



32 Connections

HAPPY NEW YEAR LOCAL 32!

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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
TJ Riordan

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
597 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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@ua_local_32



facebook

www.facebook.com/Local32

BUSINESS MANAGER'S REPORT

By Jeffery J. Owen



Brothers and Sisters: HAPPY NEW YEAR!

I am personally glad that the new year is here and 2020, is behind us. I hope you and your family are healthy and are optimistically looking ahead. Currently, we all must continue our diligence in wearing masks and social distancing. With the vaccine on its way I am hopeful by mid-to-late summer we will be able to put the masks behind us and we can all come together as a Local Union. Hopeful thinking yes.

The Year Ahead - As of this writing we are at full employment. (see dispatch report on page 14).

- We have not been able to hold in-person Union meetings since March 2020. Since we are still unable to hold meetings as of January 2021, all Union Meetings in 2021, will be held via the Zoom platform until we can come back together as a full membership. Also, we are hopefully planning for limited attendance in February or March. Please check your mail for updates and instructions. Virtual Meeting Attendance will be available to those who Sign in via the Membership Section on our website or contact the Business Office for log-in instructions.

- The VERA clinic will be open to our active members in early February. It is another option for our families to utilize for medical care.
- Effective January 1st, 2021 Office Administrator, Julie Pock transitioned to her new responsibility of Local 32 Benefit Specialist. If you have questions regarding our benefit plans and/or if you are preparing for retirement, Julie will advocate on your behalf and get your questions answered. Please contact the Business Office (425) 277-6680 for assistance.
- Staff Additions- Please welcome Fitter Agent, TJ Riordan, who started December 4th, 2020. Mike Kunkel began as the new Plumbing Agent on January 4th, 2021. He will be replacing Ed Holmes, who will retire April 1st, 2021 after a 40-year career in our industry.
- UA Convention - We are actively planning for the 2021 convention to be held in August 2021. Nominations and elections are currently scheduled for April and May. Dates may change dependent on our ability to meet as a membership and/or UA provided guidance.

Executive Board and Finance Committee

Your Executive Board and Finance Committee have continued to meet throughout the year on behalf of the membership. I cannot thank them enough for their dedication to our membership throughout this crazy year.

President - **Eric Gilbreath**
Vice President - **TJ Riordan**
Recording Secretary - **John Hafner**

Executive Board Members

Mike Alvarado **Collin Greene**
Jeff Hasselbom **James Hughes**

Finance Committee

Jake Jarvis **Mike Hartl**
CJ Hensley

Retirement in 2021

As of this writing, we have over 200 members working over 60 years of age. If you are considering retirement this year, as many of you are, we will continue retirement planning classes beginning in the 1st quarter of 2021.

Local 32 Business Office

The Business Office remains open daily from 7:30 a.m. to 4:30 p.m. and face masks are required to enter the building. If you do not have a mask, one will be provided for you. 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.

Please follow our Facebook and Instagram accounts - we 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 Local 32 Brothers and Sisters. 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

HEALTH PLAN REPORT

Brothers and Sisters,

There were 4 Trustee meetings in the 2020 calendar year held on March 31st, June 16th, September 22nd, and December 16th.

Overall, our Health plan continues to do well. Please review the enclosed report for the time period detailed below. Your Labor Trustees are Jeffery J. Owen (Chairman), Ed Holmes & Joel Crabtree. The Management Trustees are Ed Kommers (Secretary), Jerry Bush & Mark Webster.

Health Plan changes which benefit you in 2021:

- **Explanation of Benefits:** Your EOB's have been improved so you can see the running total on your out-of-pocket annual deductibles. See your Open Enrollment form as an example.
- **Dental and Vision Eligibility:** the waiting period for Dental and Vision Eligibility has been removed.
- **Medicare** will now cover up to 12 visits of Acupuncture in 90 days for chronic low back pain. Refer to your most current Medicare Plan booklet for complete information, limits, and restrictions. Your Seattle Area Plumbing & Pipefitting Health Plan will coordinate benefits with Medicare under the Plan's Coordination of Benefits guidelines.

HEALTH PLAN SUMMARY CURRENT PERIOD:

October 2019- September 2020

Prior Period: October 2018- September 2019

1. Active/Self-pay eligibility increased 3.9% and Retiree eligibility increased 4.4%, when compared to the prior period.
2. There were 4.6 million hours reported to the Trust for the 12-months ending September 2020 eligibility, a decrease of 3.1% from the prior period.
3. Excluding \$73,422 in claims reimbursable to the Trust under the stop loss contract, net self-funded paid claims totaled \$41.5 million, or 89.5% of the expected amount.
4. After adjusting for changes in Trust liabilities and audit adjustments, the 12-month net gain to unallocated reserves (cost basis) totaled approximately \$3.4 million.
5. As of September 30, 2020, the Trust's unallocated assets (cost basis) totaled \$38.9 million, approximately **8.7 months of 2020/21 projected expenses.**

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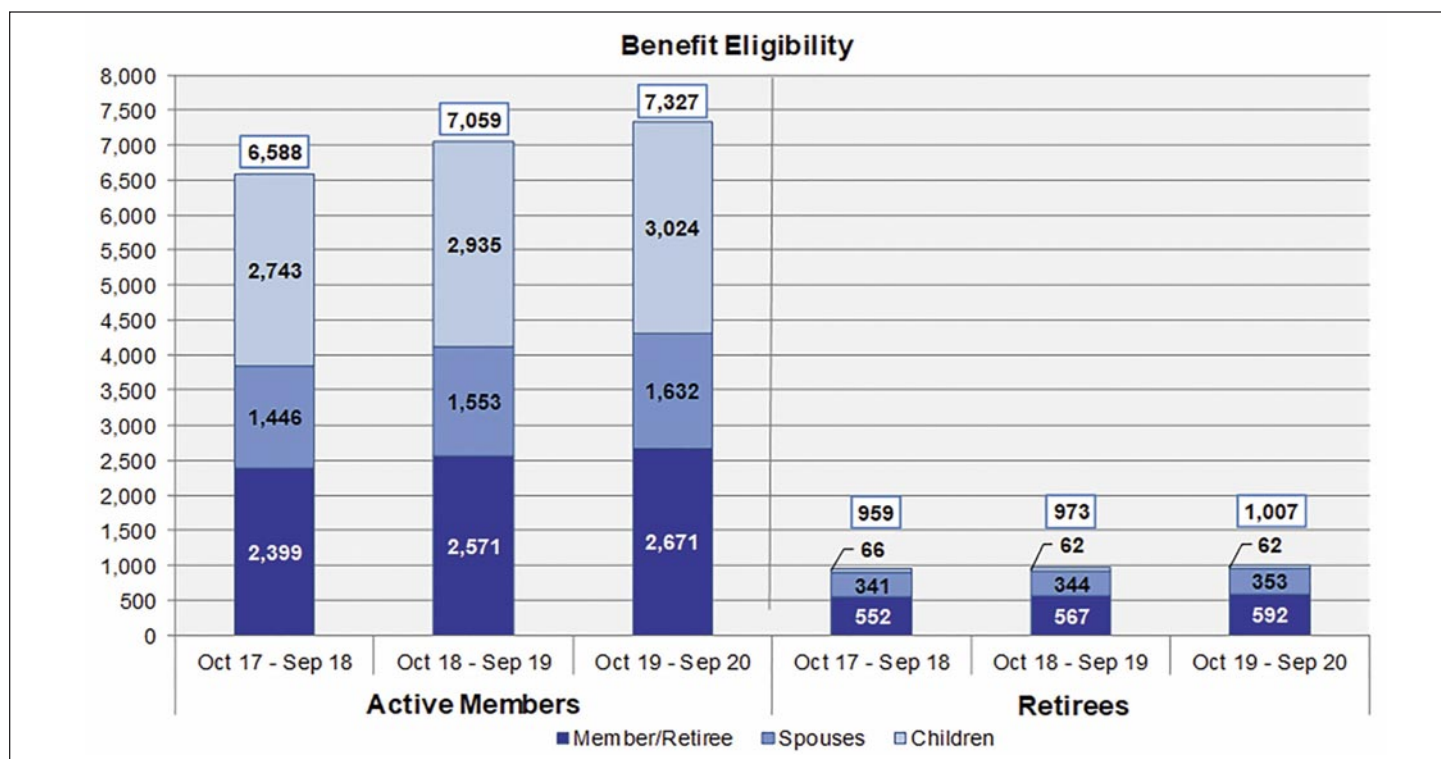
Eligibility

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

- 2,671 active and self-pay members on average were eligible each month, an increase of 3.9% from the prior 12 months.
- An average of 1,632 spouses and 3,024 children were eligible for benefits each month.
- An average of 638 members, or 23.9% of the active group, elected medical/Rx benefits through Kaiser.

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

During the last 12 months (October 2019 - September 2020):



- An average of 592 retirees/surviving spouses were eligible for benefits each month, an increase of 4.4% over the prior year.
- An average of 51 retirees/surviving spouses, 8.6% of the total, elected coverage through Kaiser.
- An average of 945 total retired individuals (retirees and spouses), were covered during the last 12 months. Of the total, 729 were eligible for Medicare and 216 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 July 2020 hours worked, September 2020 eligibility, a total of 4,590,633 hours were reported to the Trust. This was a 3.1% decrease over the total hours reported in the prior 12 months. These hours generated an average of 2,587 hourly eligible and an average of 74 months of coverage used from the dollar bank each month. Based on average net eligibility months of 2,513, the hours per net month of eligibility were 152.2, down 0.9% from 153.6 in the prior 12 months.

Financial Operations

The Trust's income and expenses for the last 12 months (October 2019 - September 2020), approximately \$50.4 million in income was received and \$47.1 million in expenses were paid, resulting in an operating surplus of \$3.3 million.

Trust Reserves

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

30, 2020, the Trust had total assets of approximately \$63.5 million (unaudited cost basis). Subtracting liabilities of \$24.6 million leaves unallocated assets of \$38.9 million, or 8.7 months of 2020/21 projected expenses.

