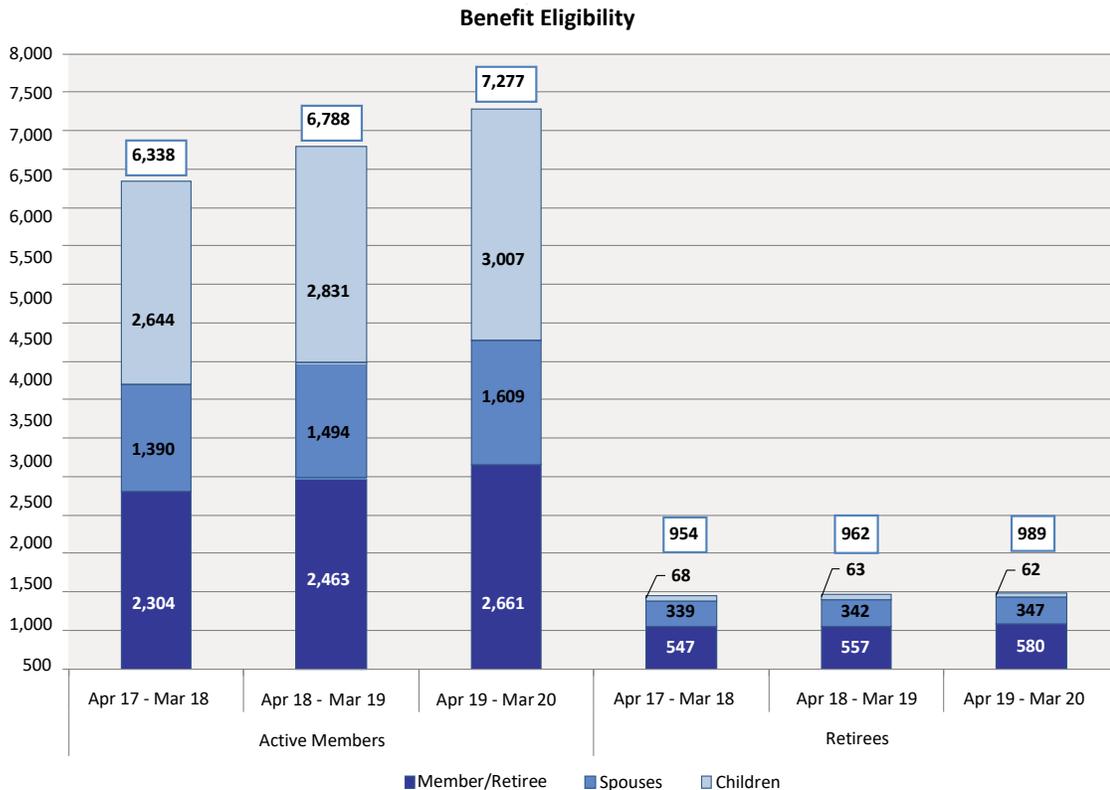
- 2,661 active and self-pay members on average were eligible each month, an increase of 8.0% from the prior 12 months.
- An average of 1,609 spouses and 3,007 children were eligible for benefits each month.
- An average of 633 members, or 23.8% of the active group, elected medical/Rx benefits through Kaiser.

Ready to quit smoking?

SEE AD ON PAGE 10

Continued on page 11

The chart below shows average eligibility over the most recent 36 months by member/retiree, spouses, and children





It's time to improve your lung health to help you breathe easier.

When you quit tobacco, good things start to happen. Your lungs begin to heal and you regain your sense of taste and smell. Best of all, your risk for heart disease, stroke and lung cancer may be dramatically reduced, which may lead to an average life expectancy that is 10 years longer than if you had kept smoking!

With Quit For Life, you get:



A Quit Coach® so you're never alone



24/7 access to a program website to track your progress and connect you with others determined to quit



Texts and emails with tips to help you manage cravings and stay on track

DID YOU KNOW?

Quit For Life provides

**GUM AND
PATCHES**

to help you quit.*

*If applicable and as determined by your Quit Coach. Participants smoking nine or more cigarettes per day and spit tobacco users chewing two or more tins per week may qualify for combination therapy.

Retiree eligibility by Medicare status and Marital Status During the last 12 months

- An average of 580 retirees/surviving spouses were eligible for benefits each month, an increase of 4.1% over the prior year.
- An average of 50 retirees/surviving spouses, 8.6% of the total, elected coverage through Kaiser.
- An average of 927 total retired individuals (retirees and spouses), were covered during the last 12 months. Of the total, 721 were eligible for Medicare and 206 were not Medicare eligible.
- There was an average of 62 children of retirees covered during the last 12 months.

Hours

- During the most recent 12 months ending January 2020 hours worked, March 2020 eligibility, a total of 4,860,097 hours were reported to the Trust.
- This was a 7.1% increase over the total hours reported in the prior 12 months.
- These hours generated an average of 2,594 hourly eligibles and an average of 59 months of coverage added to the dollar bank each month. Based on average net eligibility months of 2,653, the hours per net month of eligibility were 152.6, down 0.5% from 153.3 in the prior 12 months

Financial Operations

- The Trust's income and expenses for the last 12 months, including the first nine months of the current Plan year (July 2019 - March 2020). During the recent 12-month period (April 2019 - March 2020), approximately \$54.2 million in income was received and \$49.1 million in expenses were paid, resulting in an operating surplus of \$5.1 million.

Trust Reserves

- The Trust's income, expenses, assets and liabilities, as reported by the administrator. As of March 31st, 2020, the Trust had total assets of approximately \$62.3 million (unaudited cost basis). Subtracting liabilities of \$24.9 million leaves unallocated assets of \$37.3 million, or 9.2 months of 2019/20 projected expenses.

COVID-19 Pandemic

The Trustees took the necessary step due to the impact of the COVID-19 crisis on the Plumbing & Pipefitting industry, to assist our members whose dollar banks were exhausted due to

reduced hours or employment to subsidize their cobra payments for the months of May, June and July 2020.

- Review the letter below for criteria and expanded Cobra requirements by the federal government. Fifty-eight members were able to participate until they could go back to work and earn enough hours for coverage.



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



Reminder - the \$0 subsidy COBRA amount expires July 31, 2020. Effective August 1, 2020, your new COBRA payment will be \$550. Please mail to the above Plan and address by July 20, 2020.

April 15, 2020

To: Active Participants of the Seattle Area Plumbing & Pipefitting Industry Health Plan From: Board of Trustees

Re: COVID-19 COBRA Subsidy

Due to the impact of the COVID crisis on the Plumbing & Pipefitting industry, which has resulted in reduced hours beginning in March 2020, the Trust will fully subsidize the COBRA rate to \$0 for the months of May 2020, June 2020 and July 2020 for Plan participants meeting the following criteria:

Participants who lose active eligibility in May 2020, June 2020 or July 2020; and

Participants currently on subsidized COBRA whose COBRA coverage was effective February 1, 2020 or later

To qualify for the \$0 COBRA rate, participants must be available for dispatch and have exhausted their dollar bank eligibility (dollar bank must be used prior to \$0 COBRA rate applying). A completed COBRA application needs to be received in a timely manner.

COBRA rates will be \$550 for August 2020 and forward if you are still eligible for the subsidized rate.

COBRA Continuation Coverage

Important Information Relating to COVID-19

The federal government has issued special guidance on how COBRA deadlines work during the COVID-19 outbreak. This supplemental notice explains your COBRA rights during this time.

Extension of Time

The rules and time limits described in the accompanying notice still apply. However, the Plan will not enforce the time requirements during the period from March 1, 2020 until 60 days

Continued on next page

after the President declares the COVID-19 emergency over, for the purposes of calculating the following time limits:

- The 60-day period to elect COBRA continuation coverage after you experience a qualifying event.
- The 45-day period before your first COBRA premium payment is due.
- The 30-day grace period to make a monthly COBRA premium payment.

Please note that while this extension will allow you to elect COBRA continuation coverage back to your qualifying event, you must pay premiums for all retroactive months before coverage will be provided. COBRA continuation coverage will not be provided until all back payments are received, and continuation coverage must be continuous from the time it ended.

Examples

If you have a qualifying event on or after March 1, 2020, the

time periods for notifying the Trust of the qualifying event and electing COBRA coverage are extended until 60 days after the emergency is declared over. You may elect COBRA continuation coverage effective back to your qualifying event.

If you had a qualifying event in January and the Trust gave you a COBRA election notice on February 1, 2020, you have a total of 60 days to elect COBRA coverage. The time period paused at 29 days on March 1, 2020, and will resume for an additional 31 days beginning 60 days after the emergency ends.

If you were already receiving COBRA prior to March 1, 2020 and more than 45 days had already passed since your initial election, your periodic payments are due monthly. However, your 30 day grace period for each payment is extended by 60 days after the national emergency is over at which point all payments become due. COBRA coverage will not be provided for a month until payment is received for that month.

If you have any questions about how this information applies to you, please contact the Plan at (206) 352-9728.

SUPPLEMENTAL PENSION PLAN – CARES ACT ELIGIBILITY

The Supplemental Pension Trustees have held two video conference meetings thus far in 2020 on February 27th and May 19th.

Labor Trustees:

Jeffery J. Owen, Business Manager, Local 32, (Chairman)
Ryan Miller, Local 32, Dispatcher, Local 32
Todd Taylor, Business Manager, Local 26,
Brett Wideman, Business Manager, Local 44

The next meeting is scheduled for September 22nd, 2020.

Management Trustees:

Jeff White \ Holmberg (Secretary)
Stacey Johnson \ Auburn Mechanical
Robin Cowper \ MCA

The Trustees updated our plan April 10th to address certain provisions under the CARES Act, which was signed March 27th, 2020. The Act permitted the Trustees to take action to provide financial relief during the pandemic.

