

32 CONNECTIONS

PLUMBERS • PIPE FITTERS • HVAC/REFRIGERATION

55TH EDITION – SPRING 2020



LOCAL 32 PROUD

— For 130 Years —



32CONNECTIONS

UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

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

Dispatcher / Inside Agent
Ryan Miller

Plumber Agent
Corey Wilker

Steamfitter / Welder / 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**

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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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Business Manager's Report

by Jeffery J. Owen

Brothers and Sisters

I would like to begin this report by taking the opportunity to thank our Executive Board and Officers and all the members who give so much of their time to make our Local Union successful. I also want to thank YOU, the members who have trusted and challenged us along the way.

President
Eric Gilbreath

Vice President
TJ Riordan

Recording Secretary
John Hafner

Executive Board Members:
Mike Alvarado
James Hughes
Jeff Hasselbom
Collin Greene

The cornerstone to our success continues to be negotiating strong collective bargaining agreements and the daily representation of our members, to include fostering a sense accountability to each other.

As we start a new decade and quickly move away from the last, we all have a lot to be proud of. We have fully recovered from the effects of the prior recession, where we had high unemployment, and finished the decade with record growth and employment. It hasn't hurt to have 3.5 years of leading the nation in the number of cranes. Our benefit plans – medical, state and supplemental pensions – are financially stable with significant growth.

Under the direction of our current and former Executive Board and Trustees we have been able to build and payoff our Local Union Hall. We also completed the full remodel of our JATC, which will train the next generation of Journeyman to be successful in our industry. *During construction Labor Trustees, Dan Jensen, Steve LeMay and Jack Baker volunteered a great deal of their time to make sure these projects were successfully completed.*

As a result of our continued commitment to Organizing in the HVAC/R and Plumbing Service Industry, we opened an organizing office in Everett, Washington in February. This location will allow us to continue the effectiveness we need moving forward in the northern parts of our Industry.

Gas Distribution and Mainline – Property Acquisition

The work in the Mainline and Gas Distribution Industry within our Local Union continues to be strong. We are in the second year of a four (4) year agreement. An average of 380,000 hours annually has been worked between the two industries during this time period. We continue to train and qualify our members annually to work in the Industry. Both the National Mainline and National Distribution Agreements will be negotiated and updated in 2020.

In September 2019, we were able to acquire 2.5 acres of property in Pacific, WA. The property will be developed for the training and use of our members who work in the Gas Distribution and Mainline Industry, with future potential for Building Trades training. The property was paid in full in February 2020.

I have learned over the years that success is relative and comparable only to the goals and visions that we have for our future. **Where will the next decade take us?** Below are just some of the challenges facing us as we continue into the new decade:

- Negotiating competitive agreements that allow our employers growth and our members employment.
- Jurisdiction: We must protect our work from being raided by other trades.
- Technology: including wearables and CAD.
- Fabrication and Modular construction.
- Local and National Politics: We continue our political engagement to protect working members and strengthen the laws that keep us employed.
- Benefit Plans: Increasing their benefits on behalf of the members as well as managing cost increases.
- Port Angeles, and Wenatchee: Areas of our jurisdiction that we struggle to gain market share and long-term employment opportunities.
- Light Commercial Agreements staying competitive for the long term.
- Increasing market share in tenant improvement, commercial and residential plumbing service throughout Western Washington.
- Education and Training of the future leaders of our Local Union.

The challenges never go away and we must be mindful of the fact that managing success is much harder than failure.

Membership and Hours Worked

Due to a strong economy, strong Apprenticeship and Organizing program we have increased our man hours worked for the 5th year in a row! The Local Union's active working membership has increased by 937 members. The Building Trades hours reported for the fiscal year (July 1st, 2018-June 30th, 2019) were 4.5 million hours. Through the first 7 months of this fiscal year, we have continued at last year's pace with a record 2.65 million hours.

In 2010, we had 3,137 members by December 31st, 2014 we had dropped to 2,914 members. **As of December 31st, 2019, we have 3,851 members.**

The Year Ahead

This year we will negotiate a new Light Commercial Agreement. After 2 years of one-year agreements, it's important that we negotiate a long-term agreement for our members. There continues to be organizing opportunities in this market throughout Western Washington.

- In July 2020, Seattle and the Washington State Local Unions will host an Organizing Blitz around this market and others.
- The Wenatchee agreement expires July 1st, 2020 and will be negotiated.

We will continue to focus on growing our market share throughout King County and the jurisdictions our Local Union is responsible for including Port Angeles, Sequim and the Wenatchee area.

Our growth in HVAC/R is one example of the potential growth in service. Since 2017, the HVAC/R membership has grown over 300 members and the same potential exists in Plumbing Service. Since we added Appendix I. in 2017, we have doubled the number of dispatches in

Continued on next page



that area. Through training and organizing we are starting to slowly impact the industry for growth.

I will finish my report by thanking all our members for their diligence in supporting the leadership and our staff who help bring our membership together through Facebook and Instagram.

May your families have a safe and prosperous year in 2020

Fraternally,



Jeffery J. Owen
Business Manger, Local 32

BENEFIT PLANS

Retirement Planning

Are you planning on Retiring in the coming months or the next few years? Our next retirement planning meeting is November 7th, 2020 at Local 32. If you are over 55 and getting close to retirement, these bi-annual educational meetings assist our members and their families in making decisions regarding when is the best time to retire. A financial consultant, along with the plan consultants for our State, National, Supplemental Pension Plans and the Health Plan are present to answer your questions. We look forward to seeing you.

Medicare Retiree Cards

If you are retired and Medicare eligible you should have received your trust card showing that Medicare is Prime under the plan. Below is an example. If you have not received your updated card please contact Zenith and a new card will be issued to you.

Seattle Area Plumbing and Pipefitting Health Plan Report

The Plan continues to experience positive results financially. The hourly contribution rate is \$9.01 per hour as determined by the plan trustees in June 2014. The growth in the plan over the last 5 years has been consistent. We currently have 8,031 plan participants as compared to 2015 when we had 5,900 plan participants. The Trustees continue to work towards improving the level of medical services our members and families receive and manage costs. Later in the year we will add another option to our members health care and their families. VERA!

Eligibility

The number of active and self-pay members eligible During the last 12 months, (October 2018 – September 2019):



SEATTLE AREA PLUMBING & PIPEFITTING INDUSTRY HEALTH TRUST
www.zenith-american.com

GEORGE E SMITH JR
ID#: U891001201 Group#: U891

Medicare Prime

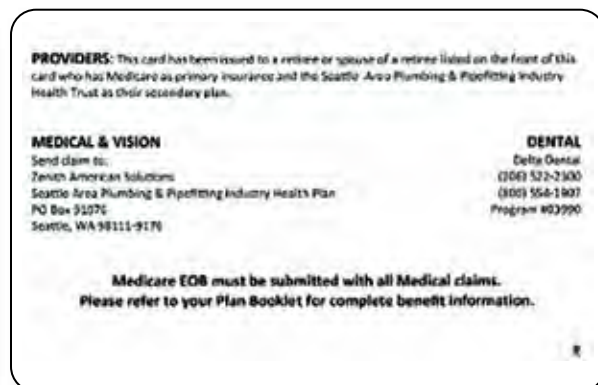
Preventive: \$0 Copay
SR Visit: \$100 Copay

In Network:
\$30 Office Visit Copay
80%

Out of Network:
\$40 Office Visit Copay
60%

Medical and Vision
(Eligibility, Benefits and
Claim Questions):
(206) 352-9728
(888) 406-3246

See reverse side of card
for submission and other
contact information.