Kaiser

As of September 2020, there were 630 active employees enrolled in the Kaiser self-funded option; approximately 24% of the total active employees covered by the Trust. In addition, there were 21 Non-Medicare retirees & spouses enrolled in the Kaiser self-funded option, and 52 Medicare retirees and spouses enrolled in the Kaiser fully insured Medicare Advantage option.

Health Plan Hourly Contribution Rate History

Contribution Rates

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

*\$0.06/hr used for drug testing program

Fraternally,

Jeffery J. Owen

Business Manager, Local 32

You're invited

Virtual Care Center Tour & Ribbon Cutting Date TBD - February 2021

Virtually tour your new Seattle Area Plumbing and Pipefitting Industry Health Trust (SAPPT) - sponsored health care center, meet the care team, see the facilities, and find out about all the new and exciting health services that are now available to all members ages 3+ enrolled in the SAPPT medical plan.

We look forward to seeing you!



Jackie Riddick, MD
Lead Provider

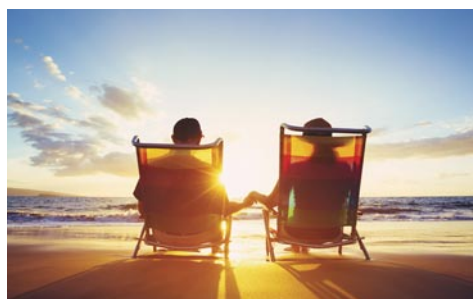


Katherine Wolf
Practice Manager

vera
WHOLE HEALTH

6700 Fort Dent Way, Tukwila, WA 98188

RETIREMENT PLANNING



As of this writing, we have over 200 members working and over 60 years of age. If you are considering retirement this year, as many of

you are - our retirement planning classes designed for you and your spouse are a great resource as you decide the next steps of life.

- In 2020 we were able to have 5 classes, and we are planning more classes in 2021.
- As of this writing over 50 members retired in 2020. *Congratulations to all our members who retired in 2020!*

If at any time you need assistance, please do not hesitate to contact our Retirement Benefit Specialist, Julie Pock in the Business Office at (425) 277-6680.

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).

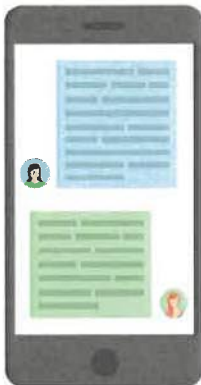
HOW WILL WE COMMUNICATE?

You can use your telehealth sessions in four ways, using different methods at different times to communicate with your therapist, based on your needs, availability, and convenience.

Missed appointments or late cancellations will count as service usage.

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.

WASHINGTON STATE PENSION REPORT

Brothers and Sisters

Our State Pension continues to improve its funding status. The plan is working as designed, decreasing in liability and is well over 100% funded. As of this writing the market is up over 9% for 2020.

In the Summer Newsletter, we reported that the Trustees asked the IRS to review the new Sustainable Income Plan design. The IRS has determined the Plan remains a qualified plan. The IRS is expected to issue the "Determination Letter" soon.

Supplemental Pension Plan for Local Unions 32, 26, and 44

- Trust meetings were held on February 27th, May 19th, August 18th, and October 27th, 2020
- Through October 2020, the Supplemental plan had estimated assets of \$425 million.
- The number of plan participants as of September 30th, 2020 are 5,761 and the average age of plan participants is 44 years old. Only 16% of members self-contribute to the plan.
- The maximum allowed self-contribution rate up to the 2021 IRS limit will be \$19,500 and if your age 50 or older, you can defer an additional \$6,500 as a catch-up contribution.
- If you need contributions forms, they are available on the Local 32 Members Only website or call the Business Office.
- Go to Millimanbenefits.com for a Financial Summary and to verify your beneficiary information.

The Officers of Local 32 are proud to support the following community programs this holiday season with over \$22,000 in donations:

**Communities in Schools
Renton/Tukwila Christmas
Giftcard Drive for Families**

(fundraiser ended 12/11)
rentontukwila.ciswa.org

**Mary's Place Women
and Children's Shelter**

www.marysplaceseatle.org

Northwest Harvest Food Drive

www.northwestharvest.org

Salvation Army

www.salvationarmyusa.org

**Puget Sound Labor Agency
Food Bank**

www.pugetsoundlaboragency.org

**Rotary Club of Des Moines
Coat Drive**

(community distribution was 12/7-12-11)

www.dmnprotary.org

**Sunshine Holiday
Food Basket Program**

sunshinepcfoundation.camp7.org

Toys for Tots

toysfortots.org

The Washington State Plumbing and Pipefitting Industry Pension Plan

Sustainable Income Benefit Performing as Designed

Maximum increase for sustainable income benefits again this coming January; next year is uncertain

The Plan's investments ended 2019 very well with a return of 17.08%. That means this coming January sustainable income benefits will increase by the maximum 8.00% again (just as they did the year before last). Looking ahead, investment returns in 2020 are very uncertain – they were down this spring but had bounced back up to around 4.00% at the end of August and there's no way to know where they will be at the end of December.

2019 ↗

The Plan's investments earned 14.42% in 2017.

That means the sustainable income piece of your benefit increased 8% as of 1/1/19 (the maximum annual increase).

2020 ↘

Investment markets were down in 2018; the Plan ended the year at -3.04%.

That means your sustainable income benefits decreased by 6.77% as of 1/1/20, but your high water mark was set before the decrease was applied. The math is on page 2.

Retirement benefits paid in 2020 have been shored up to the high water mark benefit using the reserve.

2021 ↗

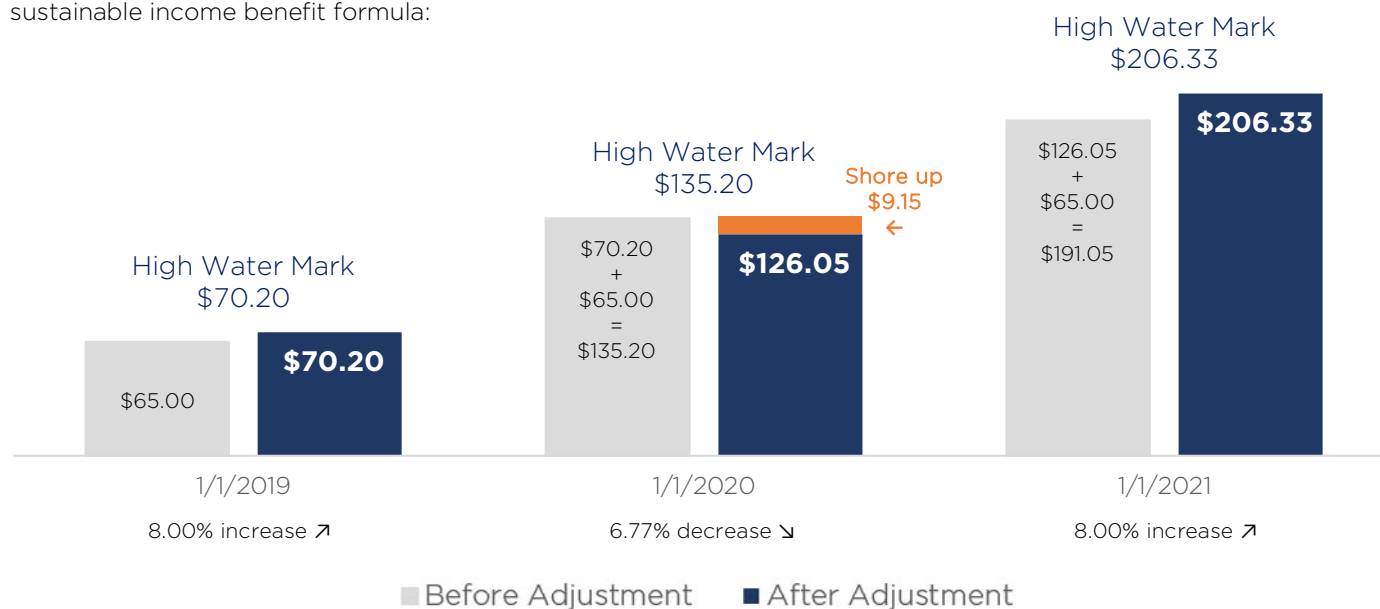
The investment return for 2019 was very strong: 17.08%.

Once again, the sustainable income piece of your benefit will increase by 8% as of 1/1/21 (the maximum annual increase).

This volatility in the investment markets is exactly why we switched to sustainable income benefits. Benefits are based on the return the Plan actually gets. When investment returns are poor they don't burden the Plan with underfunding, and retirees' high water mark benefits are protected by the reserve. When investments are good benefits automatically increase.

Example:

To keep things simple, let's assume you earn a \$65.00 benefit each year starting with 2018 – the first year for the sustainable income benefit formula:



At the time we sent out last year's update, we weren't sure what the investment return for 2019 would be. It turned out even better than anticipated.



VACATION FUNDS ACCOUNT CHANGES

UA LOCAL 32'S NEW PARTNERSHIP WITH BECU

The United Association Local 32 is proud to announce our new partnership with BECU, a financial institution with a membership base of 1.2 million and growing.

Effective April 1, 2021 all Vacation Funds Accounts will be moved to a savings account with BECU. The partnership with BECU will make it possible for UA Local 32 members to have a vacation savings account and be eligible for special quarterly discount offers.

We hope you'll take a moment to learn more about your new BECU vacation account, and to read more about the credit union.

Visit becu.org/ualocal32 for more details

A Member Share Savings account is required to establish membership and not everybody will qualify. The "vacation account" is an account purpose, not an account type. It will be the responsibility of the member to provide the account number and routing number to UA Local 32 in order to receive the vacation account deposits and utilize the Member Share Savings account as a vacation account. Check with BECU for Annual Percentage Yield of accounts.