The intent of the Act is to assist members who have experienced adverse financial consequences due to COVID-19 resulting from you, your spouse, or a dependent being diagnosed with coronavirus, OR you (as a participant in the Plan) experiencing adverse financial consequences due to the virus resulting from:

- Being quarantined, furloughed, or laid off

- Having work hours reduced
- Being unable to work due to a lack of childcare; or
- Closing or reducing hours of a business they owned or operated

If you have questions regarding the CARES Act or need additional information on how to request a plan withdrawal, up to a maximum of \$25,000 please contact the business office.

General Information

To reference information regarding any of our benefit plans, please visit the Members section of the Local 32 website at www.UAlocal32.com. There you will find information regarding any of the following:

- Information from U.A. National Office
- Employee Assistance Program
- MD-Live
- Dental Plan updates
- Kaiser updates

Fraternally,

Jeffery J. Owen
Business Manager, Local 32



Welcome To Healthcare Reimagined

You've Never Experienced Care Like This Before.



"The whole Vera experience almost seemed too good to be true, it is the way healthcare SHOULD be but never is ... I will be back, it was a great experience. And to be able to come on my lunch break was priceless!"

Your health is our only focus. That's why we've designed the entire care center experience with you at the center.

It's available to you, your spouse, dependents from age 3 years, and other SAPPT members. You'll have all the time you need with a provider and you won't be rushed out the door. Use the care center for screenings, chronic disease management, that nagging cough, or that annoying pain in your knee that you've been ignoring.

Did we mention that coming to the care center won't cost you anything? It's true.

The best way to get started is with an Annual Whole Health Evaluation. Members will earn a \$100 gift card if they complete all three steps of the AWHE by Nov. 30, 2021.

PLUMBERS' REPORT

By Ed Holmes



Brothers and Sisters

The new year started out with lot of promise, only to go downhill quickly and to have our whole world change. Most of our members including the Business Office went on Stand-by. Then problems with unemployment benefits being delayed along with poor communication from the State added to the uncertainty about the future. But here we are in August, membership back to work, man hours going up, we continue with pre-jobs, and projects continue being bid. Our daily routine has been changed and there is added PPE now required on all projects. Masks required, temperature check, and social distancing have changed the way we go about our work. In the end, we are working and moving forward with our business.

In the Business Office, we were able to negotiate and vote on a 4-year Light Commercial Agreement. In retrospect, the six-year Building Trades agreement was a blessing. It would have been very difficult if we had to negotiate that agreement this year and get it voted on by the membership. We all have had to adjust to a new way of attending meetings via Zoom and Skype. Always, no matter the task or issue we adjust, adapt, and move on.

Even with all the turmoil, we were able to get things done. The Plumbing Legislation was signed into law by the Governor on March 27, which is going to change the plumbing industry for the positive. The new law is being implemented as I write this article. Visible Certification is now a requirement; you can make copies of your certification card, (it must be in color), and the original one needs to be with you. LNI will slow roll infractions initially but will be enforcing soon.

There will be another change to the 2018 UPC code which will take effect on February 1st, 2021. **If your plumber certification is to be renewed after July 1st of 2021 you will need twenty-four hours of CEU's with this law change, journeymen will have to renew their certification every three-years.** Trainees will continue will a yearly renewal.

Another item impacted by COVID-19, is LNI cancelled Plumber Certification Testing. Canceling April, May and June testing for approximately the 400 people that had signed up was hurting our industry. It was affecting our plumber Apprentices ability to take their exam for turn out. So we went to work, we developed a safety plan that included temperature check, sanitizing the building before, after and during the exam, maintaining six-foot distancing and requiring everybody to wear a mask. Then we had the LNI leadership to our facility and walked them through the process. We were able to get state approval, and on July 14th we began testing for nine days. We were able to get close to 250 people through the process including our Apprentices. We are looking to add a few more days in August. Local 32 was the only location in Washington State that could host these exams, it was a great team effort by all.

Below is a Note from Jesse Jameson with LNI Compliance Praising the Testing Process

Hi all!

We just completed our first week of Plumber exams at the UA hall in Renton. Exams were held on Tue, Wed and Thurs and we tested nearly 100 individuals for Journeyman, Residential, Backflow and Medical Gas. I'd like to thank UA local 32 for the use of their facility, and Howard Ferguson, Brad Moore and Ildiko for the first-class organization to maintain distancing and mask requirements and the continuous cleaning/sterilizing of the tables and all surfaces. Exam candidates were seated at least six feet apart and wore their masks. I'd also like to thank Kathleen Navarre and Erik Sackstein (both 32 members with LNI) for their assistance in checking in the candidates and getting them the appropriate exams. There were no issues and I think that we have a good system in place for week two and week three.

Also, during the COVID-19 shut down the State Apprenticeship Council Meeting in April was cancelled, so at the July meeting we had to get caught back up. So, for the first time ever we had a Zoom meeting which lasted over six hours. We were able to get a lot accomplished given the fact that we also had to have public comments. It was very well organized and the LNI staff did a great job. There are a lot of hearings in process because of the high hazard apprenticeship request, for working in the refineries. There are fifteen to twenty hearings being held, because a new law passed requiring that if you are working in these facilities you have to have a certified apprenticeship program for the apprentices on site.

Negotiations with the state are slow because of COVID-19. It is going to be very difficult for the next couple of years; the financial impact to the state is significant. Brother Kurt Swanson

is transitioning to take responsibility for the LNI members. Kurt has a great understanding of dealing with fixed units and will do a great job for those who belong to Local 32 and work for the state.

King County FMD (Facility Maintenance Division) is the gift that keeps giving, many issues there. FMD was charged with setting up temporary COVID-19 sites, they brought trailers in from Texas without being certified by FAS. Our Chief Plumbing Inspector went a look at them, told them that plumbing was unacceptable in Seattle, and that changes needed to be made. That started a series of problems, and the Director of FMD decided that he had the right to void all permitting. This created a serious issue for the environmental health and our Plumbing Inspectors. Placing folks that are ill in trailers inside a building with substandard plumbing that did not meet code, using an old building to house folks, and not having the plumbing upgraded and not inspected, just didn't make sense. Through the help of Sister Leanne Guier, we made it to the King County Executive Office, and after several meetings, we were able to get this situation resolved. The inspectors will inspect and the corrections will be made.

Still working on negotiations with King County, but everything with the public fixed units are difficult at best. We are not in person meeting, but we must work with what we have and will try our best for our members.

Spent some time in Wenatchee with contractor Macklin and Little based in Spokane. They have 5 school projects going on, they were just starting groundwork on the first one when these photos were taken. We have one Local 32 Apprentice on site. Hopefully, as the work ramps up will be able get some 32 members out there.

Despite the shutdowns and the impacts that we are all living with, we continue to move forward. Jobs are open and more are coming. Given the way things have gone for us and we still have 99% employment, I would say we are blessed. Let us finish 2020 as positive as possible, stay safe.

Fraternally,

Ed Holmes

Asst. Business Manager
UA Local 32



Ulysses S. Grant Elementary, Wenatchee

POLITICS AND PLUMBING:

THE JOURNEY THAT HELPED PASS PLUMBING LEGISLATION IN 2020

I am happy to share with the membership this article about the development of Senate Bill 6170, the people and effort involved in its development, and a summary of the changes to the law. As I was recalling the process, I became aware of how much we had achieved and how very far we have come. Given the history of mistrust and (perceived) lack of respect between the parties involved, it is truly remarkable that we were able to come together to reach consensus. The Mechanical Contractors Association (MCA), the Plumbing Heating Cooling Contractors Association (PHCC), politicians, and even the Laborer's Union were all able to find common ground in the interest of our state's betterment. Each group was able to look past their differences to work collaboratively on landmark legislation that will benefit not only the health and safety of the public, but also the entire plumbing industry in Washington State.

In 2017, UA Local 32, through the leadership of the Business Manager Jeffery Owen, invested in the production of commercials about plumbing certification, demonstrating a willingness to invest in the industry. These ads were focused on educating the public about what to look for when a plumber comes to their door. The commercials led to an appearance on the KING 5 midday program *New Day Northwest*, where the President of PHCC, Jerry Church, and I sat down with host Margaret Larson to talk about plumbing. This was a first: open shop and union appearing together on a television show to communicate a common set of principles to the viewing public.

This joint appearance led to more conversation and the relationship between the groups continued to grow. Our groups had met in prior years, and both sides understood that changes were necessary in the plumbing industry relating to rules and regulations; there had not been any major changes to the Washington plumbing statutes since 1973. However, the UA and the PHCC were not yet discussing any kind of partnership. In fact, in 2017 both the UA and the PHCC submitted their own proposed legislation in Olympia but neither bill went anywhere.

At the end of that legislative session Senator Karen Keiser suggested that we get together and come back to the legislature with something that both parties mutually supported. Based on our mutual goals, and the developing relationship between our groups, it was clear that the time was right to work together.

In February of 2018, the PHCC and the UA met in Tacoma at the offices of the Washington State Association. Working with Tim Herbert, WSA's Executive Secretary-Treasurer, we met every other Friday for two to four hours each session. We reviewed, line by line, all the plumbing language in every WAC, RCW, rule, and regulation on the books at the time. Soon both sides realized there were no major differences between us.

We sent a team to Austin, Texas to observe a plumbing board meeting and it was quite the eye opener. Their regulation of the plumbing industry is extremely stringent. To receive a plumbing license requires not only a written exam, but an eight-hour hands-on test as well. We brought all the gathered information back to our discussions, and the meetings and work continued.

Washington State Labor and Industries (LNI) staff were also included in our meetings. Their input was essential, since theirs was the agency that would be tasked with carrying out the proposed changes, and the ideas we were proposing would require additional work and cost to implement.