PROVIDERS: This card has been issued to a retiree or spouse of a retiree listed on the front of this card who has Medicare as primary insurance and the Seattle Area Plumbing & Pipefitting Industry Health Trust as their secondary plan.

MEDICAL & VISION
Send claim to:
Zenith American Solutions
Seattle Area Plumbing & Pipefitting Industry Health Plan
PO Box 31276
Seattle, WA 98111-9176

DENTAL
Delta Dental
(206) 522-2300
(800) 554-1907
Program #03290

Medicare EOB must be submitted with all Medical claims.
Please refer to your Plan Booklet for complete benefit information.

- 2,571 active and self-pay members, on average, were eligible each month, an increase of 7.2% from the prior 12 months.
- An average of 1,553 spouses and 2,935 children were eligible for benefits each month.
- An average of 601 members, or 23.4% of the active group, elected medical/Rx benefits through Kaiser.

During the last 12 months (October 2018 – September 2019):

- An average of 567 retirees/surviving spouses were eligible for benefits each month, an increase of 2.7% over the prior year.
- An average of 49 retirees/surviving spouses, 8.6% of the total, elected coverage through Kaiser.
- An average of 910 total retired individuals (retirees and spouses), were covered during the last 12 months. Of the total, 703 were eligible for Medicare and 207 were not Medicare eligible.
- There was an average of 62 children of retirees covered during the last 12 months.

Hours Reported

During the most recent 12 months ending July 2019 hours worked, September 2019 eligibility, a total of 4,736,383 hours were reported to the Trust.

- This was an 8.0% increase over the total hours reported in the prior 12 months. These hours generated an average of 2,507 hourly eligible and an average of 63 months of coverage added to the dollar bank each month.
- Based on average net eligibility months of 2,569, the hours per net month of eligibility were 153.6, up 0.5% from 152.9 in the prior 12 months.

Claims Experience by Eligibility Group

The Plan's paid claims experience for the last 12 months (October 2018 through September 2019) is summarized by eligibility group on pages 15 through 22. For the most recent 12 months:

- Net paid claims for **PPO active and self-pay members** totaled approximately \$27.9 million, or 91.4% of expected claims. Total net claims per medical eligible per month (excluding claims reimbursable under stop loss) increased by 3.4% compared to the prior 12 months. Note: claims for ancillary benefits include claims for Kaiser active/self-pay members.
- **PPO Non-Medicare retired individuals** had net paid claims of approximately \$2.6 million, or 104.9% of expected claims. Compared to the prior 12 months, total net claims per medical eligible per month increased from \$1,052.27 to \$1,142.48, or by 8.6%. Note: claims for ancillary benefits include claims for Kaiser non-Medicare individuals.
- Net paid claims for **Kaiser active, self-pay, and Non-Medicare participants** totaled approximately \$5.5 million, or 89.3% of expected claims.
- Net paid claims for **Medicare retired individuals** totaled approximately \$4.4 million, or 86.9% of expected claims. The total net claims per medical eligible per month decreased by 7.6% from the prior 12 months, or from \$618.07 to \$570.81 PIPM.

Life and AD&D

During the last 12 months (October 2018 - September 2019), life and AD&D claims totaled \$122,500 and administrative fees totaled \$3,600. This resulted in an 80.8% loss ratio.

- **As a reminder, effective January 1, 2019 the Trust began self-funding the Life/AD&D benefit and the benefit was increased to \$10,000.** Self-funded claims beginning January 1, 2019 through September 30, 2019 (year-to-date) total

Continued on next page



\$116,000 and admin fees totaled \$3,600, resulting in an 87.0% loss ratio based on an expected cost of \$137,469.

Plan Assets, Liabilities and Reserves

The Trust's income, expenses, assets and liabilities as reported by the administrator are shown below.

- The Trust's income and expenses for the last 12 months, including the first three months of the current Plan year (July 2019 – September 2019). During the recent 12-month period (October 2018 – September 2019), approximately \$52.4 million in income was received and \$47.4 million in expenses were paid, resulting in an operating surplus of \$5.0 million.
- As of September 30, 2019, the Trust had total assets of approximately \$58.6 million (unaudited cost basis). Subtracting liabilities of \$23.1 million leaves unallocated assets of \$35.5 million, or 8.8 months of 2019/20 projected expenses.
- Based on Trust assets (market value basis) at the end of the Plan Year-to-date September 30, 2019, and current liabilities (as reported by the administrator), actual unallocated reserves were approximately \$36.7 million. This is approximately equal to 9.1 months of 2019/20 projected expenses. Please note, as of September 30, 2019, the market value of the Trust's assets was approximately \$1,202,000 more than the cost basis.

Introducing our new benefit partner, Vera Whole Health

A New Health Benefit, Designed for You

The Trustees want to announce a new health benefit option. We have selected Vera Whole Health to staff and operate a dedicated primary care center, specifically for Local 32 members and families. Visiting this care center ***waives all deductibles***.

Vera Whole Health is different from typical primary care. You'll have all the time you need with a provider without being rushed out the

door. You can use the care center for health screenings, acute care, chronic disease management, and support for ongoing medical issues.

Care at your Vera Whole Health care center includes:

- Preventive Care such as your Annual Whole Health Evaluation, annual physicals, immunizations, wellness and cancer screenings, and family planning
- Chronic Disease Management for conditions such as diabetes, high blood pressure, high cholesterol, depression, and anxiety
- Acute Care for conditions such as coughs, colds, wound care, sprains and strains, rashes, urinary tract infections, back and joint pains
- Support Services such as health coaching, on-site labs, provider-dispensed medications, referral management and specialty care coordination

We understand that maintaining your privacy is important. Vera is subject to privacy regulations (HIPAA) and your information is private and secure.

Members and dependents enrolled in the medical plan can begin using the care center when it opens, Fall of 2020. In most cases, you will be able to schedule an appointment on the same or next day.

We are excited to offer you this additional benefit choice for you and your families health care needs! As the opening date approaches, we will provide additional information to help you use this new service.

We believe partnering with Vera will assist the trust in minimizing the on-going cost increases of medical care, and at the same time improve the quality of health care you and your family deserve.

Washington State Pension Plan

Our State Pension is doing well financially. We have fully recovered from the recession and downturn in 2009 when we were 108% funded and the following year 2010, 77% funded.



Locals 26, 32, 44 and 598 participate in the plan. **The plan is back to being fully funded and greater than 100%.** The Trustees over the last decade have continued in their diligence to ensure a sustainable plan for all members, current retirees and future retirees. The goal of the trustees is to have a plan that ensures we all have a fully funded retirement in all market conditions.

- **The plan earned an estimated return of 17.5% for 2019.** This estimate was provided by our plan consultant Verus. Note that a few of our fund managers have not yet reported December returns and this is only an estimate.
- An estimated 7.9 million hours were worked in the State in 2019 – an all-time high.
- Based on these assumptions, the Legacy Plan’s funded percentage at January 1, 2020 is estimated to be 107.5% based on market assets and 102.1% based on actuarial assets.
- The Trustees are considering dropping the annual assumption rate from 6% to 5.5% if so, that will affect the funding percentage on market assets.
- Per our last annual report there are 302 employers contributing to the plan. The market value of our assets in the plan are approaching \$940 million dollars.
- At the Plumbers and Steamfitters Steward meeting in November and discussed and agreed to at the December Union meeting, the membership allocated an additional \$.50 to the Pension plan. On recommendation from the Stewards the next three wage allocations will be considered to the plan.
- The Gas Distribution members allocated \$1.00 to the Pension plan in December 2019.