Insured by NCUA



PLUMBERS' REPORT

By Ed Holmes

Brothers & Sisters,

As we finish the year of 2020, let us put it in our rear-view mirror, with the hope that 2021 will be better for all! Despite all the turmoil and issues of the past year, we as a Local Union have been blessed! We still have full employment; our man-hours are up and there is more work coming. This is amazing given the impact that we have all felt from the COVID-19 pandemic. The fact that we as a membership still have the opportunity to get up and go to work and make good wages and benefits - for this we should truly be thankful. A lot of folks cannot say the same.

The Business Office staff continues to take care of its responsibilities. Though conducting business is different with the constant use of Zoom and Skype for meetings. The changes to PPE requirements have changed the way we work and operate. Even something as simple as getting onto a job site has become more difficult. For everyone's safety masks are required on jobsites and in the Business Office. Temperature checks and routine health questionnaires have impacted our everyday work lives. We are still going to projects to resolve issues or to have conversations with our members. As we have always done throughout the history of Local 32, we have adjusted, adapted, and overcome whatever we must face together. Our membership continues to be a great example as we are professional, productive and leaders on the job.

We continue to host LNI Plumber Exams in our Union Hall. Since June 2020, over 500 people have been able to come and take their exams. Our strict safety protocol is working. We will continue with this process until LNI can get the Plumbers Exams available online. That transition will speed up the process, no

more having to wait to be scheduled for the exam, just show up to the approved test site and take the exam.

Despite all the shutdowns and restrictions, the new Plumbing Legislation is becoming law. Here are some quick bullet points:

- It is now law that all Certified Plumbers and Trainees are required to wear visible licensing. You can make color copies of your card. However, you must have your original on you along with your driver license in your possession.
- If your certification is to be renewed after July 1st of 2021 you will need 24 hours of CEU's. The new law also requires Journeymen to now renew their certification every three (3) years. Trainees will still be required to renew every year to ensure that they are getting their hours.

Other parts of the law are being phased in starting January 1st, 2021 - items such as contractor registration, etc. LNI has not been allowed to go back to work in their offices since April 2020 and not sure when that is going to end, but it has slowed the process down.

Also, on February 1st, 2021 the 2018 UPC will take effect and replace the 2015.

Hope everybody had the best Holiday Season! Please stay safe, be careful and let's all hope and pray for a better 2021.

Fraternally,

Ed Holmes

Assistant Business Manager



STEAMFITTERS' REPORT

By TJ Riordan

Brothers & Sisters,

I am both humbled and honored to be writing this article as your new Building Trades Steamfitter & Welder Agent with the additional duties of representing the Marine Pipefitters in the Shipyards. It is a privilege to have been presented the opportunity to take on the position and to represent our membership. I am looking forward to the challenges ahead and with your help we can continue to strengthen and secure our industry for years to come.

I would like to take this opportunity to tell you a little about myself. I am a Second Generation Local 32 Member. I have 2 amazing kids, who are not really kids any longer. My daughter, Lily (22) is currently finishing up her education to become a Hairstylist/Colorist and has hopes to own her own Salon one day. My son, Dylan (17) is currently a Junior in High School; he is on the Varsity Football Team, was elected as one of the Captain's for Team, and is in the hunt for the starting QB position. Dylan has already secured a position as a Starter on the Defense as a Rover (Hybrid Safety/Linebacker). My Wife, Stacey and I were married in March just before pandemic went into full swing. Stacey is an IT Professional and works for the Lake Washington School District.

Professional Profile

I got my start in the Summer of 1999 as a Mainline Helper and then I worked as a Utility Helper from Fall 1999 until Spring 2000. From there I was a Building Trades Helper until I was accepted into the Apprenticeship. I graduated from the Apprenticeship in 2005. I have worked as a Journeyman, Steward

and Foreman for several Contractors. In 2006, I was both elected to the Finance Committee and started as a Part-Time Instructor for the Apprenticeship. I was elected to the Executive Board in both 2010 and 2013. I was elected Vice President in 2016 and 2019. I was also part of the Labor Management Agreement Negotiations Committee in 2017.

Throughout my career and time as an Elected Official, I feel it has given me the insight into how a Union like ours is run and why we are as successful today as we are. We belong to a great Union that continues to be strengthened and improved. I look forward to working with and representing my fellow Sisters and Brothers.

I take on the responsibility as your Steamfitter Agent with great humility, honor and respect. I hope that you all are staying healthy and safe in these strange times that we find ourselves in. I look forward to the time we can meet again and seeing you on the job in the coming months. Please do not hesitate to call or email.

Wishing you all the best in the New Year.

Fraternally,

TJ Riordan

Steamfitter Agent

206-593-0721

tjriordan@ualocal32.com



REFRIGERATION / HVAC REPORT

By Joel Crabtree

Brothers & Sisters,

The year 2020 has certainly been one for the books. Nonetheless, in a year filled with wildfires, riots, catastrophic storms, and a worldwide pandemic, we have been very fortunate to keep most of our HVAC/Refrigeration members working in the Northwest. I am sure you are as anxious as I am to return to some feeling of normalcy. I think we are all looking to 2021 with high hopes.

The work outlook is good for the immediate future, and we are hopeful that the trend will continue as we consider the long-term forecasts for 2022 and beyond. The construction market is much harder to predict than service, but most of the service departments for our Puget Sound basin area Contractors' are looking steady for the foreseeable future.

As I mentioned in my last newsletter, Local 32 and our Contractor partners have been investigating for the past few years, the addition of another high-quality health care option to our PPO medical plan. I am very pleased to inform you that the Vera Whole Health Clinic is scheduled to open the first week of February! The Vera Clinic is located on the corner of Interurban and Fort Dent

Way in Tukwila. We have had to repeatedly push back the opening date due to permitting and construction delays largely attributed to the COVID-19 pandemic. However, we are now getting positive confirmation that we will be able to have a virtual ribbon cutting ceremony on or around February 2, 2020. The ceremony will be posted to Local 32's social media pages; along with a Virtual Meet and Greet with the Vera Clinic staff and a video tour of the new facility. You should also be able to start scheduling appointments soon. This new clinic is intended to assist our members and their families develop a long-term medical strategy for everyone in their family, and all without copays!

Finally, I want to wish you and your families a healthy and safe New Year! I look forward to continuing to serve Local 32's membership and building a robust future for all divisions of the mechanical industry.

Fraternally yours,

Joel Crabtree

HVAC/Refrigeration Business Agent
UA Local 32

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.



PLUMBERS' AGENT REPORT

By Corey Wilker

Brothers & Sisters,

With 2020 thankfully behind us all, I would like to start off wishing the members of Local 32 a Happy New Year! The pandemic has made visiting our loved ones very difficult. I do sincerely hope everyone was able to celebrate the Holidays safely with family.

COVID-19 is an issue that will follow us into 2021. Hopefully, the pandemic will be controlled this year so we can all work to find a new normal way to live. We all have had to deal with the impacts to our work and our families. On that note, it is worth recognizing the efforts of the Local 32 membership and Employers to find solutions for the COVID-19 issues, which allowed us to continue working throughout 2020. These challenges were new to us all but, once again, Local 32 is leading the way. Consequently, we have had most of our membership working safely throughout the year.

Port of Seattle

During the Spring of 2020 we had some time loss due to getting the COVID-19 response plan in place. More recently, the Port released the budget forecast for the next few years. Due to the lack of people flying, we are currently negotiating unpaid furlough days for 2021 at the Port's request. Unfortunately, this will result in a loss of pay for the year for our members. While understandably disappointed by the upcoming furloughs, the group has been maintaining the Port with a business-as-usual attitude.

Seattle Schools

The maintenance group had some real issues accessing the schools to perform the work. Our members did have loss of time initially. Once the COVID-19 response plan was in place we were

able to get back to it for the most part. Our members approved the new contract with the District this year, with back pay from September 2019.

Washington State Building Code Council

I was appointed to the Washington State Building Code Council in June 2020 and the Plumbing TAG Chair in September 2020. We have been meeting to continue the rulemaking process for the 2018 codes. During this time, I have been learning the art of word crafting for code. The work for the Plumbing Code will begin in 2021. I would like to thank Steve Simpson and Leanne Guier for all the help getting me up to speed with the processes.

Jobsites and Stewards

The Seattle area still has a lot of ongoing work in high rise multi-family units, as well as the landmark projects: Climate Pledge Arena, Convention Center, and the Seattle Aquarium. Microsoft Redmond is moving at a fast pace as well. Many of our contractors have a piece of this job because of the enormous size. It is great to see Local 32 at full employment coming into 2021.

The jobsite stewards definitely need to be recognized for the efforts it took to deal with the pandemic. In normal situations the job of being a steward can be difficult, and when you add the issues of complying with COVID-19 response plans, the effort was extraordinary.

Thank you all for representing the Local 32 membership throughout this 2020 year!

In Solidarity,

Brother Corey Wilker
Plumbers' Agent



DISPATCH/ INSIDE AGENT REPORT

By Ryan Miller

Brothers and Sisters

Happy New Year!

It was a challenging year of obstacles in 2020, all of which we will continue to confront in the New Year. Looking back, it is easy to recall the negatives, but the Local 32 membership managed to find many positives, and we continued to move forward with our daily business. Back in March we thought that work would take an abrupt curve for the worse - and it did for a few months. However, by the summer the out-of-work lists started to gradually diminish for both Plumbers and the Fitters. Hiring progressively moved in a positive direction in the months leading up to December and, at the time of this writing, we have full employment and are accepting travelers to fill open positions. As the saying goes: "Who would have thought?"

Commercial work looks promising, with a strong increase in demand for Plumbers and Fitters that will likely continue into Spring and carry us into the Fall of 2021. Light commercial work should also see a demand for new hires in the early Spring of 2021. In fact, we really did not see much of a slowdown in this market in the past year. Knowing that COVID-19 had a direct impact on the economy - the construction industry saw permit applications drop because of the pandemic - it is possible that we could face a slight slowdown in the third or fourth quarter of 2021.