By November of 2018 we had completed our proposed legislation and we had sponsors from both sides of the aisle in place. We were set to move forward when the Laborers' Union stepped in, using their political influence, and put a stop to the process. Sadly, that stopped any chance of getting legislation passed in the 2019 session.

We spent most of 2019 still meeting on a regular basis and working with the Washington Building Trades Council to make our bill priority legislation for the 2020 legislative session. We continued to work with the MCA, the PHCC, and especially the Laborers' Union who had been against the bill in the previous

year. This meant going back over the legislation line by line, more meetings, and more LNI involvement. In the end we worked through the issues, were able to move forward, and by October of 2019 we had legislation drafted and ready to be submitted.

Throughout this multi-year process lobbyists from the WSA and PHCC worked together, talking to legislators and groups that had issues with the legislation. A great deal of work and energy was put forth by the lobbyists, and their efforts, along with the hours of work at those innumerable meetings, finally paid off.

Our bill was introduced in January of the 2020 regular legislative session with Senator Keiser as its prime sponsor. SB6170 passed through both the Senate and the House of Representatives unanimously, and on March 25th, 2020 Governor Inslee signed our bill into law.

In the world of legislation, speed and unanimous agreement rarely happen. In fact, both Senators and Representatives have said that if you want to get legislation passed in our state you should follow the template of what the plumbing industry did with the creation of this bill. Statements such as this are a compliment to all those involved; everyone who was willing to roll up their sleeves, put aside past history, and build a bridge of trust and respect. Now, after forty-seven years, the plumbing industry is finally able to implement major changes that will help ensure our state's health and safety.

Below is a summary of the major changes to plumbing law and a link to the legislation

- Plumbing licenses must be visibly displayed on all jobs.
- The categorization of plumbing contractor was moved from the general contracting category to within the scope of LNI plumbing. This means that, in the state of Washington, if you are in the plumbing industry you must be a licensed plumbing contractor hiring state certified plumbers.
- A new plumber certification was added for residential service plumbers. The requirements are 4000 hours, with 2000 hours of direct supervision, 2000 hours of remote supervision, and using all the most updated technology.
- A sunset clause for residential work ratios (one journeyman to three trainees) has been included. In the state of Washington, there are just a total of ten thousand PL01, PL02, PL03, and trainees. That number has not changed in more than twenty-five years. We have a shortage of plumbers.

- The new law now requires contractors to submit trainees' hours. There has been a significant problem with contractors not submitting hours, limiting the trainee's ability to qualify to take their certification exam.
- Journeymen will now be required to renew their certification every three years versus every two. Trainees will still renew yearly to help ensure that they are receiving their hours.
- The law adds two more members to the state Advisory Board of Plumbers; one from the Uniform Plumbing Code (UPC) regulating body, and one from the Washington State Department of Health. We believe both groups have an important perspective to contribute, especially considering the increased work in the areas of rainwater catchment, reclaimed water, grey and black water reuse, as well as the growing issue with Legionella. Plumbers and plumbing contractors are on the front lines protecting public health and safety.

I would be remiss if did not mention that this successful legislation might not have happened were it not for a chance meeting. At an IAMPO picnic in Fall City, Todd Allred, owner of Allred Plumbing & Radiant Inc, and a board member of PHCC and I met, and got to talking. That relationship has developed into a friendship based on respect and trust. Now, along the same lines as that friendship, our state's leaders in the plumbing industry - both union and open shop - have learned to listen to one another's perspectives. I believe that what we have learned by building those relationships can act as a model at the national level. Together we can all prosper.

Fraternally,

Ed Holmes

Assistant Business Manager/Plumbing Agent, UA Local 32

Chairman - Washington State Plumber Advisory Board

Board member - Dept. of Health Washington State Drinking Water Advisory Board

FITTERS' REPORT

By Keith Nester



King County Correctional Facility; Block 24 - Spring District; 555 108th Bellevue (42 Story); Willows Creek Building E & F; and Sustainable Living Innovations 303 Battery.



2nd Year Apprentice Jake Scott proudly showing of 32's work on the WSCC

Additionally, in June, Business Manager Jeff Owen, Assistant Business Manager Ed Holmes, and Plumber Agent Corey Wilker, and I visited the Microsoft Campus to do a Joint Venture pre-job meeting with Skanska Balfour Beatty. The meeting was very informative. The work at this site consists of a 22-acre parking garage and 12 new buildings all set on 72 acres. The work will be spread out over the next 5 years, and all the mechanical work will be performed by UA contractors. Work at the Washington State Convention Center is really starting to take shape. Nice to see that project finally under way.

Hello Brothers and Sisters,

I hope you are all doing well and enjoying your summer. The Pandemic has certainly changed the way we run our day to day business on the jobsites and at home. We will eventually get through these strange times and things will hopefully get back to normal. With not having union meetings over the last several months, I will try to bring you up to speed on what has been going on and give you a look at upcoming work.

Building Trades Work

We recently had PSF and UMC in for Pre-Job meetings. We reviewed 3 jobs with PSF: 1165 Eastlake Shell and Core; Boren and Lenora; and Summit 3 Office T.I. We reviewed 5 Jobs with UMC:



WSCC Aerial Views





WSSC Mac Miller Fitters, FM Mike Cichosz, JM Everett Brothers, GF Chris Schooling, JM Lloyd Berge, Site Superintendent Rob Morehouse, Helper Brandon Gutierrez, Lead FM Justin Spragg, 3rd year Bam S., Lead FM Jeremy Allen, GF Jonathan Cook, JM Oran Brazington, FM Noah Smith.

Despite all the Pandemic stuff going on, the work outlook for the building trades is pretty promising. Holaday Parks has some good upcoming work with the 1001 East and West Office Towers, Amazon T.I. in Bellevue and the Costco office building all manning up Fitters this winter. Also, phase 3 out at the McKinley Papermill will be starting back up soon. Hermanson will be needing Fitters and Welders out at the New Climate Pledge Arena. All the while, our contractors continue to bid more work out there.

Shipyards

We are currently in the process of enrolling over 20 new Local 32 members that have been hired on at Vigor Shipyard as pipefitters, pipe welders, and pipefitters associates. This process is very slow since we have not had any union meetings in 4 months. Congratulations to Lorna Mazoff and Josh Porter: they have accepted Marine Fitter Apprenticeships at Vigor Shipyard. It will continue to be very busy at Vigor Shipyard. The Navy cruiser USS Chosen has been in the dry dock for several months now and they are expecting to have the USS St. George arrive this fall.

The transportation department for Washington State Ferries has suffered enormous budget shortfalls due to the pandemic



This is a photo of Leon Littlejohn and Marine Pipefitter Apprentice Joseph Schactler working on the hydraulic hoses on the mobile crane at Lake Union Dry

and the pipefitters at the maintenance facility have been faced with ongoing monthly furloughs.

The work at Foss and Lake union dry dock are both slowing a bit with more work coming in the fall.

Negotiations

The business representatives and shop stewards of the Puget Sound Metal Trades have been meeting with the management teams for Foss Shipyard and Washington State Ferries since early April working on settling a 3-year contract deal at Foss and a 2-year contract for WSF. We have a tentative agreement that we will be voting on for WSF in early August. Negotiations are going well but have been very challenging due to the Pandemic and shelter in

place orders. We have been forced to do all our negotiations meetings online via Zoom, Microsoft Teams, Go To Meetings or Skype, and it looks like the WSF contract voting will be done electronically as well.

Will see you soon, play safe out there!

Fraternally,

Keith Nester
Steamfitter/Welder/ Shipyard Agent



The Vigor Shipyard Pipe Shop Crew

PLUMBERS' AGENT REPORT

By Corey Wilker



Brothers and Sisters:

To begin my report, I would like to say that I hope all our members and families are safe and healthy. We have all had to maneuver through our first global pandemic and it has not been easy for anyone. Even now, months after the start of the pandemic, we are still faced with challenges. Local 32 will navigate these upcoming issues the best way we know how, together.

Job Site Visits

During the early days of the COVID-19 outbreak many of our jobsite locations were closed to visitation making site visits impossible. Before the pandemic we would go to multiple jobsites on any given day. Unfortunately, multiple daily jobsite visits are not possible, as we would run the risk of infecting everyone we contact if we happened to be patient zero. During this time, we have had many discussions about how to satisfy our responsibilities to the membership regarding the appointment of Shop Stewards, disciplinary action, and sharing information on our typical site visits. During the time we were unable to access most jobsites, we met our members outside the fence to appoint Stewards, and we handled discipline outside while 6 feet apart or, on one occasion, over the phone for a verbal warning at a site we could not enter.

For these reasons, we believe that limiting site visits as much as possible is currently in the best interest of membership. When the situation allows us to get on site and follow the recommended COVID protocol we will return to more regular site visits. We will continue to represent and serve our members in the best possible way – whatever the circumstances.

Seattle Building Trades

Brother Keith Nester and I have continued to maintain a presence at the Building Trades meetings. We have repeatedly challenged other crafts when they attempt to claim our scope

of work. We must be vigilant as a Local because many of the other crafts have the mistaken belief that they have a right to our work. One of the most common issues on jobsites is moving our material. The operators believe that no one else can use a forklift so they claim that we are stealing their work. The truth of the matter is that our material and equipment is part of our scope of work, and the forklift is just a tool to accomplish the task. This issue is ongoing, and we appreciate all the members calling to report this issue so we can work toward getting it resolved.

Port of Seattle Marine Maintenance

The group worked reduced hours at the onset of the pandemic with emergency safety mitigation. Now that the Port has implemented their COVID Plan, the intent is that all Local 32 members be back working full-time in July.

The HVAC-R group posted a job opening earlier this month. This was the first dispatch following the new hiring guidelines from the Port, and the procedure worked fairly for all applicants. It is great news for Local 32 to add Paul Klumper to this HVAC-R group. Thank You to our members at the Port for all your effort.