Summary of the Washington’s new Paid Family and Medical Leave program

As you may be aware, the Washington State Legislature passed a law requiring paid family and medical leave for most employees beginning January 1st, 2020. Under the law, employers must either participate in the state plan, administered by the Employment Security Department (ESD, or “opt out” of the state plan and apply for and receive approval to implement a voluntary plan. Under the state plan option, employers must have begun collecting premiums beginning January 1st, 2019. The paid family and medical leave program is essentially an insurance program. Family and medical leave may be used for such things as bonding after the birth or placement of a child under the age of 18 or to care for one’s own serious health condition or that of a family member.

Under the paid family and medical leave program, eligible employees will be entitled to use paid family and medical leave beginning January 1st, 2020. The medical leave portion involves an employee’s own serious illness or injury, while the family leave portion involves such things as time off related to childbirth or caring for a relative with a serious health condition.

To be eligible, employees must have worked for any employer in the State of Washington for either the last four full calendar quarters, or the first four of the last five full calendar quarters. You must work 820 hours during the qualifying period for any employer in Washington State. This is roughly quantifies to 20.5 weeks or a little over 5 months. The benefit is portable from one employer to the next.

Leave Type	Maximum Duration
Family Leave	12 weeks
Medical Leave	12 weeks
Medical Leave + pregnancy	14 weeks
Family Leave + Medical Leave	16 weeks

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- Employees working under a Collective Bargaining Agreement (CBA) in existence on or before October 19th, 2017 are not subject to the paid family and medical leave program until the CBA is “reopened or renegotiated by the parties or expires.” RCW 50A.04.235. ***As a result, workers performing work under the Local 32/MCA Labor Management Agreement are not subject to new law.**
- *Due to the fact the Local 32/MCA Labor Management Agreement and Addendums were negotiated prior to October 19th, 2017, all members working under the agreement are exempt from the requirements described until such time a new agreement is negotiated.*
- All other bargaining agreements with our employers such as the Light Commercial Agreement, the Gas Distribution Agreement, the Shipyard Agreements and all fixed units such as Water Department, School Districts, and Puget Sound Energy are subject to the requirements.

Summary of Reporting/ Collecting Remittance Requirements

As stated above, the law provides two options for employers to implement the paid family and medical leave program. Employers may participate in the state plan or, as stated above, “opt out” of the state plan and apply to ESD for approval of a voluntary plan. A voluntary plan has as many requirements and, at a minimum, must meet or exceed state plan benefits and must be approved by ESD prior to being offered to employees.

Under the state plan option, employers must have begun collecting premiums through payroll deductions beginning January 1st, 2019. Employers will have to report wages, hours worked, and additional information to ESD quarterly. Premiums are also due to ESD on a quarterly basis.

Premiums will be assessed at 0.4% of gross wages paid. Of that amount 1/3 is applied to “family leave” and 2/3 is applied to medical leave”. The employee is responsible for 45% of the medical leave premium; the employer is responsible for the other 55%.

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

- The family leave premium would be: \$3.33 (employee responsible for all \$3.33)
- The medical leave premium would be: \$6.67 (employee responsible for \$3.00; employer responsible for \$3.67)

In this example, the total premium liability for the employer would be \$3.67 and \$6.33 for the employee.

The above summarizes the financial costs of the paid family and medical leave program. For additional information, I encourage you to take a look at the following resources:

- ESD’s paid family and medical leave website: <https://esd.wa.gov/paid-family-medical-leave>
- Applicable statute: RCW 50A.04

If you have any questions related to this program or eligibility, please do not hesitate to call me at (425) 277-6680.

Fraternally,

Jeffery J. Owen

Business Manager/Financial Secretary

Employee Assistance Program

WELLNESS & SUPPORT

How to Use BetterHelp Online Platform

Note – BetterHelp is not appropriate for clients in crisis. If you need immediate support, call 1-800-777-4114.

HOW DOES IT WORK?

1. Call FCH EAP at (800) 777-4114 or go online to www.firstchoiceEAP.com to request services.
2. FCH EAP provides your unique registration access to the BetterHelp platform.
3. Complete a brief matching questionnaire.
4. Match with a counselor and get started right from your smart phone, tablet, or computer (it may take up to 24 hours to receive a match).

WHAT IS A SESSION?

Each of your free EAP sessions becomes one week of free access to BetterHelp. For example, three EAP sessions will be three weeks of services through BetterHelp. Weeks of service do not need to be back-to-back. However, any exchange with your provider through the BetterHelp platform during that time will count as service usage.

Missed appointments or late cancellations will count as service usage.

HOW WILL WE COMMUNICATE?

You can talk to your counselor however you feel comfortable. There are four communication methods available:

Messaging (Unscheduled)



Live Chat (Scheduled)



Live Phone (Scheduled)



Live Video (Scheduled)



To schedule a live session at a time that's convenient for you, just view your counselor's calendar and choose an available time. The drop down menu allows you to specify live chat, phone, or video communication.

Ready to start? Call (800) 777-4114 or request a referral online at www.firstchoiceEAP.com.

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(800) 777-4114



www.FirstChoiceEAP.com



Your EAP service is free, confidential and available 24/7 to help you balance your work, family, and personal life.



Plumbers' Report

by Ed Holmes

Brother and Sisters,

Another very successful year has come and gone for Local 32. We have worked a record number of man-hours and paid off our newly constructed building in September 2019. The Apprenticeship is growing, with the average age of the membership has dropped to forty-three (43). There are some large projects coming out of the ground to include the Convention Center, Microsoft Expansion, and several large jobs in the City of Bellevue. This historical run of continuous work will allow us more opportunities to grow and gain market share. Consequently, we will be able to finish the JATC remodel and upgrade our training program to meet future challenges.

VERA Whole Health

As we move into 2020, there are many opportunities and challenges. We will be working on our VERA Clinic for the members. The Health and Welfare Labor

Management Trustees have been working on this new medical benefit for well over a year. In our efforts to control costs and provide the best services for the membership, it was decided by the Trustees to move forward in a partnership with VERA Whole Health. Throughout the next year, members will be receiving a lot of information about the VERA Program and Clinic. We believe this will be a positive benefit to and for our members.

Plumbing Legislation

Our issues with the Laborers have been resolved for this Legislative Session. The WSA and PHCC have been preparing for the last four (4) years to get the formulated plumbing legislation passed during the 2020 session. It's our best opportunity to accomplish this. We have the support of the Washington State Building Trades and Labor Council who have deemed this legislation is a priority. This has been many years in the making, a lot of meetings and building of relationships for the good of the plumbing industry.



Local 32 installing 30" HDPE at the Expedia project





Circa 1980s – Pump room at the Renton Treatment Plant

We still have many challenges in front of us including: the proposed natural gas ban in Seattle, the IPC group is still very active with its false narrative and misinformation, the jurisdiction issues with other trades, and prevailing wage problems with the State of Washington. Local 32 must continue to be aggressive in all areas, this is no time rest on our laurels and think all is well. Our competitors and enemies will never stop and neither can we.

King County

Brother Steve Nastruz, 30-year UA Member was named Chief Plumbing Inspector for Environmental Health of King County. Steve brings strong knowledge of the UPC and has worked on implementing many changes with the help of Brother Steve Hart who was named Assistant Chief. Recently, four (4) inspectors and Steve N. attended the American Rainwater Catchment Systems Association Conference where they

were certified to design and inspect rainwater catchment systems. These systems are going to be requirement in the future, and we have been working to ensure that certified plumbers are required to install these systems and they will be permitted and inspected by the Health Department.

We will be starting negotiation with King County and LNI in 2020. These negotiations will take most of the year to get done, so the work continues.

In closing, Brothers and Sisters work has been great for a while and the opportunities look positive for 2020. Please ready yourselves for the change that is to come; we all know it will happen, please be prepared. Let's have another great year!!

Fraternally,

Ed Holmes

Assistant Business Manager & Plumbing Agent



Kitchen work by McKinstry Co. at the Expedia project.