Finally, I would like to encourage my Local 32 brothers and sisters to feel fortunate for all the work we have - even in the face of 2020's challenges. I hope that you all stay safe and healthy. Remember, we will get through this together!

In Solidarity,

Ryan Miller

Building Trades Dispatcher, UA Local 32

DISPATCH REPORT AUGUST THROUGH DEC. 2020

AUGUST 2020 REPORT 7/10 -8/13/20

PLUMBER LIST DISPATCHES

A LIST - 26 B LIST-2
C, D, E LIST- 0

FITTER LIST DISPATCHES

A LIST- 12 B LIST- 5
C, D, E LIST- 0

WELDERS LIST DISPATCHES

A LIST- 2
B, C, D, E LIST-0

REFRIGERATION LIST DISPATCHES

A LIST- 12 B-LIST-1
C, D, E LIST-0

RESIDENTIAL PLUMBER DISPATCHES

A LIST -2 B LIST-1
E LIST - 3 1-TOP OF LIST

SEPTEMBER 2020 REPORT 8/14 -9/10/20

PLUMBER LIST DISPATCHES

A LIST- 32
B, C, D, E LIST- 0

FITTER LIST DISPATCHES

A LIST- 7 B LIST- 3
C, D, E LIST- 0

WELDERS LIST DISPATCHES

A LIST- 0 B LIST-2
C, D, E LIST-0

REFRIGERATION LIST DISPATCHES

A LIST- 3
B, C, D, E LIST-0

RESIDENTIAL PLUMBER DISPATCHES

A LIST -7 B LIST-0
E LIST - 1

OCTOBER 2020 REPORT 9/11-10/8/20

PLUMBER LIST DISPATCHES

A LIST- 41 B LIST-3
C, D, LIST- 0 E LIST-1

FITTER LIST DISPATCHES

A LIST- 16 B LIST- 1
C, D, E LIST- 0

WELDERS LIST DISPATCHES

A LIST- 2
B, C, D, E LIST-0

REFRIGERATION LIST DISPATCHES

A LIST- 2 B, C, D, LIST-0
E LIST-3

RESIDENTIAL PLUMBER DISPATCHES

A LIST -6 B LIST-0
E LIST - 1

NOVEMBER 2020 REPORT 10/9-11/12/20

PLUMBER LIST DISPATCHES

A LIST- 25 B LIST-11
C, LIST-0 D LIST- 1

E LIST- 3

FITTER LIST DISPATCHES

A LIST- 13 B LIST- 6
C, D, E LIST- 0

-WELDERS LIST DISPATCHES

A LIST- 3 B LIST- 3
C, D, E LIST-0

REFRIGERATION LIST DISPATCHES

A LIST- 2
B, C, D, E LIST-0

RESIDENTIAL PLUMBER DISPATCHES

A LIST -4 B, E LIST-0

DECEMBER 2020 REPORT 11/13- 12/10/20

PLUMBER LIST DISPATCHES

A LIST- 25 B LIST-8
C, D, LIST- 0 E- LIST-3

FITTER LIST DISPATCHES

A LIST- 13 B LIST- 4
C, D, E, LIST-0

WELDERS LIST DISPATCHES

A LIST- 2 B LIST-1
C, D, E LIST-0

REFRIGERATION LIST DISPATCHES

A LIST- 3 B, C, D, LIST-0
E LIST-1

RESIDENTIAL PLUMBER DISPATCHES

A LIST -3 B, E LIST-0



United Association of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of the United States and Canada

Three Park Place • Annapolis, Maryland 21401
(410) 269-2000 • Fax (410) 267-0262 • <http://www.ua.org>

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

Founded 1889

February 10, 2020

We are pleased to introduce you to a new **United Association Free College Benefit** that is being offered as an additional benefit to our members and their families. As you know, The United Association has always supported and prioritized education for our members and has strongly advocated for promoting affordable tuition for working families.

Today we are introducing our members and their families to a way to work toward obtaining a college degree for **free**! We have partnered with Eastern Gateway Community College to offer you this great opportunity. Eastern Gateway Community College is a public, non-profit, regionally accredited school that offers UA members and their families a path toward obtaining an Associate degree.

All course work is done online, and there is no out-of-pocket cost to you for tuition, fees or books. Through our partners at Union Plus, the **United Association Free College Benefit** combines PELL or other federal grants with employer reimbursement, then covers any remaining costs for your tuition, fees and online books. All students must complete the Free Application for Federal Student Aid (FAFSA), but even if you are not eligible for any federal or employer grants, there is absolutely no cost to you, the member, and you will never be asked to take out any loans. Perhaps best of all is that the **United Association Free College Benefit** is available to you, your spouse, your children, grandchildren, stepchildren, step grandchildren, parents, siblings, sons and daughters-in-law, as well as other financial dependents.

Over half of all college students choose community college to begin their higher education. The courses offered are regionally accredited and transferable, and the college will work with your Institution to ensure that any previous college work or relevant work or military experience counts toward your degree.

A very important aspect of this benefit is the support you will receive. When you call, you will be assigned a staff member who will guide you through the process of applying and assist you in signing up for your courses. Everyone at Eastern Gateway Community College is focused on helping UA members achieve their personal education goals on their schedule and at their own pace.

I urge you to take advantage of this exciting new benefit. Call the **UA Free College Hotline** at 888-590-9009 or log on to www.UnionPlusFreeCollege.org to find out more.

Fraternally yours,

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer



FREE COLLEGE BENEFIT

United Association members and their families can earn an Associate Degree with NO out-of-pocket cost.



FREE COLLEGE BENEFIT FOR YOU AND YOUR FAMILY

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all take advantage of this exciting opportunity.



ZERO OUT-OF-POCKET COST

Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC).



EASTERN GATEWAY CREDITS ARE TRANSFERABLE

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, potentially saving you thousands of dollars.



1-888-590-9009
unionplusfreecollege.org

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.

HIGHER EDUCATION IN JUST 4 STEPS

1

APPLY TO EASTERN GATEWAY

Go to unionplusfreecollege.org, select the "Get Started" button and complete the request information form with your contact and union information (for membership verification).

2

COMPLETE THE FREE FAFSA

Complete the form online: FAFSA.ed.gov
Eastern Gateway Community College school code: **007275** The FAFSA application is a requirement. If it's determined that you are not eligible for federal or state financial aid, a "last-dollar" scholarship will be applied to your remaining balance for tuition, fees and e-books.

Your FAFSA may be chosen for additional verification by the Dept. of Education. Compliance is required to receive the scholarship. Your enrollment advisor can help you with the process.



3

SUBMIT YOUR TRANSCRIPTS

Submit your high school transcript or GED test score as proof of high school completion. Official transcripts must be sent directly from the school to:

Email: online@egcc.edu (Subject: UnionPlus)

Mail: EGCC Admissions
Attn: UnionPlus
101 Federal Plaza East
Youngstown, OH 44503

Fax: 330-480-0817 (Attn: UnionPlus)

If you have completed any college coursework, have the transcript sent to EGCC. Applicable college credits will be transferred to the new program.

4

ENROLL IN CLASSES

Work with an enrollment advisor to enroll in classes.

1-888-590-9009
unionplusfreecollege.org


UNIONPLUS

The Higher Education Benefit covers the cost of tuition, fees and books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.



Seattle Area Pipe Trades APPRENTICESHIP

In this difficult year, we've all delayed celebrating milestones with our families and friends. However, it doesn't mean those milestones were not met. In 2020, the Seattle Area Pipe Trades turned out 86 apprentices. This article recognizes the four 2020 Apprentice Achievement Award Winners for the Commercial Plumber, HVAC/Refrigeration, Residential Plumber and Steam-fitter programs.

Commercial Plumber – Vince Hanson



Vince Hanson at 2019 Mock Interview Event

Commercial Plumber Vince Hanson enjoys all facets of designing and installing medical gas systems, and he's at the right job for it: he has been a foreman at MacDonald Miller's Seattle Children's Hospital project since June. Before that, he spent nearly a year and a half inside Children's on sustaining work. It is no surprise that Vince enjoys med gas - he deeply cares for the welfare of others, professionally and personally. He understands that the care spent doing his job well is a direct

safeguard of people who may never even see the systems behind the walls. Mr. Hanson is also ready and willing to pursue meaningful credentials. He encourages other plumbers to pursue the Medical Gas certification, citing its sustainability in work, and its complexity in the field.

Vince completed 6 months as a helper for OPM before starting a residential apprenticeship. In addition to MacDonald Miller and OPM, he worked for Diamond B and McKinstry. After a year in the residential program, he transferred into the Commercial Plumbing program when the economy picked up after the recession. He was especially grateful to get his start in residential plumbing, and with OPM; he feels that experience in both sides of plumbing has prepared him to be a well-rounded professional. He started at age 14 in the construction industry, working for his stepdad's remodeling business during the summer. He will slyly tell you that he had a stint working in a ski shop during his "snow bum" years, but does say he's glad he had those early experiences to really focus on what he wanted to do with his professional life. And now - he is pouring all that focus into providing a wonderful life for his wife Deanna and their first child, who they are expecting in April 2021.

Among Mr. Hanson's many contributions to the training center, he was an inaugural member of the Peer Review Board; served three years as a Class Representative; volunteered at two Mock Interview events and several applicant hands-on testing days. In 2018, he was selected as the United Association Local 32 apprentice representative to attend the national UA Officers Convention in Colorado. He came back well informed about the UA political and educational structure, applying his knowledge to initiatives with PRB and Class Representatives. He is also a graduate of the SAPT Part-Time Instructor Training Program. He will be joining the SAPT part-time instructor group to support daytime Block Training in 2021. He is looking forward to supporting advanced field application content development for Medical Gas and Leadership courses.