Seattle Schools

The COVID 19 Pandemic affected Seattle School District Employees in many ways. Initially, most of the Local 32 members were on standby or on skeleton crews for emergencies. SSD developed necessary safety requirements to get the group back to work in stages.

The negotiations concluded during the onset of the pandemic and in April 2020 the new CBA was voted on and passed. Most of the group is back to work and adjusting to the “new normal” work environment.

JATC

In response to COVID-19 we have primarily been holding our meetings via Zoom. The training center staff has been developing block training curriculum in preparation for the upcoming year. This next evolution in training will be an improvement in how we approach training for all our crafts and will benefit Local 32 for years to come.

We are continuing to build out the training facility, and the hands-on training opportunities the instructors have been working on for the Plumbing Fixture Lab are going to be a fantastic addition. The new setups will allow us to train our members on the installation of many different fixtures, how to repair and install faucets, and how to troubleshoot a variety of piping issues. For the W&V rough-in we used clear plastic pipe and many of the walls are plexiglass, so apprentices will be able to see the system work.

I would like to thank the Fixture Lab Committee and the Plumbing Instructors for all their effort on these improvements.

Light Commercial Agreement

We negotiated a new agreement for the Light Commercial group. There were many language changes; most notably the addition of the HVAC-R light commercial refrigeration scope of work. This addition will allow us to grow market share in this industry. Local 66 and the open shops currently dominate the light commercial VRF market, but we now have our foot in the door! We intend to work with our employers to start capturing this

scope and promote our UA mechanics as the most qualified to execute the work.

Shop Stewards

To finish my report, I would like to thank all the Stewards for their calls and communication throughout the duration of the pandemic. Your efforts to assist your fellow members should be recognized and applauded. Again, thank you.

Fraternally Yours,

Corey Wilker
Plumbing Agent

REFRIGERATION / HVAC REPORT

By Joel Crabtree

Brothers and Sisters:

It is amazing how a few months can completely change the landscape of our area – and the planet for that matter. In my newsletter from the end of last year I reported a record number of UA men and women working in the HVAC/R profession in our region, along with a consistent need for even more mechanics to cover our contractors growing workloads. Then, with the word “pandemic,” everything changed, and we found ourselves in a situation the likes of which has not been seen in our lifetimes. For example, we are now dubbed essential workers and are faced with the task of trying to determine how we fit into the new workplace environment.



We know this is a very trying time for the entire the membership, and the stakes are high. It is important for each of us to do our part to keep working when the opportunity is presents itself, and remain positive in our outlook toward the future. The economic history of our great nation is one of highs and lows, of boom and bust, and during the depths we have always lifted ourselves up by the bootstraps (or anything else we can get our hands on), gathered ourselves together, and recovered. As the old saying goes, “the only constant in life is change.” Some of us have lived through many highs and lows in the economy, while for others this is the first time through a downturn. Always

remember – whether you find yourself at the top or on the bottom – this too shall pass. And remember, too, that you have your family, as well as the brother and sisterhood of our local union, to lean on.

The effect of the pandemic on the HVAC/R division of Local 32 has been very different from one sector to another. Some shops have found that their maintenance base has closed their office doors and started working remotely, essentially shutting down the building’s HVAC operation for the first few months of the pandemic. By contrast, other shops have been booming, effectively running nonstop since the beginning of COVID-19 in April. This situation has made it difficult to gauge how long it will take for pre-pandemic levels of work to return. We do know those levels will come back; it is just a matter of time.

Service work will return, and most furloughed members will return to work servicing and maintaining the many new buildings that were erected during the last 10-year economic run. We have entered a new phase in our region due to COVID-19 and we find ourselves on the front lines, maintaining and servicing the equipment that provides the basic necessities of heating, cooling and air filtration to people living in the Puget Sound basin. Embrace your part in this rebuilding, protect yourself, and continue living and enjoying your life.

Stay safe and hang in there, Brothers and Sisters.

Fraternally yours,

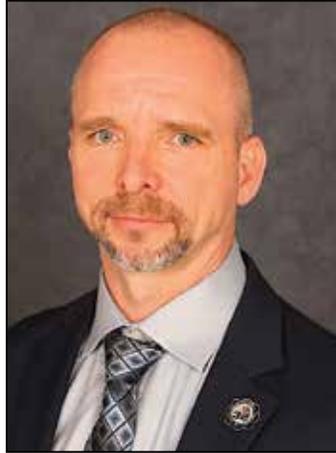
Joel Crabtree
HVAC/Refrigeration Business Agent

PSE AND MUNICIPALITIES REPORT

By Kurt Swanson

Hello Local 32 Members,

During the last few months, I have been very busy dealing with all the changes at the fixed units I represent. Employers have made numerous adjustments to keep our “essential” members safe and on the job during the COVID-19 pandemic. These adjustments have triggered a wave of impact bargaining, as well as regular meetings, with both the employers and members to navigate the changes in working conditions.



At the City of Seattle, both Seattle Public Utilities and Parks implemented rotating schedules for several weeks to minimize member contact with coworkers and the public. I want to give a shout out to brother Michael Freeman (SPU) who was very vocal on behalf of his union brothers and sisters, pushing for the schedule rotations and safer working conditions during COVID-19. SPU responded and all the safety demands from the members have been implemented. We have conducted numerous meetings with management where members can discuss any COVID-19 related concerns. SPU management has done a good job of responding to the concerns. We are following similar processes for Parks and Financial and Administrative Services (FAS).

The Seattle Public Utilities (SPU) Water Pipe Worker apprenticeship testing occurred in July with approximately 140 candidates taking the hands-on test. Although the city is faced with a budget deficit and is under a hiring freeze, as of this writing it appears that another round of Water Pipe Worker Apprentices will be hired before the end of the year. This is great news, as water operations needs the bodies out in the field. I am also very happy to share that plumber apprentice Christian Hansen is nearing the end of his apprenticeship with the Parks Department. He started in September of 2015 and is getting close to taking the state Plumber exam. Congratulations, Chris!

Back in January the Freedom Foundation made a public disclosure request (PDR) to the City of Seattle requesting the names, email addresses, day and month of birth, and union affiliation of all employees at the city. Many of our members were very concerned about having this information released. UA Local 32 and other city unions banded together to see what could be done. It

was determined that the request for the month of birth was likely illegal and a law firm was engaged to file an injunction. Shortly after the injunction paperwork was filed, the Freedom Foundation contacted the law firm and the PDR will be revised to drop the month of birth. Chalk one up for labor. We will continue to pay attention and engage the anti-union element when it makes sense to do so. Unfortunately, COVID-19 has not deterred the anti-union attacks in our state.

Our members continue to do everything they can to stay safe while still performing the essential functions to run a natural gas utility. PSE has curtailed non-essential work and our members have adapted work practices to ensure their safety including wearing N95's, staying away from the bases, and not pairing up in vehicles. There have been a couple of closures of PSE facilities so cleaning could occur after having a COVID-19 exposure. As we know, the essential work must still get done.

PSE Management is struggling with a movement plan to fill the senior journeyman classifications as many of our members consider retirement. Back in November of 2019, management indicated they had a need to move members to fill senior positions and they wanted to deviate from the posting process outlined in the agreement. The reason provided was the immediate need for



Natural gas high pressure flare.



Natural gas equipment in the sling

senior journeyman was great and postings would take too long. In July of 2020 they proposed a movement plan to the unions that would have reclassified (posted) five System Techs and moved five senior journeymen to their preferred location or classification (or both). Unfortunately, some of the proposed movement would not have followed long-held seniority principles and, after much discussion with all impacted members, the unions informed PSE “No, follow the agreement.” Career progression, seniority, and proper training are important issues to the members.

Local 32 is working with the PSE training department to host a 48-hour electrical trainee class at the hall in August. The PSE safety department has toured the hall while a Plumber exam for Labor and Industries (LNI) was being conducted. The COVID-19 protocol used during the LNI testing will also be used for the PSE training. Local 32 is looking forward to hosting training for our members working at PSE!

The Seattle University (SU) contract was set to expire on June 30th, 2020. The members at SU voted to accept a one-year, no changes, extension of the contract through June 30th, 2021. Our members were willing to be flexible, as SU furloughed over twenty workers in the maintenance department this summer and is facing some big budget challenges. Luckily, the furlough did not negatively impact our members, however, due to the budget constraints, two of our (previously) open Local 32 HVAC openings have been eliminated.

Furloughs have also been implemented for state employees. Over 40,000 state workers (including all Local 32 members) were furloughed for 8 days through November of this year. The state's revenues are down due to the COVID-19 pandemic and they are having to cut spending. The governor has also frozen a previously promised 3% wage increase on management employees. This is all occurring while we are in negotiations with the state for a new agreement.

Working with the state has been very educational. I am working towards becoming the Local 32 representative for the bargaining unit when brother Ed Holmes retires. It is a pleasure working with Ed and our members at the state. I hope to meet every one of the Local 32 members in person and have a chance to thank them for the work they do. They are all providing valuable compliance and inspection duties to the residents of Washington.

Water District 49 (WD49) and Highline Water District (HWD) Local 32 members are still getting the work done while trying to stay safe. Long-time WD49 Local 32 member, Brother Bryan Koehmstedt has retired. Thank you, Bryan, for all your years of dedicated service! A new manager has been hired at WD49 and our members are looking forward to working with new leadership.