Fitters' Report

by Keith Nester

Hello Brothers and Sisters,

Wow what a decade! We've gone from the slowest times ever to the busiest times ever and our work outlook is getting better and better.

Building Trades Work

Out on the Peninsula, the Nippon Paper Mill was bought out by a company out of Mexico (McKinley Paper Co.). They are in the process of retooling the paper machines to produce corrugated protective cardboard. We finally started installing a new pulper for the mill with our union contractor JH Kelly. The first phase of the project peeked at about 40 Pipefitters and welders. More phases of work still to come out there.



McKinley Paper Mill Fitters and Welders from Left to Right : Dean Bailey, Jeff Prince, Charles Kimbell, Walter Bright, Anthony (Chad) Vollman, Shane May, Mitchell Garrett, Jesse Eggiman, Kyle Burns, Chris Van Diest, Josh Heinzman, Blaine Friberg, Ken Fandrich, James Jackson.



Shane May working at McKinley Paper Mill

We have work going out in the Wenatchee area at the North County Library and at both Sabey and the APL data centers. Also, work will be starting soon at the new Chelan Hospital. There is more work coming out to bid for the new combined PUD Service Center and at the Dam sites.

Seattle King County Area is on fire, with work expanding to every corner of the jurisdiction. The work outlook is very good through 2020.

Negotiations

This past 2 years the Seattle/King County Building and Construction Trades Council has been working on getting a Community Workforce Agreement (CWA) with King County. I'm happy to report that we finally have successfully come up with a 5-year deal to cover all jobs over 15 million dollars. These agreements are very important for the future of our industry. The language promotes a partnership to nurture skilled



McKinley Paper Mill





labor which establishes stable wages and working conditions while providing goals for apprenticeship utilization, ethnic diversity and women in the work force.

New Owners and CEO of Vigor Industrial LLC

The biggest news over in the shipyards is that New York, Norfolk, VA, Portland, OR & Seattle, WA based Global investment firm - the Carlyle Group (NASDAQ: CG) and private equity firm Stellex Capital Management announced they closed on their acquisition of Vigor Industrial LLC and MHI Holdings LLC. In addition, Carlyle and Stellex announced they have appointed Jim Marcotuli as CEO of the newly created company comprising Vigor and MHI, effective October 14th, 2019. Frank Foti, Vigor's founding CEO and prior majority owner, has stepped out of his role as CEO of Vigor while remaining an investor in the new parent company and serving as its Vice Chairman of the Board of Directors. Tom Epley will continue to lead MHI Ship Repair & Services LLC and MHI Holdings and will report to Marcotuli.

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Left: Rainier Square Tower is a mixed-use skyscraper in the Metropolitan Tract of Downtown Seattle, Washington that is currently under construction. The 850-foot tall, 58-story tower is located at Union Street between 4th and 5th Avenues adjacent to the existing Rainer Tower and will be the second-tallest building in Seattle upon completion. The \$600 million project is scheduled to be completed by 2020, and is the tallest building constructed in the city since 1985.



Rainier Tower Pipe Fitter Crew working for Mac-Miller. Left to Right: Journeyman- Joe Dockstader, Journeyman- Brandon Nordeste, Journeyman- Bobby Flickinger, Apprentice- Chace Haddon, General Foreman- Bob Freeman Sr., Journeyman- Dave Kuehn, Lead Foreman- Seth Bond, Foreman- Jay Grayston, Apprentice- Alex Schmitt, Helper- Garret West-Ugartechea, Journeyman- Jordan Ballew



Pictured: In Fall 2019 Governor Jay Inslee along with Former Vigor CEO Frank Foti, WSF Director Amy Scarton and Secretary of Transportation Roger Millar gathered at the Vigor Shipyard to announce that the new Hybrid Olympic Class Ferries would be built at Vigor.

I would like to note that Vigor Shipyard is going to be getting very busy this next few years with legislation passed in the last session to build up to 5 new 144-car Olympic Class Electric Hybrid Ferries. The first one will start being built at the end of 2020. Vigor has also received a significant Navy repair contract that will span over 36 months and 2 different Navy Cruisers, The USS Chosen is scheduled to arrive in Seattle on January 20th.

Washington State Ferries

We will be starting negotiations with Washington State Ferries and Foss Maritime sometime in April.

It's going to be another exciting year! My goal in 2020 is to visit as many job sites as possible. Give me a call (206) 200-0409 or email: keith@ualocal32.com and let me know where you are working at. We'll pay you a visit soon! Play Safe!

Fraternally,

Keith Nester

Steamfitter/Welder/ Shipyard Agent



Washington State Ferry Crew Pictured above from Left to right : Justin Marshall, Jessie Pfingsten, Matt Merwine, Apprentice Julia Hadley, Landon Knuth, Dung Nguyen, Shop Steward John Winston

Pacific Dental Alliance Provider List for UA Local 32 Members

Dental care at no cost to you!

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

Additional benefits for Local 32:

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

Your UA Local 32 No Out-of-Pocket Dental Offices

Arlington

(360) 548-3188
Sound Dental Solutions
16404 Smokey Point Blvd.
Ste. 301

Bellevue (Factoria)

(425) 401-5000
Affordable Dental Care
4122 Factoria Blvd. SE
Ste. 301

Bothell

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

Burien

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

Covington

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

Everett

(425) 438-8584
Avenue Dental Care
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(425) 264-0044
Affordable Dental Care
3900 East Valley Road
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5120 - Denture (Complete Lower)	\$1,728	\$905	\$0

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253.835.3377

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253.765.5002

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775 NW Gilman Blvd., Ste. D
425.507.1000

Kennewick

1220 N Columbia Center Blvd., Ste. A105
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253.850.9777

Lake Stevens

709 State Route 9 NE
425.249.4129

Lakewood

10321 Gravelly Lake Drive SW
253.292.4041

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18910 28th Ave. W, Ste. 202
425.775.5557

Maple Valley

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206.336.2100

Olympia-Black Lake

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360.338.7152

Olympia-Martin Way

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360.455.9544

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2764 Duportail St.
509.866.4335

Puyallup

10228 156th East St., Ste. 101
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360.536.9033

Spokane

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509.464.2001

Tacoma

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253.475.7500

Tukwila

16400 Southcenter Pkwy., Ste. 103
206.575.0400

Vancouver-Fisher's Landing

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Bothell/Mill Creek	425-201-1703	Monroe	360-639-3300	Silverdale	360-639-3366
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Everett	425-201-4343	Oak Harbor	360-639-3311 *	Tukwila	425-577-6775
Federal Way	253-220-4106	Poulsbo	360-639-3344		
Gig Harbor	253-266-8377	Puyallup	253-220-4109		

Oregon/Southwest Washington

Beaverton	503-914-4003
Chehalis	360-639-3377
Eugene	541-622-0602
Gresham	503-914-4005
Longview	360-639-3388
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Pasco	509-361-5533
Richland	509-361-5555 NEW Location!
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Refrigeration / HVAC Report

by Joel Crabtree

Things in the HVAC/Refrigeration world are very good at the moment and our future looks very bright. Servicing and maintaining all of these new buildings will provide

us work in the Northwest for many years to come. It's unbelievable we've just closed the chapter on another decade, and we've been running at virtually 100% employment for nearly 3 years. We have been able to provide our contractors with additional labor as they need it through organizing efforts. We have focused the energy of our new Organizer, Chris Hawes, towards the north end of Western Washington because we believe this region has largely been ignored. This inattention has allowed open shops and Sheet Metal to hold the majority of the HVAC service and maintenance market in that area. We've just opened the doors on a new service organizing office across the street from Everett Mall that will be Chris's home base. With Zac Smith working hard in the south end and Chris positioned in this new location we're ratcheting up our efforts to grow Local 32's service groups in the entire Greater Puget Sound region. We'll be able to use this new HVAC / Plumbing service office to meet and test the competencies of prospective men and women working in our service trades who are looking for an opportunity to join the family and work for a Union contractor. We also hope to eventually use this new location for electrical and plumbing CEU classes, as well as utilizing the space for a polling booth in future elections.