In his spare time, Vince is an avid dirt bike rider. He grew up skateboarding and skiing. He and his wife have been remodeling their first home. In essence, Vince pours himself into everything he does, and into the family and community of which he is part. His advice to a new apprentice is, "Soak up knowledge wherever you can, and never be afraid to admit you do not know how to do something. Asking for help and learning opens doors, and behind every door is an opportunity. Get out of your comfort zone and be willing to try new things."

HVAC/Refrigeration Technician David Snowden



David Snowden on Boiler Project

HVAC/Refrigeration Technician David Snowden had a substantial, 10-year career with Safeway, where he managed their meat markets after completing the Meat Cutter Apprenticeship. However, he felt like he had reached a plateau, and being a curious, customer-driven professional, he was drawn to HVAC. At Safeway, he met a UA Local 32 member from TrueTemp, and learned how to apply to the apprenticeship. Knowing he had related but not direct experience, he took Refrigeration and Electrical courses at night. He impressed the interview committee with his drive, and ranked number one on the HVAC/Refrigeration list. His first - and only - interview was with the Trane Corporation in 2014. He served as a Tradesman for a year before officially becoming an apprentice.

Dave has always been ready and willing to support training, applicants and the betterment of all our eapprenticeship programs. He served as a Class Representative in his 1st through 3rd years of apprenticeship. Mr. Snowden was instrumental in the inception of the SAPT Peer Review Board (PRB). Additionally, he served as an inaugural member of PRB from 2018 to 2019. He

volunteered at two mock interview dates, and five hands-on testing dates. As we launch our Block Training model, Dave will teach content on Pumps and 06A Electrical Exam prep.

Mr. Snowden loves the challenges of his job. Currently, he is one of two Trane Technicians who is certified to work on ammonia systems. He is especially proud of centrifugal teardown work performed at Swedish - First Hill, and maintaining Boeing's -10° freezer at their Auburn plant.

He is the proud father of 6 year-old Emma, and is excited to support his wife, Dulcinea, as she now pursues her a career as an Ultrasound Technician with a Sonography specialty. His family has been Seahawk season ticket holders since he was a child, and this is a family outing he continues to enjoy with his sisters. He enjoys snowboarding and watersports, but set aside hobbies to concentrate on his apprenticeship. In fact, his advice to a future apprentice would be, "be ready and willing to sacrifice. It is a lot if you have a family, but take the opportunities given to you. Volunteer for overtime; be on-call; and participate fully in the program. Put in the sweat equity, because it doesn't just happen by chance."

Jennifer Mercer, Residential Plumber



Jennifer Mercer at Women Build Nations General President McManus

Being a Health Care Coordinator at Seattle Children's Hospital, and a UW Neighborhood Clinic Health Navigator may sound like a leap from plumbing - but **Residential Plumber**

Continued on next page

Jennifer Mercer embodies the common thread between her former and current careers: a commitment to public health and well-being. Ms. Mercer studied Social Work at Allegheny Community College and the University of Pittsburgh. She decided to make the move because she was compelled to build things, rather than sit at a desk all day.

Jen enrolled in Apprenticeship & Non-Traditional Employment for Women (ANEW) in 2017 when she decided to switch careers. Ms. Mercer says she was certain would pursue a plumbing apprenticeship after touring the SAPT Training Center. Upon graduating from ANEW, she applied to the Residential Plumbing program, and worked three months as a helper with SJS before starting her apprenticeship.

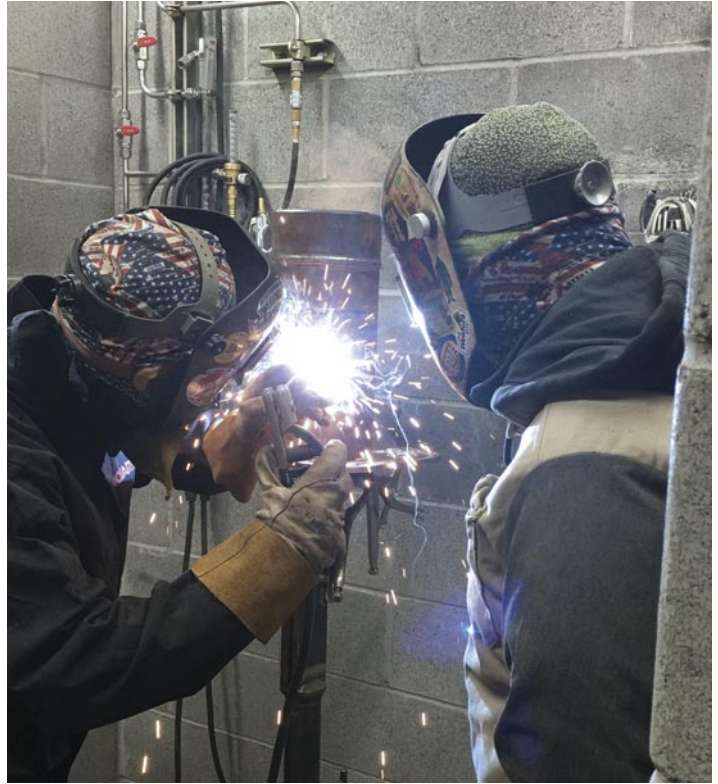
Ms. Mercer has been with SJS for the duration of her apprenticeship. She enjoys running gas pipe, threading and cutting - but even more than challenging tasks, she appreciates how much she has learned on the job about mechanical systems. She is proud of what she installs, and the industry for which she works.

Ms. Mercer has been extremely involved with SAPT volunteer activities. She is an active member of the Women in the Pipe Trades committee, and has attended the national Women Build Nations conferences in Seattle and Minneapolis. She was selected as a delegate to the Washington State Association annual conference in 2018. She has presented and supported every SAPT Mock Interview event, and the annual Washington Women In Trades career fair at Fisher Pavilion.

Outside of work, Jen spends a great deal of time hiking with her dog, Yuji, and loves to cook for her friends and family. But... she would tell any prospective apprentice there really isn't any off time, advising, "Learn everything you can. There is so much information to gain, and apprenticeship moves fast. Stay focused at work, at home, and at school, and keep what you learn fresh in your mind."

Steamfitter – Jared Kraft

Already a Field Foreman at MacDonald Miller, **Steamfitter Jared Kraft** is a dedicated leader among his peers. It's no surprise he holds this responsibility on the job; Jared is a kind and even-keeled professional who understands how to organize and manage work AND people. In fact, Mr. Kraft has been a part-time Welding Instructor for SAPT since his 4th year of apprenticeship. It is rare to ask an apprentice to join the instruction team, but Jared has earned numerous credentials,



Jared Kraft teaching

including the WABO Wire and Stick certifications, and the UA 21, 22, 41, 45 and 60. His talent and approachable, reliable style make him a great fit for teaching. In addition to part-time instruction, Jared has supported hands-on testing events and tours of students. He also competed in the Washington State Competition his 4th year as the SAPT Welding contestant.

Jared began a career with the Ironworkers in Eastern Washington, but quickly topped out as a foreman in this field - without the wages and benefits to make it sustainable. He wanted the greater opportunities to learn more complex systems in the mechanical trades - and he really wanted to weld! Initially, he thought he would follow his uncle's footsteps, and become a pipeline welder. However, he credits his uncle for encouraging him to pursue a steamfitter apprenticeship. Jared served as a helper for a mere three weeks (!) before being accepted into the Steamfitter program.

Prior to working for MacDonald Miller, Mr. Kraft also worked at PSF and University Mechanical. He has enjoyed every facet of the work experiences he gained through these contractors. When asked what advice he'd offer a new apprentice, he says, "Take this seriously. It is a huge opportunity, with so much to offer, as long as you don't waste it."

Jared jokes, "What hobbies? We just had a son!" when asked about outside interests. Jared and his wife Ashley welcomed Bentley to their family on March 10, 2020 - just two days before the first COVID-19 shutdowns occurred. In fact, they were at the hospital where unfortunately the first death occurred - and Jared had pneumonia. It was an eye-opening time, and for Jared, it crystallized all that is important to him: his family, and his union.

It was extremely difficult for the recognition committee to select the Apprentice of the Year Award from these four

achievement recipients. They are all fine examples of the dedicated leaders we want to see in our union, for many years to come. However, the 2020 Apprentice of the Year Award goes to David Snowden! Our thanks to these four individuals for their commitment to their craft and their apprenticeship.

In Solidarity,

PJ Moss, Training Coordinator

Heather Winfrey, Assistant Training Coordinator

2020 LOCAL 32 GAS DISTRIBUTION TRAINING SUMMARY

In the past year, our Local Union and its members have been presented with many challenges both as individual members and as a collective unit. Local 32 Gas Distribution Training has been no exception to these challenges. Even with the uncertainty and restrictions that the COVID-19 virus added to our daily lives, Gas Distribution Training has had a busy year. In 2020, 378 members have come in for either Operator Qualification (OQ) classes or Group/Individual training for a total of 1,895 training hours. The OQ classes that were conducted by Gas Distribution Training this year include New Gas Helper, Outside Gas Leakage Investigation, PE Fusion, Setting Regulator Delivery Pressure, and Journey Level Fitter classes.

Annual OQ classes play a major role in the yearly Gas Distribution Training plan. In 2020, due to COVID-19 restrictions, our Annual OQ classes were mainly held in the Local 32 Union Hall with a maximum of 10 attendees per scheduled class. Gas Distribution members must attend OQ classes annually to keep their Classification Qualifications current. Their Annual Qualifications expire yearly on October 28th. To keep that time commitment in 2020, we offered classes on Tuesdays, Thursdays and conducted classes on 10 different Saturdays. With all the extra stipulations and restrictions this year, I am extremely proud to announce that all our Gas Distribution members were able to re-qualify their Annual OQ Tasks by the October 28th deadline. Also, we were able to complete this task without any reported COVID-19 exposures relevant to our OQ classes. This is a testament to the Gas Distribution members and their loved ones for taking care of themselves and their community.