Continued on next page



Local 32 member Bill Moran repairing a hydrant

Both HWD and WD49 are working under new agreements that were bargained in the last year. I want to thank brothers Brian Gilmore, Jeff Laizure, and Erik Widener for their work on behalf of the membership. They took the heat and participated in negotiations for their members. HWD long-time General Manager Matt Everett is likely to retire soon and we hate to see him go. Matt has always been firm and fair with the union in our dealings, and he has set a high bar for those who follow. I am hopeful the new WD49 management will strive to set a similar professional tone. HWD is currently hiring a utility worker, which is unique as every other employer is under a hiring freeze these days.

Negotiations with Shoreline School District (SSD) have been underway for a couple of months and I anticipate ratification for a new agreement soon. I want to thank brothers Donald Arce-Briones and Brandon Moeller for their hard work and professionalism. SSD is very happy with your work! Sister Lisa Bogardus (Assistant Executive Secretary, Seattle Building Trades) chairs the trades negotiation for us with SSD and has done a masterful job on the members' behalf during a very stormy period in our history. Thank You Lisa! Lake Washington School District (LWSD)



Apprentice testing candidate getting after the sand pile.

members are working under a new agreement that was bargained last year and ratified on February 10th, 2020, just before COVID-19 struck. Talk about just in time. Brother Stycho (Steve) Ivanoff returned to LWSD after some time spent trying another Plumbing opportunity. Thank you, Steve for returning to LWSD and being our Local 32 steward!

Our stewards provide fantastic support and guidance for the members. I have a couple of steward announcements: SPU – I'm sad to say that brother Robert (Bob) Clarke has resigned as shop steward for the OCC. Thank you, brother Clarke for your service! Brother Michael Freeman will be the new SPU OCC steward; OCC members please show him your support in the steward role! PSE – Brother Ray Brickell has resigned as a shop steward for the PSE SKC base. Brothers and sisters, please thank Ray when you see him for his 30+ years of service to the members working at PSE! Thank you, Ray!

Negotiations, labor management, health and welfare, grievance hearings, Loudermill hearings, training events, safety meetings, and of course COVID-19, are all keeping me very busy. I want all of you to know UA Local 32 supports you during this unusual period in our history. Under non-pandemic working conditions I can spend more time visiting you on site or meeting you somewhere to buy you a cup of coffee. We cannot do that these days, and it is hard to say how long it will be before we can operate that way again. Virtual meeting platforms (Zoom, Skype, etc.) are available for us if you would like to have a meeting with me one-on-one or as a group. Just let me know and I can set it up! Please do not hesitate to call or email me if you need anything from Local 32.

Fraternally,

Kurt Swanson
PSE/Municipalities Agent



Water main extension installed by Local 32 members working at SPU.

DISPATCH/ INSIDE AGENT REPORT

By Ryan Miller



Brothers and Sisters,

First and foremost, I hope you and your families are in good health. As you know, we have all been impacted by COVID-19 in one way or another. Most of us (or I should say all of us) have missed time worked – whether your job was shut down, put on standby, or you needed to care for a loved one.

It is hard to believe, looking back to the beginning of March, that Local 32 was off to another stellar spring and summer for new projects and opportunities. Then COVID-19 hit, crippling both our economy and the work outlook. When the stay at home order was announced, approximately 90% percent of the membership went on standby for at least two weeks and, in some cases, longer. At the time of the Governor’s announcement the out-of-work lists were clear. The Plumber out-of-work list grew to a five-month average of 30, though it never exceeded 45. The Steamfitter out-of-work list has progressed as the Children’s Hospital project ramped up. The Light Commercial group’s list has been consistently moving, though in the past 2 months we have seen project delays resulting in a few members coming back to the list.

The work outlook remains strong for the next 12 months, assuming currently scheduled projects are not cancelled; further out is a bit murky at best. Currently, the Hockey Arena is considering two shifts and will be hiring through the end of July. Additionally, the Convention Center, Microsoft, 707 Terry, 1200 Stewart, Costco, and others are ongoing.

In conclusion, I would like to thank the membership for working through this pandemic in the most professional manner possible. You continue to demonstrate the true value of union membership in the way you are handling your business, as well as the way you continue to care for and help our Brother and Sisters. Please contact me if you have any questions regarding the out-of-work list. Thanks again!

Fraternally,

Ryan Miller

DISPATCH REPORT APRIL THROUGH JULY 2020

APRIL 2020 REPORT 3/13 – 4/9/20

PLUMBER LIST DISPATCHES

A LIST - 15
4 – Top of List 5- Rehire
2- Name 4- Skills
B LIST- 1 Freedom of movement
C, D, E LIST - 0

FITTERS LIST DISPATCHES

A LIST - 7
5 -Top of list 1- Name
1- Rehire

B LIST

1- Top of list
2- Freedom of movement
C, D, E LIST - 0

WELDER LIST DISPATCHES

A LIST - 0

B LIST - 1
1- Skills
C, D, E LIST - 0

REFRIGERATION LIST DISPATCHES

A LIST - 3
3- Skills
B, C LIST - 0
D LIST- 1 – Skills

RESIDENTIAL PLUMBER DISPATCHES

A LIST - 3
3- Name

MAY 2020 REPORT 4/10 – 5/14/20

PLUMBER LIST DISPATCHES

A LIST - 10
3 - Top of List 1- Foreman
1- Name 4- Skills
1-Rehire

B LIST- 4- Freedom of movement
C, D, E LIST - 0

FITTERS LIST DISPATCHES

A LIST - 7
2 -Top of list 1- Name
2- Rehire 2- Skills

B LIST - 7
5- Top of list
2- Freedom of movement

C, D, E LIST - 0

WELDER LIST DISPATCHES

A LIST - 1 1 Name **B LIST** - 1 1-Skills
C LIST - 1 1- Skills **D, E LIST** - 0

REFRIGERATION LIST DISPATCHES

A LIST - 1
1- Skills
B, C, D LIST - 0

RESIDENTIAL PLUMBER DISPATCHES

A LIST - 3 1- Top of List
1- Name
1- Rehire

JUNE 2020 REPORT 5/15 – 6/11/20

PLUMBER LIST DISPATCHES

A LIST - 8
4 – Top of List 1- Name
2- Skills 1-Rehire

B, C, D, E LIST - 0

FITTERS LIST DISPATCHES

A LIST - 14
8 -Top of list 3- Name
1- Rehire 1- Skills
1- Foreman

B LIST - 8

7- Top of list
1- Freedom of movement
C, D, E LIST - 0

WELDER LIST DISPATCHES

A LIST - 2

1- Top of List 1- Rehire
B LIST - 1
1-Skills

C, D, E LIST - 0

REFRIGERATION LIST DISPATCHES

A LIST - 2 **B, C LIST** - 0
2- Skills
D LIST - 1
1- Skills

RESIDENTIAL PLUMBER DISPATCHES

A LIST - 2 1- Foreman
1- Name **E LIST** - 2
B LIST - 0 2- Name

JULY 2020 REPORT 6/12 – 7/9/20

PLUMBER LIST DISPATCHES

A LIST - 15
8- Top of List (5 short calls)
3- Name 2- Foreman
2-Rehire

B LIST - 1

1- Freedom of Movement
C, D, E LIST - 0

FITTERS LIST DISPATCHES

A LIST - 15
7 -Top of list 1- Name
3- Rehire 3- Skills
1- Foreman B list- 5
4- Top of list
1- Freedom of movement

C, D, E List - 0

WELDER LIST DISPATCHES

A LIST - 4 1- Name
2- Skills
1- Foreman

B, C, D, E LIST - 0

REFRIGERATION LIST DISPATCHES

A LIST - 2 **D LIST** - 1
2- Skills 1- Skills
B, C LIST - 0

RESIDENTIAL PLUMBER DISPATCHES

A LIST -5 1- Top of List
3- Name 1- rehire
1- Foreman

B LIST -0 **E LIST** - 1
1- Top of List



Seattle Area Pipe Trades APPRENTICESHIP

Brothers and Sisters,

The Seattle Area Pipe Trades Apprenticeship Office (SAPT) is open for member business Monday-Friday from 7:30am to 4:30pm. If a member would prefer to schedule a remote appointment, he or she simply needs to call the main office at 425.271.5900. We are following the Governor's Executive Order rules regarding phased reopening, including the required face masks and health screenings.

In addition to member services, we have been able to gradually reopen in-person courses for members who have been on class wait lists. This includes currently offered Plumber Exam Prep, Electrical Exam Prep, Welding and Backflow courses. Additionally, we are scheduling Signal Person, First Aid/CPR, UPC Upgrade, and OSHA 30 classes in August and September. We are contacting members who have requested these courses previously; however, if any of these classes interest you, please call the office to register at 425.271.5900. Space is limited and available on a first come, first serve basis.

We have been working hard on curriculum development for Block Training, which will officially launch in January 2021. This programmatic overhaul has been extensive, and even requires administrative changes to program standards with the state of

Washington. Beginning in October, we plan to run weeklong, catch-up courses for cancelled apprenticeship training from spring, 2020. This will ensure 1st through 4th year apprentices are ready to transition to the new Block Training model. Schedules have been sent to all apprentices and are also available on our website.

The Block Training model allows us to expand the amount and type of hands-on, project based learning we can provide. Block Training is a weeklong, 50 hour daytime model. Apprentice years 1 through 4 will have five weeks of this type of training, and it will be spaced across a 12-month period.



New training cards for our Low Voltage Lab. We have been able to increase training capacity from 5 stations to 12 through the remodel.



Lavatory Wall in the Training Center's new Fixture Lab. Final install begins on 8/10 thanks to Brothers Dan Wolfe and Dan Bonell.

Other advantages of Block Training include:

- Apprentices will know their training schedules for the full duration of their program
- Nighttime apprenticeship courses will be significantly reduced, if not eliminated
- Apprentices will remain connected to the core, Full-Time Instructor team
- Apprentice courses will be restructured around project-based learning
- Nighttime, specialty classes for Journeymen can be greatly expanded
- Factory representative and industry credentials can be offered at night for all members
- Building and parking lot capacity issues will significantly improve, especially at night

A Block Training “Frequently Asked Questions” list is posted on our website at www.seattlepipetrades.org.