The three and a half years since I took this job have been a blur, and it's hard to truly comprehend just how far we have come. Our HVAC/R membership numbers are almost double what they were when I started in this position. We've worked hard to organize talent from open shops and started record numbers of Tradesmen and Apprentices. Our division has grown so much we need to seriously con-

sider how we are going to train the large numbers of new apprentice and MES we're bringing into the HVAC/R training program, while at the same time ensuring we don't compromise our training standards. We've been working closely with the JATC's coordinating team to come up with new ideas on how to accomplish our goals in the future of training these new members. If you're interested in contributing to the solution and possibly teaching some HVAC or Refrigeration classes down here at the training center please contact myself, PJ Moss, or Duane Bjornson. We're going to have a lot of opportunity in the future.

I've now served as a trustee on Local 32's Health Care Trust for nearly two years and have been tasked by Brother Owen and the MCA of Western WA to take point in our partnership with the VERA Whole Health project. We've been investigating the possibility of adding another high-quality health care option for some time, and I'm happy to announce a new clinic in the Tukwila area with the primary intent of providing superior health care for our members and their families is projected to be opening in the fall of 2020. Please stay tuned for more information and new developments in this health care opportunity.

I look forward to continuing to serve Local 32's membership, developing stronger relationships with our members and contractors, building a robust future for all divisions of the mechanical industry.

Faternally yours,

Joel Crabtree
*HVAC/Refrigeration Business
Agent, UA Local 32*



Permacold moving a Low Pressure Receiver into the Safeway ammonia plant in Bellevue.





Plumbers' Agent Report

by Corey Wilker

Brothers and Sisters,

I hope that all of our members had a nice Winter season and together we can look forward to another banner year in Seattle!!

Work Outlook

2019 was a record breaker with 4.5 million hours worked and 2020 is off to a fast start with 1.5 million hours worked in the first quarter. With Microsoft, Convention Center, and the Arena we have some large projects getting crewed up and moving forward. In addition, we have many more commercial condo and apartment projects on the books for 2020. The picture below is from the 20th floor of a Holmberg job called "The Spire" which has 400 condo units. The site shown is going to be two 40-story towers for 480 apartments.



The forecast is also strong in the Light Commercial market. We are at full employment of 300 plus members and will need more in the coming spring just based on what is on the books. Employers are continuing to grow our market share and push the open shops out of King County. Below is a picture of an SJS job called ALS, in Shoreline for 340 apartments.

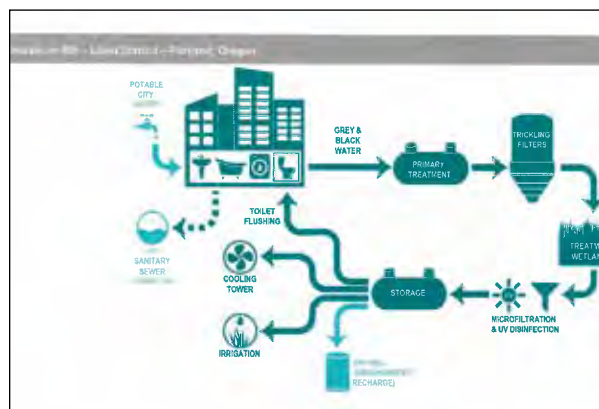
IAPMO

We have been active with IAPMO and the Plumbing Inspectors on many different issues that will influence the way we do our work. We have been invited to multiple meetings regarding PODS and manufactured buildings so that we are aware of the way our industry is changing. Our members in the state agencies like L&I and Dept. of Health are on the front lines of the fight to make sure that any plumbing fabrication in Washington State is done by a certified plumber. We



are all supporting each other in the effort to protect our work.

One of the best presentations this year at IAPMO was from Biohabitats Senior Engineer, Pete Munos. In Portland Oregon the Authority Having Jurisdiction allowed onsite treatment of Grey, Black, and Rain Water to be used for irrigation, cooling towers, and toilets. The site has 650 apartments in the Lloyd Center area built around and existing office tower. The site uses 45,000 gallons of water per day but reuses 21,000 from the treatment system. In the 5 years of operation it has paid for itself just based on potable water cost savings. This kind of work will likely be coming to Seattle in the future as the cost of water and sewage are going to continue to rise. It makes sense to reuse the natural resources we have by installing rainwater catchment and reclaim systems.



We must all be vigilant to ensure that this work is performed by certified plumbers. I believe this is another avenue that will keep our members working for years to come.





JATC Committee

The JATC Committee has continued to meet and help create better skill challenges and opportunities for learning by using hands on techniques focusing on critical thinking. We have discussed many concepts for the Fixture Lab and have come up with a good list of criteria to be installed. Dan Wolfe has accepted the job of the final room layout and installing rough in for the classroom. This class will be a vast improvement for education on installation and repair of many plumbing fixtures. The instructors at the training center have worked to change previous methods and devise good critical thinking challenges so that our apprentices can get some of the training experience that many of our older mechanics had in the field. *Shown above are some pictures of the hands-on classroom activities.*



Service Plumbing Committee

The committee has met several times this year as we develop the processes to support the growth of plumbing service. We are working to design the structure of the training to provide multiple pathways, depending on the level of work experience, for our members to build a career in service work. If you are interested in changing your career path to plumbing service, please contact us and we will help to get you the opportunity.

One issue that has come up more than a few times this year for our members in the service industry is the appropriate pay for overtime work performed. The issue is that often the service plumbers work part of the week on commercial construction and TI projects in order to get a full 40-hour week. Appendix I – Service Plumbing and Maintenance only applies when doing service work. When a service plumber does commercial work, Article 18 – Working Conditions and Hours of Labor will apply for all hours worked, including the overtime provisions. If any member has any questions regarding the appropriate pay, please contact us.

In closing, I would like to thank all of the members who have reached out to me this year for site visits, stewards, questions, or to help another member in distress. We all take care of one another each and every day and that is what makes Local 32 so fantastic. Please continue to do it the way we do it as well into 2020!! We set the standard of excellence in King County that all the other crafts look up to precisely because we care for and protect each other!!

Fraternally Yours,

Corey Wilker





Seattle Area Pipe Trades

APPRENTICESHIP



Brothers and Sisters,

The new year is rolling along with a record number of apprentices in day and night classes for the Seattle Area Pipe Trades Training Center. As we've built out classrooms in our newly remodeled building, we've been recrafting course content and data collection. This article highlights just some of the work we have been doing.

First, many of you have noticed our new quarterly journeyman and continuing education schedule format. You will also see that we're making changes to content including technology courses, service plumbing offerings, and short seminars. We especially want to thank the members of our technology and service plumbing committees for their dedication to improving content and delivery. In every journeyman schedule, you will see courses listed by arrangement. We offer these courses when we have a full cohort AND available instructor. You can be added to a waitlist for an arranged course by calling 425.271.5900 or emailing registrations@seattlepipetrades.org. When we schedule an arranged class, you will be notified of the dates via email.

Another new year change has been made to monthly apprentice evaluation forms. We worked with our Joint Apprenticeship Training Committee, Peer Review Board, and Class Representatives to improve task tracking and qualitative feedback. Beginning this month, the form is being piloted with all 3rd year commercial apprentices. Once the new evaluations were drafted, we talked with all third year commercial groups to explain our rollout. We will have all third-year commercial apprentices pilot this new evaluation form, and we'll allow other apprentices to utilize it by spring 2020. We'll have a hard deadline for all apprentices to utilize the new form by the start of the 2020-2021 instruction year.