Gas Distribution Training classes that were not OQ related in 2020 included: Beginning and Advanced PE Pipe Fusion, Steel and

PE Hot Tapping, Gas Meter Set Assembly Installation and Piping, Checking and Setting Regulator Delivery Pressure, and Oxy-Acetylene (BOA) Welding. These classes can be held in either a group setting with multiple Instructors or can be requested by a Gas Distribution member who wants to come in to Gas Distribution Training to improve their knowledge, skills, and ability in one or more Gas Fitter task(s). Listed below is a breakdown of the Local 32 Gas Distribution Training year:

Operator Qualification

Members Attending 293.0

Total Training Hours 1504.5

Training

Members Attending 85.0

Total Training Hours 390.5

Gas Distribution Training has faced and overcome many challenges in 2020, and we are looking forward to improving all aspects of Gas Distribution Training offered in 2021. As most of the members are aware, we are looking forward to developing a Training Facility at the Local 32 property in Pacific in the not-too-distant future and are committed to leading the way when it comes to training and developing Gas Distribution Journeymen in 2021 and beyond.

Fraternally,

Dan Fink

Gas Distribution Training Specialist

Local 32

PLEASE JOIN US AS WE CONGRATULATE OUR 2020 APPRENTICE GRADUATES

STEAMFITTERS:

Nicholas Alishio
Justus Anderson
Hayden Bodine
Chase Clark
Kody Gurnett
Kyle Humble
Michael Kindell
Jared Kraft
Emiliano Leguizamon
Kevin Lominick
Daniel Martinez
Robert Rivera
Carson Row
Larry Schoenbachler
Brian Shaw
Steven Simmons
Josh Smith

REFRIGERATION HVAC/R:

Branden Anthony
Matthew Anthony
Jason D. Anderson
Roger Badillo
Isaac Bryan
Artur Chernyak
Brian Gamotis
Randy Hentges
Nicholas Horner
Dayton Huizinga
Matthew Johns
Dmitriy Karnafel
Michael Macinnes
Micah Meyerdirk
Dain Peez
Garrett Pullin
Erick Ricardo
Brandon Rolan
Taylor Sanders
Titus Shaw
Cody Smedley
David Snowden
Anthony Stogin
Brian Thorson
Sean Towe
Jon Wallace
Aaron Ward
Luke Wedlund

PLUMBERS:

Michael Albert
Jonathan Anderson
Casey Banasky
Osvaldo Blanco
Garner Brooks II
Jonathan Carnes
Jeremy Chandler
Cameron Durbin
Damien Ebsen
Curtis Fant Jr.
Chris Hansen
Vince Hanson
George Johnson
Craig Katzer
Dennis Kirchan
Matthew Kreitlow
Blake Owen
Jordan Owen
Randal Rodriguez
Logan Shefelbine
Breann Simmons
Alexander Smith
Gage Webster
Mark Westbrook
Ryan Wolfer

RESIDENTIAL PLUMBERS:

Brady Bond
Jacob Eaton-Kriewald
Ryan Forsythe
Mark Guilliot
Joshua Heath
Zachariah Hehu
Bradley Kirks
Kyle London
Dominique Mamea
Jennifer Mercer
Kyle Meusburger
Sean Nikoncyk
Victor Rubio
Alex Rudisky
Donald Schwab
Matthew Tangen

ORGANIZING REPORT

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

The year 2020 will go down in history as one of the most difficult in human history. We have managed to not only survive, but flourish through some of the darkest moment's mankind has ever faced.

We have continued to maintain the health, safety, food supply and the communities' essential infrastructures through the pandemic. We also continue to create new housing for the ever growing and aging population. If it was not clear before this pandemic, it should be now. We, the Plumbers, Pipefitters and HVAC/R Service Technicians of UA Local 32 are an essential part of this community, and we take great pride in the fact that when our community needed us most, we answered the call without fail.



As an Organizing Department it has been priority number one to ensure the safety of all workers. Whenever possible we have educated open shop employees on their rights as workers and the strength in collective bargaining. At one point this past summer, the Service Technicians at MCS Mechanical had reached a point where they felt as though they deserved a Collective Bargaining Agreement. We assisted them with an election campaign. The campaign went on for months before it was ultimately declined by the National Labor and Relations Board. Due to the findings of the Board, the employees were never allowed to run an election and the shop remains open. However, we have managed to organize most of the campaign participants to other shops and we continue to work with the remaining technicians.

In addition to working with the established workforce, we constantly try to reach out to the next generation of future Plumbers, Fitters, and Service Techs. As you can imagine with COVID-19 protocols in place, this has become challenging to say the least. We have attended countless Zoom and Microsoft Teams meetings with various technical and community colleges and we also use the Zoom and Teams platforms as a method to speak



with new candidates. Most recently, prior to the new lock down rules, we had begun resuming in person visits to the classrooms. Howard, Chris, and Zac went to Perry Technical College earlier in the fall and hosted two separate UA presentations. The new format is a combination of in person and teams meeting simultaneously. This maximizes the number of students we can reach at the same time. We repeated the same style of presentation at Clover Park and Bates Technical Colleges a few weeks later.

As we begin 2021, we are seeing signs of brighter days, the vaccine is here, stimulus should be approved any day. They say that "the night is darkest before the dawn" let us hope that we have seen the darkest of nights".

From our families to yours - we hope you had a happy, safe, healthy holiday and may the New Year only bring you great things!

Faternally,

Organizing Department UA Local 32

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



PSE AND MUNICIPALITIES REPORT

By Kurt Swanson

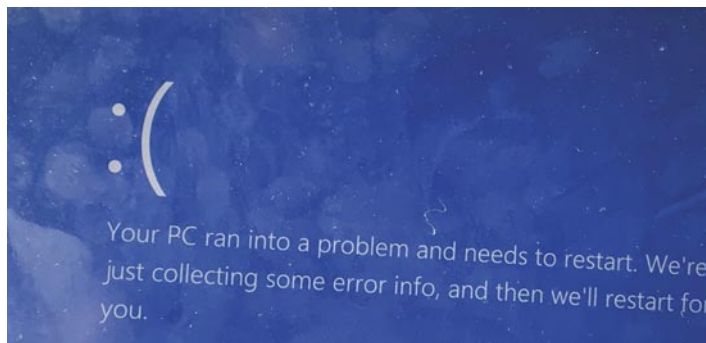
Hello Local 32 Members,

I hope all of you had a great holiday season! The last several months have been a very challenging time for all of us, yet Local 32 members continue to get the job done! Our members are performing inspections, dispatching, installing piping, responding to emergencies, and running critical utilities and infrastructure throughout King County.

The City of Seattle has managed COVID as best they can. Working conditions keep getting adjusted to meet the current COVID protocol that has been mandated by the state. Many of our members (over 30) were out of the workplace due to their high risk status for a few months. Most of them have returned to work as the City had to end the high risk pay code. Numerous COVID related safety concerns have been addressed and the union meets with each department regularly to review any changes and address any safety concerns. We will continue to engage management on a weekly basis to ensure communication channels are open. At the December 2nd meeting with the Coalition and Seattle Department of Human Resources (SDHR), the parties confirmed that the cost of living adjustment (COLA), effective January 6th, 2021, for all (Coalition) Local 32 City of Seattle employees will be 2.9%. Per the agreement, this adjustment is the combination of the June 2019-June 2020 Seattle area CPI, plus 1%. A new wage table will be provided by the City early in 2021.

Seattle Public Utilities (SPU) has managed to complete the hiring process for a new round of 16 apprentices. They were all hired on October 26th, 2020 and have been training at the Joint Training Facility. Congratulations to all 16 new apprentices at SPU, and thank you to our Local 32 members that are training them!

Thank You! Our members working in water distribution have been banging out the new taps. Back in May SPU was very concerned that the back log of new taps was going to be a problem and they were considering contracting out some of the work. The union asked SPU to give the crews some time and the latitude to see if they could knock the work down. As usual, the crews have done an excellent job and the tap back log and lead times are under control. Well done Local 32 members! Unfortunately, we had a COVID exposure in SPU and 16 of our Local 32 members were sent home to quarantine. The union is currently monitoring this situation very closely to be able to represent any issues or concerns from members due to the quarantine.



The PSE members often share this icon's sentiment towards the computer technology.

PSE continues to implement new technologies. Integrated Work Management (IWM) is not working as well as originally planned (big surprise). The system is filled with bugs, the count of which seems to be understated on a recurring basis. Work distribution is often delayed and hours can be spent while "syncing" the system. Some supervisors have used the new system to further micro-manage their crews, and time recording is done differently than in the past. Members have to now adjust



A nice looking vault installation.

their time sheets in order to be paid properly due to the “rounding” to the second that is done by the new software. In November 124 members were impacted by a payroll error due to an IWM hiccup. The IWM system mysteriously deducted earnings for a number of previously worked hours by the member (back in June, or July). U.A. Local 32 filed a three part grievance related to this glitch. Brothers and Sisters, I cannot stress this enough, check your money on a regular basis. Do not blindly trust a payroll statement. Pull out your calculator and double check it. If you think you have been shorted pay contact payroll, and then contact the union. If it happened to you, it could have happened to many others that don’t know it yet.

Our PSE members are also learning how to cope with newly installed telematics technology in their vehicles. Now members get to listen to an annoying female robotic voice constantly giving you verbal warnings all day as you try and do your job. The intent is to reduce accidents and improve driving behaviors. This technology has been around a long time, and is used by other utilities all over the country, however none of that makes it any easier to swallow when it shows up in your rig. Local 32,

and the IBEW conducted impact bargaining with PSE to get an agreement that protects the members from being disciplined for the data derived from the new technology. This mirrors our GPS language we already have in our agreement.

The Customer Field Service technicians (CFS) have resumed taking repairs and service work inside of homes and businesses. This action has triggered a wave of safety concerns amongst the CFS ranks. PSE has assured the members that they can use their own best judgement in the field, and they will have member’s backs. PSE has provided all the required PPE and members can decline to go inside a home or business if the conditions are not safe. The CFS technicians have the full support of Local 32. If you are bullied or “coached” by the boss for not entering a home or business that you did not think was safe, please contact the union immediately. No member should feel like they have to put their



SPU Apprentices hands on training.

personal health at risk to perform their job. On a positive note, I would like to report that we have two new Local 32 Stewards at PSE, Nick Barrett at South King, and Jason Rice at Factoria. Thank you both for stepping up for your fellow workers!