Block Training is a great fit with the expanded lab space gained through the Training Center remodel. Instructors and coordinators have also devoted time completing the new labs, and have made tremendous progress on the Fixture, Refrigeration, HVAC, Low and High Voltage, and Pumps and Compressor labs. We are especially grateful to Dan Wolfe and Dan Bonnell for their continued work on the Fixture Lab build-out. Every Tuesday, we will be posting Training photos on the UA Local 32 Facebook page.

Another benefit of moving apprenticeship to primarily daytime, block training is the evening space we gain to expand Journeyman class offerings over the two years. Dale Wilcox, one of our full-time instructors, has taken the lead in developing new curricula that can be offered in-person or online, and that will meet CEU requirements for licensure. We will be moving journeyman class schedules to our website, and members will be notified via a postcard when quarterly registrations are open.

Finally, we are excited to welcome Armando Villalobos to the Full-Time Instruction Team in September 2020. He brings Job Planning and Technology instruction experience, as well as field experience in both Residential and Commercial Plumbing.

Fraternally,

PJ Moss

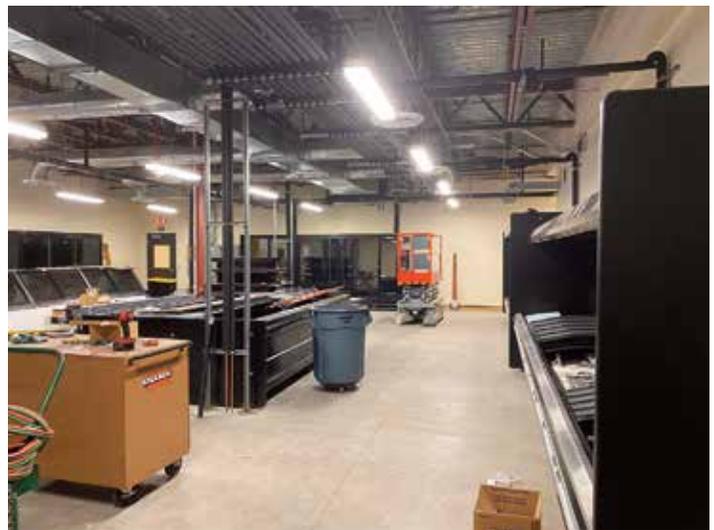
Apprenticeship Coordinator

Heather Winfrey

Asst. Apprenticeship Coordinator



Pumps and Compressors Lab is completed and ready for this fall's training classes.



Key Mechanical is in the final stages of setting and piping the equipment in the brand new Super Market Lab.



Our Rigging structure in the process of getting a much needed face lift.

ORGANIZING REPORT

By Brad Moore, Zachary T. Smith,
Howard Ferguson, and Chris Hawes

Hello from the Organizing Department. We sincerely hope that this article finds you and your families safe and healthy. We would also like to thank each one of you who continue to go to work each day. In these unprecedented times, simply going to work is no small thing.

Since the beginning of the COVID-19 outbreak we have been taking measures to protect ourselves and others and, just as our brothers and sisters are subject to the laws of the land, so are we. When Governor Inslee put a stay at home order into place earlier in the year the Organizing department was furloughed, just as many of our brothers and sisters had been. Once the stay at home order was lifted and construction was restarted, the Organizers were brought back to active status.

It is no secret that the last few months have been a struggle for all of us, including those in the open shops. This has created an opportunity to open a dialogue with unrepresented workers about the benefits of unions. In today's divisive anti-union environment, full of propaganda and false truths, much of what we do is educate workers on the benefits of Union representation and the protection of workers' rights. Many individuals are learning that not all contractors are created equal, especially when it comes to safety. COVID-19 has brought PPE, or the lack thereof, to the forefront of many open shop workers' minds. Educating workers on the power of the C.B.A. and the way it can improve their working conditions and protect their families has been enlightening. We also took this opportunity to distribute information about the National Labor Relations Act and its employee protections, as well as sharing contact information for the various agencies responsible for enforcing those laws.

Organizing in the time of COVID-19 is a challenge to say the least – all the rules have changed. Gone are the times of walking onto a job site to speak to the unrepresented. The necessary safety protocols required to access a jobsite in today's work environment prohibit that as an option.

Those limitations mean we have become more creative and very strategic about how we connect with open shop candidates and contractors. For example, the "meet me at Starbucks" approach is not going to work in today's environment. Instead, we



are emphasizing the use of remote communication software/applications as a new tool in our toolbox. It is safe to say that we have all become very proficient with Zoom, Teams, Skype, and Facetime. We have made a concerted effort to use these digital platforms as effectively as possible; from one-on-one meetings with potential candidates to brainstorming meetings with the organizing department. One such creative use of these new tools was implemented by Organizer Howard Ferguson who hosted educational zoom meetings for the current plumbing class at Perry Technical College in Yakima. He was able to share information about the new plumbing legislation and the importance of IAMPO. He was also able to make sure that the students know the truth about unions before they enter the work force. This early intervention/education with those just entering the trade has already proved a successful strategy for the refrigeration service group. These are just some of the ways your organizers are constantly trying to think outside of the box.

Subsequent the COVID-19 outbreak, Labor and Industries stopped scheduling testing for state certification exams. Organizers Brad Moore and Howard Ferguson worked diligently with Labor and Industries, as well as Plumber Business Agents Ed Holmes and Corey Wilker, and Office Manager Shannon Kelly, to create a WA State approved testing site. Using guidelines provided

by the state, they were able to help establish a safe environment for plumbers to take the state certification exam. This has been a huge success in a couple of ways: 1) Our members have been able to get their license and move forward in their career; 2) Unrepresented plumbers have had the opportunity to see firsthand what they are missing, and come to realize that we, "The Union," are not the enemy. As our members already know, we are here to make the industry better for everyone – regardless of affiliation. So far, we have had great responses from everyone involved.

The refrigeration and HVAC service departments have slowed down a bit, though more on the HVAC side than market refrigeration. There is still (and always will be) a constant demand for qualified Supermarket Refrigeration Technicians. As grocery stores are considered essential in the age of the pandemic, so are the mechanics who service those stores. The demand for Journeyman techs has not slowed at all in that market. There is currently one major contractor that is not signatory to Local 32 – Source Refrigeration (Coolsys). We are constantly battling with them over jobs but, to date, we win more than we lose. Our newest issue is out-of-state contractors. We have been chasing them down and contacting the technicians when they are onsite. We educate them about Local 32 and the benefits that come with the union. We also take the opportunity to make sure they are in compliance with Washington State electrical licensing requirements in addition to any other local ordinances that may apply.

Another issue that has come to our attention is that of the in-house technician. We could really use your help on this one.

CBRE Facilities Management is performing HVAC/R work on Walmart stores. They are hiring former Source Refrigeration employees to become in-house technicians which, in turn, pushes our guys out. If you run into one of these in-house folks, please contact us immediately and we will make every effort to contact the individual that very day. There are only four of us and hundreds of you; with your help, we can be much more effective.

The HVAC side of the industry has been hit a bit more significantly with the shutting down of schools and large office buildings. These closures have resulted in the need for service and maintenance taking a hit. With that in mind, we have shifted our focus a bit. Currently, we are in negotiations with multiple open shop contractors, and we are also constantly seeking out new opportunities for our members. We are keenly aware that the open shop contractors are in the same boat as we are – our goal is to convince them to sail in the same direction so to speak.

On a closing note, we all need to – more than ever – look out for one another. Stress levels are high, and patience is stretched thin. It appears kids are not going back to school any time soon, which will likely exacerbate difficulties. Please remember you are not alone. Look to your union brother, sister, or agent. We are here and we can help. And do not forget the Employee Assistance Program (EAP) – it is a provided member benefit for a reason. Please do not be afraid to use it if you are in need. If you would like more information about EAP please see below, contact the business office at (425) 277-6680, or find us on the web at www.ualocal32.com.

Fraternally,

Organizing Department



First Choice Health[®]

Employee Assistance Program



First Choice Health[®]

CONTACT US (800) 777-4114

YOUR FREE AND CONFIDENTIAL EAP IS ALWAYS AVAILABLE TO ASSIST YOU!

FREE / CONFIDENTIAL / AVAILABLE 24/7

Online Tools & Resources

Login www.FirstChoiceEAP.com

User Name: Local32

MOBILE-FRIENDLY SEARCHABLE DATABASE OF RESOURCES, HEALTHY TIPS AND RECIPES, PARENTING ADVICE, LEGAL FORMS, AND MORE.



WASHINGTON STATE ASSOCIATION PRESIDENT REPORT

By Jeffery Owen

Brothers and Sisters,

I hope this article finds you and your families safe and healthy. As you know, we are not having our annual WSA meeting in person, so I hope the enclosed reports help to keep you informed regarding both the challenges and successes in each of our Local Unions since our last meeting.

The year 2020 will long be remembered for its many challenges, but we will also recall how we have addressed those challenges. I recently heard the year to date described as attempting to cross the street and looking both ways - only to be hit by a plane. Each of our local unions have faced individual challenges dealing with the uncertainty caused by the COVID-19 pandemic, the market collapse, and the loss of work for our members. But we have also found strength in the knowledge that all those experiences have been shared ones.

We are all witnessing the ongoing protests provoked by the senseless death of George Floyd due to the actions of law enforcement officers in Minneapolis. Here in Washington State we are not exempt from the need to address the ongoing wrongs done to the black community and other marginalized groups, nor should we shy away from the responsibility to confront and address those injustices. We must do better; we must live up to the promise of our nation as one of "liberty and justice for all."