The biggest change a supervisor will notice is the "self-evaluation" section at the bottom of the form. Rather than asking a journeyman to rate the apprentice's performance, we now expect apprentices to rate themselves. The journeyman will note if they agree with the self-evaluation or not. We believe this will save supervisors time and, more importantly, spark dialogue between apprentices and journeymen.

It is always informative for a supervisor to understand what a worker thinks of his or her performance, and it provides the supervisor an opportunity to give specific feedback or training opportunities.

Since summer 2019, we've been steadily building out training rooms at the center. We are nearly finished with the Fabrication Shop, Rough-In/Backflow Room, Solder/Braze Lab, Electrical Room, VFD Room, Weld Shop and HVAC Lab. We've started work in the Refrigeration and Fixture Labs and want to share a special thank you to Dan Wolfe and Dan Bonnell, who are devoting time to ensuring the Fixture Lab is a premiere room in our facility. We anticipate that most of the hands-on training spaces will be completed by the end of summer, 2020. However, like any education center, we expect that the uses, equipment, and technologies in these rooms will evolve and improve over time.

In addition to the building and content improvements, we've steadily grown outreach and applicant activities. One of our most successful efforts has been Mock Interviews, which began with the Women in the Pipe Trades subcommittee and has grown exponentially since 2017. With nearly 50 apprentice and journeyman volunteers, we hosted 100 applicants on Saturday, December 14, 2019. Attendees at this event included Laura Ceja, Director of Outreach and Recruitment for the National UA Training Department, as well as Trustees Dan Jensen and Ed Kommers. JATC members Robin Cowper and Marisa Spencer also participated with our apprentices and journeymen.

Not only did we increase the number of applicants attending the event, we now include a center tour and hands-on testing demonstrations. This event has contributed to the significant improvement we see in the competitiveness of our candidates. A special thank you goes out to William Whitfield, Plumbing Instructor, who prepared a barbeque lunch for our volunteers.

In Solidarity,

PJ Moss and Heather Winfrey

JATC MOCK INTERVIEWS • SATURDAY, DECEMBER 14, 2019





Organizing Report

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

Happy New Year Brothers and Sisters!

We hope 2019 has brought you and your families many good things, may 2020 bring more of the same.

2019 was an extremely busy year for the entire Organizing Department. Earlier in the year we conducted Organizing Blitzes in Eastern Washington, where we were aggressively pursuing Wolfe and J&D Plumbing. As the year went on, we continued to apply pressure to Wolfe as well as other Open Shop contractors. Brad and Howard have done an excellent job organizing many of the top candidates from both shops. We also revisited Eastern Washington a few times. There, we spent an extensive amount of time in the Wenatchee Valley area researching the current state of the HVAC/R and Plumbing industries. As we had suspected, Seattle money is moving east. The Wenatchee Valley is growing and it's not just two-bedroom ramblers. The boomers are starting to retire and they're building large custom homes. With the added population growth will come additional needed services. We anticipate the service plumbing, HVAC/R market will continue to experience rapid growth and we would expect the light commercial market to be right in line with it. We are actively working with our contractors to grow our presence in the Wenatchee area.



To the south east of Wenatchee, you will find our Brothers and Sisters in Local 598. We traveled to their jurisdiction a few times last year. Earlier in the year we helped with an organizing campaign that was responsible for signing two new contractors and six new members into Local 598. Most recently, we went over to help with the "Bikes for Tikes" charity bike build. In total there were over 2000 bicycles donated, built and then delivered to charities around the state. It's really an amazing thing to see. We really appreciate the opportunity to participate every year. Great job guys!

Brad and Howard have also been heavily involved with the upcoming plumbing legislation. Together with Ed, Corey, Leanne and Tim Herbert they have partnered with the PHCC to put together the most comprehensive legislation to date. Currently, we are on course to get the legislation passed during the next session. This is a long time coming. We have put countless hours and resources into ensuring that our Brothers and Sisters in the plumbing industry are respected and protected as they should be.

When we're not fighting for legislation, trying to organize new members, contractors or teaching heritage classes. You can find us all over Washington State at Perry Tech, Clover Park, Bates and Bellingham Technical Colleges. Zac, Howard and Chris are heavily involved at these schools. Zac and Chris have positions on the HVAC Advisory Committees at each of these schools. Howard has done a fantastic job at Perry Technical college. He not only has a position on their Plumbing Advisory Committee; he also has direct input into their Plumbing Curriculum, as he is helping guide their program to integrate seamlessly with ours. This is huge! To our knowledge, Perry Tech has the only Plumbing Program in Washington State that is recognized by Labor and Industries. We are fortunate that Howard has been involved since the beginning. The individuals that graduate from this program will already have hours on their trainee cards towards their plumbing license and they are receiving a base education that will tie in perfectly with our apprenticeship. This relationship will be worth its weight in gold as time goes on. Great Job, Howard!

In addition to organizing we are also always trying





to protect our work. Brad and Howard have been heavily involved in A.R.S.C.A and the F.O.G program here in Seattle. Through a coordinated effort we have been able to certify some of our members to teach the A.R.S.C.A curriculum and we are actively working to set up CEU classes soon. We would encourage all Brothers and Sisters to get certified in A.R.S.C.A, we need as many of our members to be performing this work as possible. We must protect our work!

IAPMO has become a focal point for us. Brad, Howard, Ed and Corey are all heavily involved in this national organization. We have worked hand in hand with IAPMO on many different occasions and we feel that they are an integral part of the modern plumbing industry. Since IAPMO is such an important part of the industry, Brad, along with others attend the annual IAPMO convention. These conventions provide education on the latest industry trends and they also provide opportunities to have discussions with leading industry professionals from around the country. The information and relationships gained from these conferences is priceless.

You have heard us talk about organizing blitzes many times before. We mentioned that we attended a blitz at Local 598. Brad went to Los Angeles with Jeff Owen this past summer to help with their organizing blitz. Over the years we have attended blitzes in Oregon, Arizona, Louisiana, Colorado, and Michigan. Well, now it's our turn. We are going to add a little twist to it, but at the end of the day, we will be participating in the Washington State blitz this July. There will be attendees from all over the country arriving with their sole purpose being to grow the UA membership in Washington state.

On the HVAC/R front - It's full steam ahead! Earlier in the year we reported that we had doubled the HVAC/R membership since 2017, roughly 300 members. Well, it hasn't slowed down, we are to the point

that we need an additional organizer and an additional office. To that point, Chris Hawes started with us in September and he hit the ground running. Chris has already organized more than a dozen members and he continues to build relationships every day. Chris has proven to be an excellent addition to our Organizing Team, and we are excited to see what the future will bring. Speaking of the future, what I like to call "32 North" should be open for business by the end of February 2020. With the addition of Chris, it will allow Zac and Chris to split Western Washington in half. Zac will cover the South out of the main office and Chris will be primarily working out of "32 North". We have every intention of growing in both directions.

As the HVAC Industry grows and changes, so the does the industry culture. The days of techs being able to hangout at the parts house and B.S. are gone. Today it's get in or get out and maybe you just have the parts delivered. All of this depends on the contractor. In today's culture, more and more contractors aren't marking their vans for fear of targeting by the sue happy driver or the fear of the union organizer talking with their employee. Phones are monitored, GPS is tracked. We bring this up because we need your help. We are constantly looking, but there are four of us and there are literally hundreds of you. If you know of a Journeyman or a higher-level candidate that may be interested in joining. Either refer them to us or get their number and we'll contact them. We will follow up on any lead and will meet a candidate anytime, anywhere. Thank you for your help in making your Local Union stronger than ever.