Seattle University (SU) had to stop retirement contributions for all of the SU employees on campus. Local 32 and other unions requested to bargain the impacts of the decision. The unions were able to negotiate to mitigate some of the negative impact for the remainder of 2020, however the contributions for the first

Continued on next page

six months of 2021 have been discontinued. All parties are hopeful that contributions can resume mid-2021. A bummer for sure, and also an indicator of the challenges facing area employers. COVID has meant a greatly reduced enrollment for SU and a lower budget forecast.

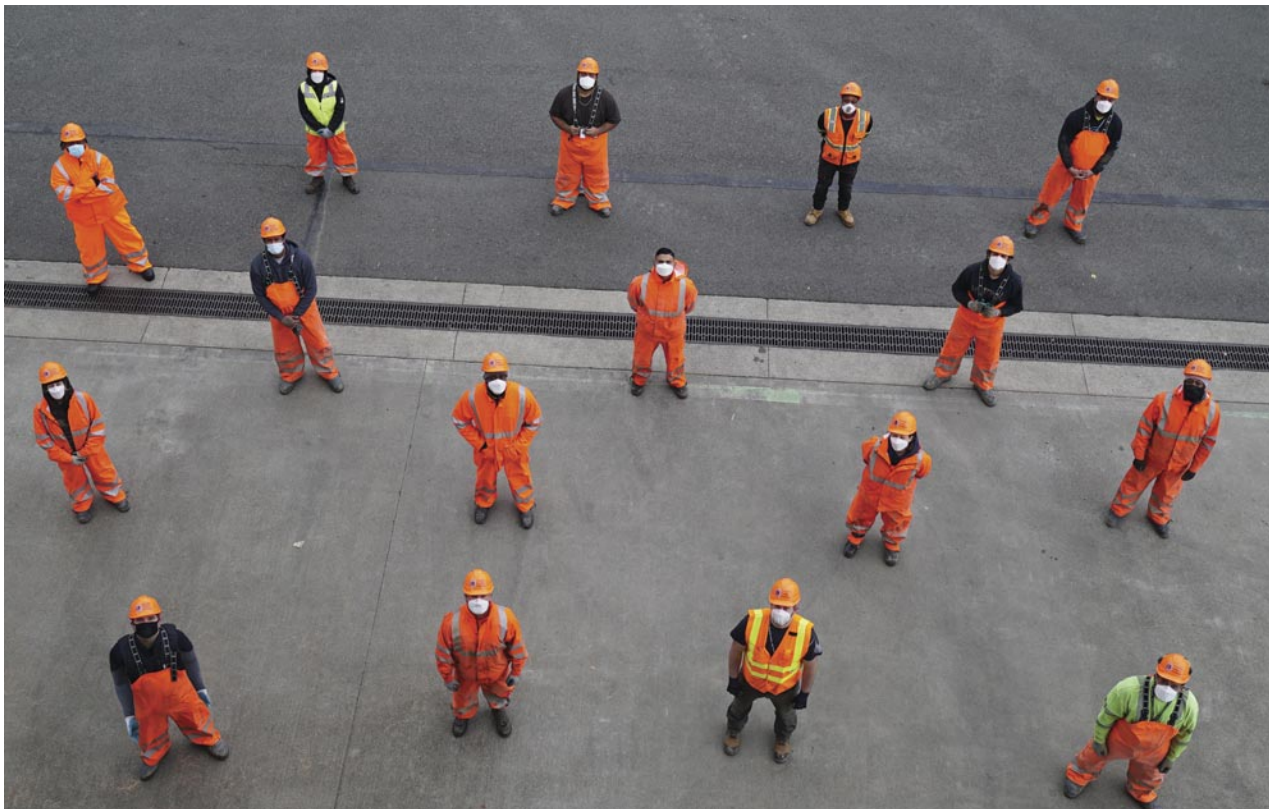
On September 28th, 2020, 60% of the Local 32 members working at the state (LNI) voted to reject (no) the tentatively agreed (TA) to proposal from the state to the Coalition of Unions. However, the majority of the unions represented at the Coalition voted to accept the TA from the state. This concludes the negotiation for the July 2021 - June 2023 contract. The agreement calls for zero wage increases, and the potential of 24 furlough days over the two years of the agreement. We have since engaged in labor management meetings with the state and will continue to work through issues on behalf of our members. I want to thank all the state shop stewards for their efforts on behalf of their peers: Erick Sackstein, Allen Johnson, Jason Summers, Joe Sumrall, Mike Thrans, and newly (re)appointed steward Tim Cleary. Thank You for your service!

We recently received (finally!) and distributed the executed

Lake Washington School District (LWSD) contracts. This took a while, but I think the agreement was well worth the wait. The contract called for a healthy, long overdue, first year bump (deservedly so). Our members working at Water District 49, and Highline Water District are doing well. Stewards Brian Gilmore, Eric Widener, and Jeff Laizure are contacting the hall as issues come up. Shoreline School District (SSD) has hired new Plumber, brother Nathan Jugas. Nathan was working at the City of Seattle Parks department before moving to SSD. Congratulations on the new gig Nathan!

The City of Seattle Mayor, and Council, is back on the ban natural gas train. I understand that not all of our members agree with me (a natural gas dude). But please, if you agree that natural gas is a clean burning, economical, (primarily) domestically produced, low cost, energy source that all citizens should have a free choice to utilize if they so choose, then tell the Seattle City Council to pound sand! Smoke your own pipe and leave our pipe alone! Don't mess with our money!

Fraternally,
Kurt Swanson



The sweet 16 SPU Apprentices hired in 2020.



PAC REPORT

By Leanne Guier

Happy New Year Brothers and Sisters!

2020 was quite the year! I am very grateful to have it in the rearview mirror. Here are a few things that I am currently working on as your Chair of the Political Action Committee.

Your Political Action Committee did a great job in pivoting on how we normally conduct our business. We began holding our meetings via Zoom in June. We teamed up with Sprinklerfitters 699 for most of the election cycle. We conducted interviews of candidates as a team addressing issues important to the UA. The primary issue we addressed with candidates is how natural gas is a necessary part of a balanced approach to a clean energy future. Education is the key component to our endorsement process. Your PAC also participated in a "text bank" for the King County Harborview Bond measure on the November ballot. This is a \$1.74 Billion project that needed 60% approval from King County voters to pass. This measure would cost an average \$75 a year on a \$600,000 home. Of course, we supported this measure due to all the jobs it would bring, but also the dire need for expansion. The Bond passed with 76% approval from King County voters. Your PAC sent over 12,000 texts prior to the general election to voters in just a couple hours.

Thank you to the following Brothers and Sisters who participated in this year's candidate interviews; Carl Lewis, Dennis Martinez, Eric Gilbreath, Eric Hladilek, Gary Gregory, Gordon Baxter, Jeremy Sandor, Jo Soderlund, John Komorowski, Kurt Swanson, Sara Rowan, and TJ Riordan

Partnership for Energy Progress (PEP) is going strong and I continue to serve as the President of the coalition. You may have seen the ads on cable TV, various print, and Metro bus banners. I hope you have visited Local 32's Facebook page and watched the YouTube videos posted. The coalition is made up of over 50 organizations including, labor, business, utilities, and farmers. The message that has been transmitted since May of 2020 is

Natural Gas is Affordable, Reliable, and Here For You. This was the message the designated with consumers during COVID, based on polling results. Beginning 2021, the message will be slightly adjusted to address current polling data. That exact message is currently being worked out and will be introduced in early January. Polling does still indicate that 70% of consumers enjoy having natural gas as an energy source for heating and cooking. You can follow all of the activity by liking PEP's Facebook page and subscribe to the YouTube videos. You can also visit the website at www.pepnw.org.



You may have seen Mayor Jenny Durkan's announcement to eliminate natural gas hook up for space heating in new commercial buildings and gas water heating in multifamily dwellings, and major renovations to existing buildings. Currently, we are working on proposals to slow down this legislation that exceeds the minimum performance standards in the Washington State Energy Code. The impact on consumers and our members would be very costly. We will be announcing plans moving forward in early January. Please stay tuned and ready to respond to the Seattle City Council's proposed legislation. This is the beginning of eliminating natural gas as a heating and cooking source in residential buildings as well. It is a part of the design illustrated in the Green New Deal Seattle has adopted a few years ago. The terminology has turned from a ban on natural gas to electrification. Electrification seems more palatable to consumers, not realizing it will take away their choice of energy source for heating and cooking. We believe consumers need to be educated of the direction Seattle City Council is heading. Natural gas needs to be a part of clean, balanced energy future.

Mid December, Governor Inslee announced his Climate Strategy Plan. This plan also addresses eliminating all fossil fuels (natural gas) in the future. There are many bills being prepared for proposal in the 2021 Legislative Session. This upcoming session will be very different with committee meetings and hearings being held virtually. With the addition of Neil Hartman at the WSA, we have been meeting with legislators on a regular

Continued on next page

basis learning their priorities and educating them on UA issues with various bill proposals. The Climate Strategy Plan for 2021 has many components requiring various funding mechanisms. One of those mechanisms is Low Carbon Fuel Standards proposal. It appears it may become a part of a Transportation Package, which really won't address transportation infrastructure at all.

Amid one of the greatest economic challenges of our time, lawmakers are again pursuing proposals that could greatly increase fuel costs for Washington working families. Legislators are again considering adopting a low carbon fuel mandate that would send hundreds of millions of dollars per year out of state - while providing no meaningful impact on climate change.

It is imperative that our members understand the staggering costs involved with a low carbon fuel mandate, and how little is offered in return - for workers, for families, for our crumbling transportation infrastructure or for the environment.