I would like to take a moment to commend Executive Secretary/Treasurer Tim Herbert and the WSA Organizers for their continued commitment to organizing. With the additional challenges presented by COVID-19, and the unfortunate cancellation of the planned Washington State Organizing blitz, they have shown a remarkable ability to adapt and change strategies, while still staying focused on their goals.

The most recent State numbers show that we are leveling off regarding membership growth. However, the Building Trades hours worked for 2019 were approximately 7.9 million; a 6.5% increase over 2018. Additionally, Local 669, the Seattle Sprinkler Fitters, worked 1.2 million hours in 2019; a 10 % increase from 2018. These hours reflect the two highest years in their corresponding histories.

Our communities are continuing to grow, and it is important that we develop and expand our local unions' market share in each respective jurisdiction. Our pensions, health plans, and the future of our Local Unions depend on us to organize not only new members but also new signatory employers.

A continued emphasis on statewide organizing cannot be overstated.

Fraternally,

President
Washington State Association
Jeffery J. Owen

LOCAL 32 ORGANIZING & WASHINGTON STATE ASSOCIATION REPORT

Brothers and Sisters:

The year thus far has been extremely challenging. The COVID-19 pandemic hit our Local Union especially hard over a four (4) week period. Man-hours dropped approximately 150,000 from our average for that same period. That equates to about 1,000 members out of work or on reduced hours. We have since recovered and the vast majority of our members are back to work. Although we have survived this for the short term, I am worried about the long-term effects. Our employers have lost multiple future hotel construction projects, and other projects scheduled to be built are on hold.

We still have plenty of work to get done over the next 12 months. We have ongoing work at the SeaTac airport, convention center, hockey arena, and at Microsoft, which is just starting a 22-acre parking garage and replacement of 17 buildings. All this is being done while taking the pandemic into account and complying with COVID-19 construction site safety requirements. Temperature testing and the wearing of scarves and or masks, while necessary to limit transmission of the virus, has affected productivity.

During the last year, 2019-2020, our membership continued its growth both in the number of members organized, increase in apprenticeship, and man-hours worked.

We have not been able to have a union meeting since March and, based on the governor's phased approach, it may be August 13th before we are able to have our next one. Our executive board, however, continues to meet monthly.

We are finishing up our Light Commercial Agreement and, at the time of this writing, we trying to determine how to safely conduct a vote on the agreement before July 1st so the members can get a raise.

With approval of the trustees our Plumbing, Steamfitter, HVAC/R, and Light Commercial Apprenticeships are all moving to block training beginning in January of 2021. This training model shifts from the traditional model to weeklong, daytime blocks, five (5) times throughout the year for all 1st through 4th year classes. The Training Coordinator and his instructors have taken the time afforded to them due to the pandemic to making the necessary curriculum changes to ensure success.

Our membership remains strong and our industries are growing despite the challenges we have faced. We are increasing our market share in all areas of our jurisdiction.

Vital to our success have been our on-going partnerships: with our signatory employers, the MCAA, the MSCA, and the technical schools throughout the state. Our agents and organizers continue to develop relationships with those who can effect positive change within our industry.

The success of Local 32 is due to the hard work put forth by the Officers, Agents, and Organizers who work tirelessly for our membership and employers.

- President, Eric Gilbreath
- Vice President, TJ Riordan
- WSA Organizer Brad Moore
- WSA Organizer Howard Ferguson
- WSA Organizer Zac Smith
- WSA Political Coordinator Leanne Guier
- Plumbing Agent & Assistant Business Manager, Ed Holmes
- Plumbing Agent, Corey Wilker
- Refrigeration Agent, Joel Crabtree
- Steam Fitter and Shipyard Agent, Keith Nester
- Dispatcher, Ryan Miller
- Pipeline and Gas Distribution Agent, JR Ybarra
- Utilities Agent, Kurt Swanson
- Executive Board members, Mike Alvarado, Jeff Hasselbom, James Hughes, Collin Greene, and Recording Secretary, John Hafner.

Within the leadership team here at Local 32 our goals are clear: preparing for the future through negotiating strong collective bargaining agreements; training the best industry mechanics; strong relationships with our employers; expanding our market share; and strengthening the foundation on which we were built.

On behalf of the Officers, Delegates, and members of Local 32 we look forward to seeing you at the 2021 convention.

Fraternally,

Jeffery J. Owen
Business Manager, Local 32

PAC REPORT

By Leanne Guier



Due to COVID-19, your Political Action Committee has been holding its meetings virtually via Zoom. With both statewide and legislative district elections on the ballot we needed to stay engaged, and the Local 32 PAC teamed up with the Political Action Committee from Sprinkler Fitters Local 699. In every interview conducted we asked the same question: Where do you stand on natural gas being a part of a clean energy future? Where candidates stood on that issue determined whether we were going to endorse their campaign.

The conversation surrounding the banning of natural gas and fossil fuels has been growing on both the local and state levels. As policy continues to be developed, we will need to hold these candidates accountable. It is important that we engage in a balanced and positive approach when it comes to natural gas.

A coalition of labor and industry partners began forming around this issue in the fall of 2019 and, because of the groups' shared goals, the Partnership for Energy Progress (PEP) was created. A 25-member Board of Directors was developed that includes regional industry leaders, representatives from local utilities, UA Local 32 Business Manager Jeff Owen, and UA Local 290 Business Manager Lou Christian, among others. I also serve on the Board and had the honor of being elected to the position of Executive Board President. PEP is made up of the following committees: Campaign Steering Committee, Coalition Committee, Rapid Response Committee, Creative Review Committee, and Municipal Outreach Committee. All UA Locals in Washington and Oregon are members and can participate in any of the committees. As President I participate in all committees.

The PEP coalition hired consulting agency Quinn Thomas to manage this campaign, and they conducted focus group studies across both Oregon and Washington to help us understand the current perception of natural gas. These focus groups provided insight to help PEP craft a communication strategy that resonates with local communities in support of natural gas as a component

of a clean energy future. General population results show that 78% agree natural gas is "reliable" and 68% agree it's "affordable." As messaging was being developed it was presented to a variety of groups in both Washington and Oregon to build broad-based support. As of this writing, over 50 organizations have signed on in support of our coalition. PEP has also been reported on in both the Seattle Times and the New York Times; both articles were focused on the introduction of proposals to ban natural gas in Seattle and Bellingham. Additionally, PEP will be featured in an article in upcoming issue of American Gas magazine.

The PEP messaging roll-out was originally slated for early April 2020, but with COVID -19 the date was pushed out to May 11th and a softer roll-out. The message is that natural gas is reliable, natural gas is affordable, and natural gas is here for you. There are two 15-second videos and one 30-second video currently streaming on social media sites, and studies have indicated this message is resonating strongly. You can view these videos on the website <https://www.pepnw.org/>. I would encourage our members to visit the website. You can also "like" the Facebook page Partnership for Energy Progress, as well as subscribe to Partnership for Energy Progress videos on YouTube to keep up to date on the latest information. In addition, PEP is always looking for personal stories to share on their media outlets. Please let me know if you have examples of work you are doing regarding natural gas as a cleaner more efficient energy source.

The PEP coalition will be continuing to recruit members and educate consumers on the value of natural gas as an integral part of a clean energy future. The goal is for consumers to feel confident that natural gas is part of a that future, and the ongoing messaging will emphasize that natural gas is as important as wind, solar, and other renewable energy sources. PEP will also play an essential role in educating voters about proposals at the state and local levels that aim to inhibit or ban the use of natural gas.

Once again, I encourage you to visit the PEP website, find the Facebook page, and subscribe on YouTube. By doing so, you can help educate consumers about having a choice when it comes to heating their homes or cooking with natural gas. I believe that, as much as we want to protect our work, consumers want to protect their right to choose.

Please feel free to reach out to me at leanne@ualocal32.com if you would like more information, or know of an organization that would like a presentation.

Fraternally,

Leanne Guier
Political Action Coordinator

2020 OLD TIMERS' CELEBRATION

Brothers and Sisters,

I would like to apologize for the fact we will not have an Old Timers' Event this year. Unfortunately, due to COVID-19 we cannot take the risk that someone might become infected by attending the event. It would spoil what the occasion means to us – a celebration of longevity and union.

Below is the list of those who would be receiving awards reflecting 25 to 70 years of service. 212 members are receiving their pins. The certificates and pins will be mailed to their recipients by the end of September. Since we will not be getting together in person, we would like to try doing something a little

different to record these important milestones. We would like to ask that you take a photo of yourself with your award and submit it via email to ShannonK@ualocal32.com. We will feature you in our next publication or on Facebook.

On behalf of the officers and members of Local 32, thank you for your service and we look forward to seeing you in person next year.

Fraternally,

Jeffery J. Owen
Business Manager, Local 32

2020 OLD TIMERS' AWARD LIST

70 YEARS OF MEMBERSHIP

Richard Corkum
H. Parker White

65 YEARS OF MEMBERSHIP

Clayton Hibbard
Elmer Parks

60 YEARS OF MEMBERSHIP

Ronald Clausnitzer
Ronald Draney, Sr.
Walter Greenhouse, Sr.