Fraternally,

UA Local 32 Organizing Department

Howard Ferguson, Chris Hawes, Brad Moore and Zachary Smith



PSE and Municipalities Report

by Kurt Swanson

Hello Brothers and Sisters,

It's hard to believe another year has passed. Here are some highlights of what has occurred within the fixed units which I represent since the last newsletter.

City of Seattle

After almost a year of bargaining, the Local 32 members voted to accept the contract with the City of Seattle on September 18th, 2019. 68% of the voting members accepted the agreement. The voting bargaining unit members also voted to participate in a monthly Voluntary Employees' Beneficiary Association (VEBA) plan with a \$50 per month contribution. The "eligible to retire" members also voted to accept a post separation VEBA paid leave contribution of 35% of sick leave and 50% of vacation leave upon separation from the City.

The new agreement includes increased bereavement leave (5 days), increased meal allowance (\$20), and improved sick leave language to comply with state law. The Cost of Living Adjustment (COLA) for 2019 is 4%, and 3.6% for 2020. The 2021 COLA will be

based on the previous June through June two-year average of the 2020 CPI-W for Seattle, Tacoma, Bellevue, plus 1% with a 1.5% floor and a 4% ceiling. There is also a wage equity adjustment for the Plumber series, and the Water Pipe Worker WDMI title. The agreement also commits the City to doing a market rate analysis for every Local 32 classification based on a previously negotiated methodology by the end of 2021. I want to thank members Koy Saechao, Gordon Friang, Andy Fries, Jerry Wayman, Marcus Dalesky, and Dan Manship for their hard work and assistance with the voting process!

Proposed Natural Gas Bans

In the last few months, legislation was proposed that would ban all new natural gas installations within the City of Seattle. Local 32 Political Action Committee Chair sister Leanne Guier has been working with PSE and other local interested parties to oppose this legislation. Progress has been made and the City is reviewing the legislation at this time. I want to thank all the members that got involved and attended the committee meeting at City Hall on September 17th! It's not dead yet, and we will likely need to mobilize again in 2020.



Local 32 members Michael Freeman and David McFarlane stop by the hall to vote and hit a quick pose for the camera.

Brothers and Sisters, please watch for natural gas ban laws being passed in your local area. Back in September, I was able to attend the Inter-Union Gas Workers Conference in Florida with Brothers Troy Shopin and Mitch Balzer. I listened to a Business Manager from a Local Union in Southern California describe their battle with anti-natural gas legislation that was proposed in the Los Angeles area. I was able to speak about our battle with the City of Seattle on similar legislation. It seems that the preferred tactic by the anti-natural gas movement zealots is to propose this junk to the local governments and broaden out from there. The natural gas industry provides family wage paying jobs for many of our members. Please stand with us and fight against this anti-natural gas campaign!



Puget Sound Energy

In October of 2019 Puget Sound Energy (PSE) had a natural gas ignition that resulted in three of our members being injured. All three men were back to work after a short recuperation period. The news footage was dramatic, and the event attracted the attention of L&I. PSE has made numerous internal adjustments including roving mentors/leads, accidental ignition review/retraining, and a renewed focus on worker safety. The new Integrated Work Management software system is getting closer to implementation and our PSE members will be dealing with this challenge in the first half of 2020. The electrical licensing provision period in the contract has expired and pay levels based on the number of licenses held by the CFS Technician(s) is in effect. On a positive note, PSE has hired a new group of Gas Workers that will be on property in January 2020!

Highline Water District & Water District 49

I had the pleasure of assisting Brother Joel Crabtree with the Water District 49 and Highline Water District negotiations over the last several months. Both ne-

gotiations are done, and the agreements were voted by both bargaining units. I would like to thank Brian Gilmore, Jeff Laizure, and Erik Widener for their hard work and dedication while representing the members during these negotiations. These stewards do an excellent job for their members!

Lake Washington School District

Lake Washington School District is still in negotiations. I hope to report in the next newsletter that we have reached a new agreement. Seattle University members have a contract negotiation coming up in the first half of 2020. Shoreline School District has two Local 32 members as new employees. I would like to welcome Donald Arce-Briones, HVAC Tech and Brandon Moeller, Plumber to Shoreline School District (SSD)! May your SSD careers be long and prosperous! I hope all our members have a great 2020!

Fraternally,
Kurt Swanson



Local 32 Member Eric Ankerfelt working an 8" cast iron bell leak.





PAC Report

by Leanne Guier

Political Action Committee Year in Review

2019 was a busy year and 2020 will be even busier. We began the year focused on Seattle City Council races. Seven of the nine seats were up for election, with four of those seats being vacated by the incumbent. Your Political Action Committee spent the first few months of 2019

interviewing candidates for those four seats. We spent our interview time educating the candidates on the issues that directly affect our members, such as apprenticeship utilization, PLA/CWA's, and the rumored congestion tax proposal. The candidates we endorsed are very clear on our positions, and now it's our job to hold them accountable. This is where the work really begins.

Natural Gas Ban Proposition

In August of 2019 Seattle City Councilmember Mike O'Brien reached out to discuss proposed legislation he was thinking about introducing the following month: A ban on Natural Gas in all new construction beginning July 2020. My first response was, "Are you kidding me?" Had he done any research on the feasibility of such a proposal? What would this mean to our members? How much work is being done in Seattle installing gas to new high-rises in Seattle? These were just a few of the questions I asked at the first meeting in which I could do so. And the Councilmember's response? He would get back to me. It turns out that I did not hear from Councilmember O'Brien, and in the first week of September he moved forward to introduce the legislation at the Transportation and Sustainability Committee meeting. I, along with other building trades members, attended that committee meeting and shared our concerns with, and opposition to, the legislation. In response, a separate meeting was scheduled with labor to hear our concerns, but our input fell on deaf ears.

The proposed legislation was scheduled for another meeting with a possible vote to move it to the full council for approval, and that's when our members really stepped up. With just a few days' notice, you showed up – pretty much filling the council chambers – and expressed your opposition to the proposed legislation. Thank you to all who attended that meeting to protect our work! There was no vote taken that day, and it was the last time the legislation was brought to committee for discussion or any attempt was made to bring it to the full council. With four new council members beginning their terms this

month (and Councilmember O'Brien retired), we will continue our conversation with the Seattle City Council to ensure they are aware of our opposition to the banning of all new natural gas hook ups.

Before entertaining any such legislation, there are several things we have asked of the city. For example, we want to see a feasibility study to determine if the infrastructure can handle the increased load if natural gas is removed from the equation. Additionally, we requested a comprehensive study regarding what impacts to jobs, labor, business, and the economy would result from such legislation. Money was earmarked for that study in Seattle's budget. Unfortunately, I met with Mayor Durkan's office and was informed that she would be signing an Executive Order to ban new natural gas hookups in city-owned buildings. That Executive Order was slated to be signed the week of January 6th, 2020.

Seattle is not the only city considering banning natural gas. Both Bellingham and Everett have been working on proposals citing legislation that was first passed in Berkeley, California. To date, there are 11 cities in California which have passed various forms of natural gas bans. Given the different bans taking place, Local 32 is participating in a regional coalition made up of



Brother Keith Nester and Sister Leanne Guier (shown above) testified at a critical Seattle City Council meeting against the anti-natural gas coalition

utilities, businesses, labor, and other interested entities. This coalition is expected to pursue a three-year campaign. Local 32 has made a substantial invest-



ment in the coalition campaign with a matching contribution from other coalition members. The coalition — called Partnership for Energy Progress — has been meeting for several months and its mission is to inform and educate consumers about the effects of these bans and the risk of losing their choice for energy use.

Natural gas is a reliable, affordable, and efficient energy resource, and we believe that natural gas can be a partner in the transition to renewable energy alternatives. This proposed legislation not only does not move the ball forward to address climate change, it is also a direct attack on our work. We have been installing and training for years to provide cleaner and more efficient systems and, as an industry, we have been taking an active role in reducing our carbon footprint.

On December 22, 2019, the Seattle Times ran an article titled “Natural Gas Industry \$1 Million PR Campaign Sets Up Fight Over Northwest’s Energy Future”. The article correctly identified me as president and media spokesperson for the coalition. Subsequent to that article, I was interviewed by the New York Times which referenced the Seattle Times article in their piece. Natural gas has become a nation-wide conversation and our coalition, Partnership for Energy Progress, will operate in both Washington and Oregon.

As you can see, we have a lot of work to do educating the public on the benefits of a reliable and affordable energy source that provides good family wages jobs.

We need your help now more than ever! If you would like to get involved with our Political Action Committee, please reach

out to me via email: leanne@ualocal32.com or text me: (206)290-7710.

Fraternally,

Sister Leanne Guier
Political Action Director

PROMOTING NATURAL GAS IN THE PACIFIC NORTHWEST

**partners
for energy
progress**

THE PROBLEM

The Pacific Northwest is a challenging market for natural gas providers:

- Climate activists heavily influence elected officials at the local and state levels.
- National environmental groups target the region to enact new policies that inhibit the use of natural gas.
- The public generally supports clean, reliable natural gas, but the negative policy and communications environment threatens this support.
- The general population is climate conscious, placing pressure on natural gas providers to accelerate decarbonization.

These factors are generating policy challenges from city and state officials:

- Laws are being proposed in Seattle and other cities to prohibit new natural gas connections in residential construction.
- There are on-going attempts in both Washington and Oregon to inhibit access to natural gas and favor electric energy.

THE SOLUTION

Promote natural gas and renewable natural gas as tools to advance our shared goal of reducing carbon emissions:

- Create a Pacific Northwest organization that will promote the use of natural gas as a clean, reliable energy source and generate support among customers to preserve it as an energy choice.
- Organize a coalition of stakeholders and customers to speak about the benefits of natural gas to their families, businesses, and community organizations.
- Engage the media across Washington and Oregon to balance the public debate over the use of natural gas.

Oppose state initiatives designed to limit or ban access to natural gas and eliminate energy product preferences; support local communities’ efforts to preserve consumer choice:

- Identify and deploy supporters who will defend the use of natural gas in policy debates, the media, and in industry marketing efforts.

**WE NEED YOUR HELP
IN THIS EFFORT!**

FOR MORE INFORMATION
ABOUT HOW TO
GET INVOLVED,
PLEASE CONTACT
DAN KIRSCHNER AT:

dkirschner@nwga.org

2019 OLD TIMERS' CELEBRATION

Saturday, September 7, 2019 at the Hyatt Lake Washington Renton

Thank you to all those who volunteered and attended to make this a huge success!



In Loving Memory of Old Timer Donald Leonard "Papa Smurf", 60-year member who passed on December 26, 2019 at the age of 83. Don retired August of 1993 with his spouse Beverly, shown in picture of 58 years at their lake home in Grapeview, Washington where he loved the outdoors, friends and fresh air the most. May he rest in peace and will forever be missed by his family, friends and UA Brothers and Sisters.



Dedicated to Those Members No Longer With Us

DATE	NAME	TRADE	YEARS
02-06-2020	Brother Melvin McEntire	BT Journeyman Refrigeration	65
01-30-2020	Brother Kent Liles	BT Journeyman Steamfitter	41
01-10-2020	Brother Marcus Law, Jr.	BT Journeyman Steamfitter	20
12-30-2019	Brother Jason Gregory	BT Journeyman Plumber	3
12-28-2019	Brother Paul McLain	BT Journeyman Steamfitter	22
12-28-2019	Brother Mike Masoner	BT Journeyman Plumber	19
12-26-2019	Brother Donald Leonard	BT Journeyman Steamfitter	60
12-18-2019	Brother Robert L. Brooks	BT Journeyman Plumber	53
12-16-2019	Brother Park Senter	BT Journeyman Plumber	2
10-31-2019	Brother Larry Scudder	BT Journeyman Steamfitter	45
10-17-2019	Brother John Nissen	BT Journeyman Plumber	55
10-17-2019	Brother Victor Stocking	BT Journeyman Plumber	60
10-07-2019	Brother Matthew Lockwood	BT Journeyman Refrigeration	4
09-25-2019	Brother Lon Schankel	BT Journeyman Gas Fitter	40
08-18-2019	Brother Leslie (Les) Balogh	BT Journeyman Steamfitter	59
08-17-2019	Brother Chandler Fritts	BT Steamfitter Apprentice	1
08-17-2019	Brother William Dearmin	BT Journeyman Refrigeration	62
08-06-2019	Brother Richard Rynning	BT Journeyman Refrigeration	32
07-21-2019	Brother Craig Wetzel	BT Journeyman Refrigeration	35
07-17-2019	Brother Kenneth Dulaney	BT Journeyman Refrigeration	52
07-16-2019	Brother Won Han	BT Journeyman Steamfitter	41
07-16-2019	Brother Louis Shapley	BT Journeyman Refrigeration	22
07-14-2019	Brother Gene Houk	MT Marine Pipefitter Journeyman	37
06-29-2019	Brother Edward T. Johnson	BT Journeyman Steamfitter	51
06-26-2019	Brother Roland Vasquez	BT Journeyman Steamfitter	18
05-25-2019	Brother William P. Gilbert	BT Journeyman Steamfitter	67
05-17-2019	Brother Sam Elwick	BT Journeyman Steamfitter	18
05-15-2019	Brother Gary Lauer	BT Journeyman Plumber	56
05-11-2019	Brother Lonnie Saisslin	MT Marine Pipefitter Journeyman	45
04-29-2019	Brother Simoni Teulilo	MT Journeyman Water Department	25
03-09-2019	Brother Willie K. Duhon	BT Journeyman Plumber	14
03-08-2019	Brother Charles "Chuck" Smythe	BT Journeyman Plumber	67
03-05-2019	Brother James D. Kennedy	BT Journeyman Steamfitter	35
03-04-2019	Brother Gerald "Gary" Belvill	BT Journeyman Plumber	52
03-02-2019	Brother Gary L. Miller	BT Journeyman Steamfitter	43
01-14-2019	Brother Matthew Scrivens	BT Journeyman Plumber	12
01-10-2019	Brother Clarence Stone	BT Journeyman Steamfitter	60
01-05-2019	Brother John Scollard	BT Journeyman Steamfitter	68
01-04-2019	Brother Leonard Hardman Jr.	BT Journeyman Steamfitter	32





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CONNECTIONS

Save the Date!

For more information go to www.ualocal32.com

- | | |
|---------------------------|--|
| April 29, 2020 | Retiree Union Meeting
Local 32 Union Hall at 11:00a.m. |
| May 14, 2020 | Building Trades Wage Allocation Vote
Local 32 Union Hall at 5:00p.m. |
| July 11, 2020 | Local 32 Annual Picnic, 11:00am-5:00pm
Vasa Park, Bellevue, Washington |
| September 5, 2020 | Old Timers' Celebration at 1:00p.m.
Hyatt Southport, Renton, Washington |
| September 19, 2020 | Local 32 Charity Golf Classic
Auburn Golf Course at 8:00a.m. |
| November 7, 2020 | Retirement Preparation Seminar
Local 32 Union Hall at 9:00a.m. |