55 YEARS OF MEMBERSHIP

Robert Betzler
Marvin Brady, Jr.
Merle Dameron
Donald Fisher
Gary Gervais
Stephen Grimes
Dale Johnson
Bernard Kania
Robert Kimball
James McAllaster
Allen Peterson
David Thompson

50 YEARS OF MEMBERSHIP

James Baker
Arthur Burrill
Frank Craig, Jr.
Robert Crnich
Richard Dominguez
Dragan Dujmovic
Daniel Farrell
Irvin Miller
Laffie Sanders, Jr.
Larry Savel
Alfred Smith
Ralph Willits
William Winegarden

45 YEARS OF MEMBERSHIP

Sicinio (John) Apigo, Jr.
Jerry Bausman
Grant Connor
Randall Crothers

James Dir
Peter Gordon
Yves Graindorge
Ronald Heimbuch
Larry Hering
David Huber
Kelly E. King
Edward Lynch
Willis Macauley
John McNeill
Adolphus Mines
Steve Ostrem
Richard Pelletier
Vaughn Doug Price
David Rodal
William Sherwood
Lawrence Smith, Jr.
Dee Stewart
Gerald Vandrac
Clifton Wallace
Terry Winston

40 YEARS OF MEMBERSHIP

Neil Allen
Tom Allen
Dwight Ayotte
John (Jack) Baker
Kurt Bash
Darryl Boyd
Glenn Burdyslaw, Jr.
Rick Burgess
Nicholas Chard
Jeff Deline
Michael Dupuis
Kevin Fleming
Peter Fox
Dayton Frazier
Kyle Gagnon
Del Hanvold
Michael Higgins
John W. Hill
Brian Lackie
Russell Laurier
William Mauge
Mark Mitchell
Lyle Morimoto

D. Keith Nicholson
Erik Pound
Joseph Primm
Jackie Rabb
Noel Schick
Suzanne Scommodau
David Simons
Michael Spencer
Craig Swanke
Ralph Templeton
Eugene Timmons
Thomas Wahlman
Charles Wilmott
Nicholas Zuclich

35 YEARS OF MEMBERSHIP

Kevin Aebi
Steven Ashworth
Tracy Belvill
Randall Bray
Joseph Dahlem
Lynn Exford
William Misocky, Jr.
Jeffrey Reindel
Adolfo Tejeda
Sam Volz
Richard Wardrop
Larry Weiss
Daniel White

30 YEARS OF MEMBERSHIP

John Ask
Gary Baker
Michael Buroker
Larry Callahan
Darin Capponi
Chris Clarke
Gary Dmochowsky
Tomas Fernandez
Robert Ferron, Jr.
Scott Finnie
Mark Griffin
Charles Hayes
Robby Healy
Jason Hoover
Sandra Husband

Richard Kindell
Wayne Lawson
Lenny Lunasco
William McCambridge
Michael McGerry
Gordon Mears
Gregory Miller
Sean Monahan
David Montgomery
Steve Morgan
John Norton
Eric Oswald
Steve Pascucci
Russell Peterson
Kevin Reid
Jeffery Rossow
Scott Seely
David Sipila
Shawn Tabert
Kevin Tronsdal
Phillip Trulson
Christopher Walker
Kenneth (Lee) Whetham
Michael A. Wright

25 YEARS OF MEMBERSHIP

Derek M. Anderson
Clifford Angus
Paul Bottem
Douglas G. Brown
Joe Campbell, Jr.
Thomas Cornell
Robert (Chris) Cory
David Curley
Charles Dean, III
Elizabeth Diesner
Mike Dodson
Stephen Elwick
Rickie Ely
Michael Flaharty
Denny Flynn, II
Tom Fraser
Steve Fuhrman
Gloria Garcia
James (Wes) Goodwin
Robert M. Greene

Jesse Griffin
William Hashman, IV
Jeffrey Holmes
Steven Hoover
Christopher Jensen
John Johnson
Kelly F. King
Scott Kohn
Richard Koval
Daniel Kraemer
Trent Kroner
Daniel Kruse
Hoi Lawson
Kenneth Leiker
Alex Liptack
Lane Lunasco
Aigafealofani Mafua
Jay McNabb
Ronald McRae
Brian Moses
Keith Nester
Peter Nonan
Ernest Obermarck, Jr.
Stephen Omaitis
Virgil O'Neil
Fermin Ruiz
Billy Schafer
Curtis Schnabel
Thomas Sharpe
Leigh Smith
Tony Sogura
David Stahnke
Jeffery Stalkfleet
Ronald Swenson
Darold VanCleave
Darold Vincent
Kevin Vincent
Kenneth Volpone
David Waite
William Watson
Richard Werts
Bradley Williams
Thomas Williams
Richard T. Wishon
Kevin Wonder



In Memoriam

DATE	NAME	TRADE	YEARS
07-17-2020	Brother Logan McClinton	BT Apprentice Steamfitter	1
07-15-2020	Brother Jack Moss	BT Journeyman Plumber	64
07-15-2020	Brother Ronald Kvinge	BT Journeyman Refrigeration	42
07-14-2020	Brother Daniel Naslund	BT Pipeline Journeyman	51
07-14-2020	Brother Alberto Ramos	BT Journeyman Plumber	22
07-11-2020	Brother William Tibbatts	BT Journeyman Plumber	65
06-16-2020	Brother Michael Arnot	BT Journeyman Plumber	4
06-01-2020	Brother Robert Owens	BT Journeyman Steamfitter	63
05-31-2020	Brother Richard Moran	BT Journeyman Plumber	53
05-26-2020	Brother Daniel O'Hern	BT Journeyman Plumber	20
05-26-2020	Brother Daniel Duncan	BT Journeyman Plumber	51
05-19-2020	Brother Robert E. Parker	BT Journeyman Plumber	68
04-21-2020	Brother Wayne Binkley	MT Marine Pipefitter Journeyman	34
04-17-2020	Brother Stanley Porter	DIV MES TECH	21
04-16-2020	Brother Joseph Miles	BT Journeyman Steamfitter	38
03-15-2020	Brother Peter Lowman	BT Journeyman Steamfitter	62
02-20-2020	Brother Curt Ammons	Gas Distribution Journeyman	22
02-06-2020	Brother Melvin McEntire	BT Journeyman Refrigeration	64
01-30-2020	Brother Kent Liles	BT Journeyman Steamfitter	41
01-16-2020	Brother Merrill C. Barber	BT Journeyman Steamfitter	56
01-10-2020	Brother Marcus Law, Jr.	BT Journeyman Steamfitter	20



In Loving Memory of Brother Alberto Ramos, who passed on July 14th at the age of 65. Al started in the trade at Perkins and Son Plumbing Company as a helper in 1988 and worked there for more than two decades until the company closed. Alberto then worked at Ocean Park Mechanical for 13 years, he was a master craftsman of

his trade. He mentored many Local 32 Brothers and Sisters along the way and made a real impact in the local.

Al will forever be remembered for his kind heart, his generosity, his hospitality, his welcoming smile, his approachable personality, and his positive attitude that could be felt by anyone in the room. He was a loving and caring person, devoted husband, father, grandfather, brother, uncle, friend, and co-worker. He provided unconditional love and support to his family. His legacy will be carried on to those he touched. RIP Brother.



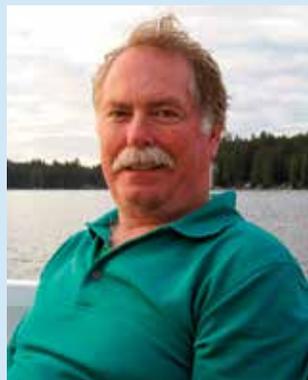
In Loving Memory of Brother Jack Moss. Brother Moss, a 64 year member, was a loving husband of 66 years, father, grandfather, great

grandfather, friend, and for almost ¾'s of his life, a PROUD UA LOCAL 32 PLUMBER. Jack was a regular union meeting attendee, served as a delegate at many state and national conventions, and served as the president of Local 32 from 1977 to 1980. Jack spent the last 15 years of his career serving as the Apprenticeship Coordinator for Local 32 where he had a lasting impact on countless members and their families. He always said he had the best job anyone could have. One of the many things he enjoyed in retirement was attending the "Old Timers" luncheons at the Hall and talking with his retired friends and former apprentices. His pride for his union bled through everything he did and will always be remembered. Our condolences go out to his family and everyone whose lives Brother Moss touched. RIP Brother. (pictured are Brother Moss' family that are also proud Local 32 Members)



In Loving Memory of Brother Logan McClinton. Brother McClinton had only just initiated on February 13, 2020 but was always a hard and dedicated worker. In early 2020 his hard work paid off and it led to him to becoming a Steamfitter Apprentice at Local 32. Prior to becoming an apprentice, Logan started his Union career as a

helper. Logan scored well on his first attempts to be placed on the perspective apprentice list but continued to re-test in order to improve his standing. He was excited to learn the skills of a steamfitter/welder. His mind was set to be a certified welder in the steamfitter program. Logan worked for Ocean Park Mechanical. His foreman, Keith Dunn, appreciated Logan's work ethic and eagerness to learn. Keith commented on how Logan would brighten the mood in any room and was always ready to lend a hand. Although Logan's time was short in Local #32, he made a big impact on everyone he met. Logan will be greatly missed by all. RIP Brother.



In Loving Memory of Brother Ron Kvinge. Brother Kvinge (Ronnie) worked his entire 42-year career in the refrigeration industry. He started out as a refrigeration mechanic at Hussmann Refrigeration in Seattle, Washington and finished the last 32 years of his

career at Key Mechanical. The first couple of years were spent in the field in Seattle before he became the construction manager for Key Mechanical. When the company expanded with a new branch in Portland, Oregon, Ronnie helped with the expansion by becoming the branch manager and eventually became director of refrigeration operations for all Key Mechanical as they expanded again into California. Ronnie was recognized throughout the industry as an expert in his craft. Ronnie was a unique individual, mischievous, musically gifted and of course a lover of all things Beatles. RIP Brother.



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32 Connections

Beneficiary Update?

Please take the time NOW to review your National, Supplemental and Washington State Pension Plan beneficiaries. Life changes such as birth, marriage and death are inevitable. And when changes occur, your current beneficiary choices may need to be updated. Please contact the Business Office at (425) 277-6680 to check on your current beneficiaries or to request new forms to update your beneficiary. Taking the time to update these forms can help your family avoid issues later.