As you may know, a low carbon fuel standard or "LCFS" effectively taxes higher carbon fuels and subsidizes lower carbon fuels. Gov. Inslee and other legislators point to the LCFS in other West Coast states as examples of how this mandate is working, but their claims are simply not supported by the data.

Currently, the LCFS is adding 19 cents per gallon to the cost of gasoline in California. And, their LCFS is 10 times more costly than alternative carbon reduction policies. That's according to the state's own Legislative Analyst's Office.

In Washington state, research suggests those added fuel costs could be much, much higher. Even the proponents' own study indicates that an LCFS could add up to 57 cents per gallon to the cost of gasoline and 63 cents per gallon to the cost of diesel by 2030. Analysis also indicates that it would require \$1 billion - \$2 billion in investments for new vehicles and new fuel tanks, charging stations and facilities. Estimates show that added fuel costs alone could total approximately \$900 per household per year. For working families and wage earners who have to drive long distances for work, those costs could be even higher.

Even more concerning: Analysis shows that more than 70% of the financial value from LCFS costs could leave Washington state in the form of compliance credits purchased from out-of-state fuel producers - thereby sending Washington dollars from an LCFS to other states or countries. Last year in California and Oregon, analysis showed that approximately 75 percent of LCFS compliance costs were paid to out of state fuel producers - totaling about \$2.2 billion in California and about \$140 million in

Oregon. If this costly policy were adopted here in Washington, it is estimated that most of the financial benefit would leave our state as well.

Perhaps the worst problem with an LCFS is that despite tremendously increasing our fuel costs - not one penny would go to improving our transportation infrastructure or providing money for the state's budget deficit.

Despite dramatically adding to the cost of a gallon of gas, there would be NOTHING for roads, bridges, culverts or stormwater cleanup, which directly impacts our jobs. This is particularly troubling, given that Washington voters have consistently re-affirmed that higher gasoline costs should be directly tied to transportation infrastructure improvements, not mandates with potentially damaging economic consequences.

As for the environment? The data does not support proponents' claims that an LCFS would improve air quality or significantly address climate change.

In fact, a study commissioned by Washington LCFS proponents failed to calculate greenhouse gas reductions at all. Again, looking to California, where the mandate is already in place, research shows the LCFS has only reduced state greenhouse gas emissions by less than 1 percent annually.

That's a lot of increased costs for no meaningful impact on climate change.

Given the state's budget crisis, Washington consumers cannot afford to implement a significant increase in fuel costs with no value offered in return.

COVID-19 has ravaged our state and local economies. We simply cannot afford a mandate like the LCFS - it is tremendously costly, offers no meaningful environmental benefits and sends hundreds of millions of our dollars out of state.

This is not a good time to be frivolous with money, especially when there is no return on investment.

It is going to be a very busy session. Stay tuned.

Stay Healthy, Stay Safe.

Sister Leanne Guier

Low Carbon Fuel Standard: A Costly, Regressive and Ineffective Fuel Policy for Washington

This ineffective and costly proposal would increase fuel costs¹ without providing transportation infrastructure improvements or significant emissions reductions.

What is an LCFS?

An LCFS requires a reduction in the carbon content of gasoline and diesel fuels, which is achieved by blending them with increasing amounts of biofuels. The LCFS “effectively taxes high carbon fuels and subsidizes lower carbon fuels” through a system of tradeable credits.² Fuel suppliers who do not meet the mandate must purchase compliance “credits” from suppliers of lower carbon transportation fuels. Only two states have this fuel policy – California and more recently Oregon. In each of the last few years, the Washington State Legislature has debated but has not passed LCFS legislation. It has also been proposed for implementation on a regional basis in a four-county jurisdiction by the Puget Sound Clean Air Agency (PSCAA).

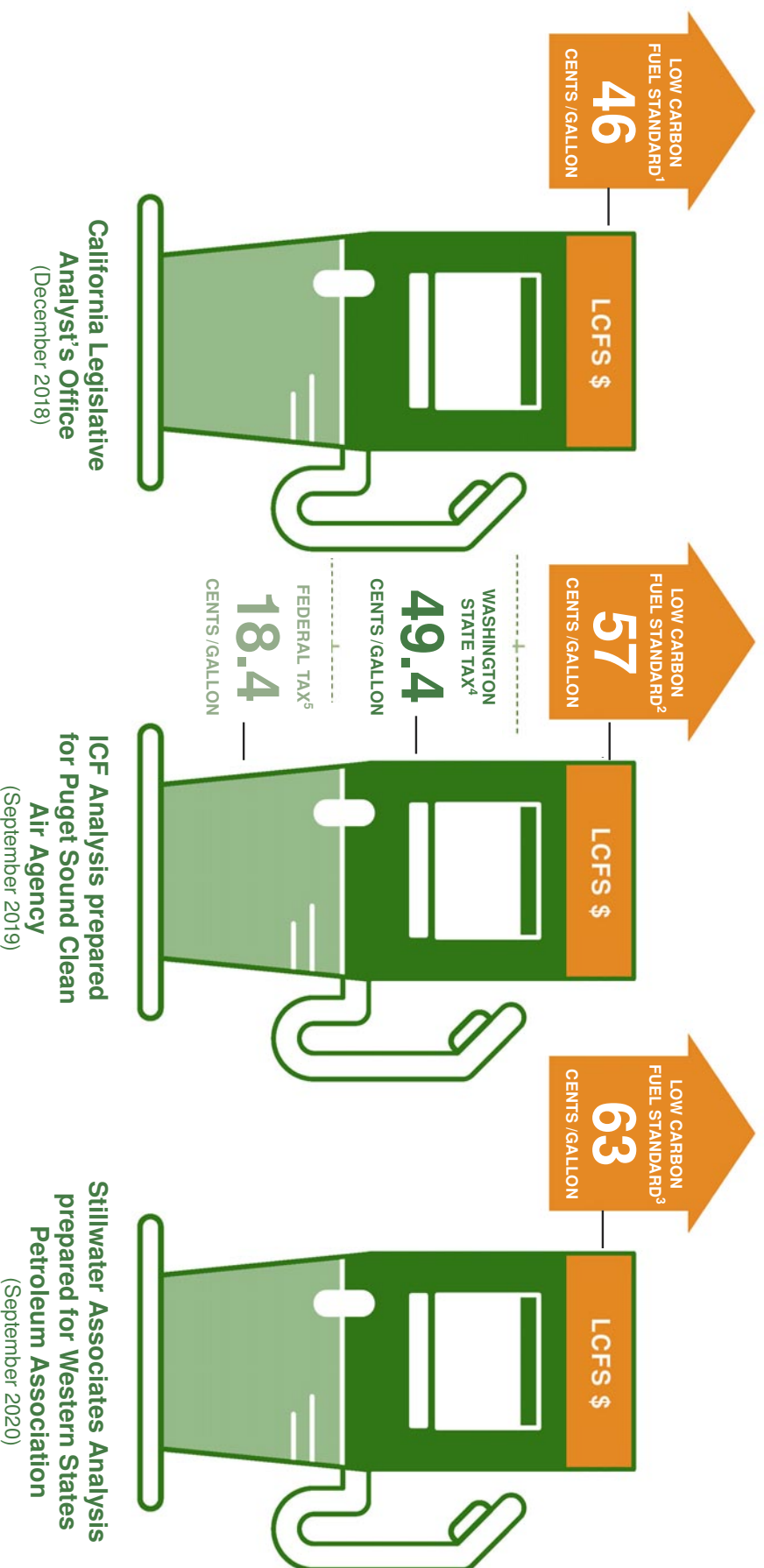
The California LCFS: Costly and Ineffective

- As of September 2020, the LCFS is adding about 19 cents per gallon to the cost of gasoline in California.³ To date, the California LCFS is only partially implemented.⁴
- Projections by the California Legislative Analyst’s Office¹ and transportation fuel experts from Stillwater Associates⁵ estimate the LCFS could add 46 to 63 cents per gallon to the cost of gasoline in California by 2030.
- The California Legislative Analyst’s Office also found California LCFS “costs are more than 10 times higher than the state’s cap-and-trade program” – and that the “higher costs have real adverse effects on households.”¹
- Annual greenhouse gas emission reductions in California from the LCFS have been minimal. Data for 2016 shows reductions of less than 1% of total state emissions.² Reductions in pollutants that impact air quality have also been minimal.¹

LCFS is the wrong policy for Washington

- A study conducted for the Puget Sound Clean Air Agency found that an LCFS under various scenarios could be costly to consumers, businesses, families and the economy.⁶ While limited to the Puget Sound region, the results provide an indication of potential negative impacts if implemented on a state-wide basis. The study found a regional LCFS could:
 - Cost consumers, business and industry \$1-2 Billion for new vehicles, fuel supplies and infrastructure.⁶
 - Add up to 57 cents/gallon to the cost of gasoline and 63 cents/gallon to diesel by 2030 (under worst case).⁶
 - Negatively impact GRP and job growth due to assumed pass-through of compliance costs to consumers and businesses and the higher cost of electric and alternative-fueled vehicles.⁶
- The devastating economic impacts of Covid-19 have placed even more Washington families at economic risk. Studies have shown that an LCFS could increase household fuel costs by \$900 per year⁷. This is the worst possible time to place additional cost burdens on Washington families.
- Washington voters have consistently re-affirmed that increased gasoline prices should be tied to transportation infrastructure improvements, not flawed policies with damaging economic and uncertain environmental impacts.
- Higher fuel costs mean increased costs to the region’s businesses that manufacture and transport consumer products, which could be passed on to consumers in the form of higher prices and could be especially harmful during these tough economic times. The consumers who ultimately get hurt the most are those that can least afford to pay more. The LCFS is a harmful, costly and regressive approach to carbon reduction policy.

Multiple Independent Research Sources Show Significant Estimated Cost Impacts From Proposed LCFS



Sources:

- 1 California Legislative Analyst's Office, "Assessing California's Climate Policies – Transportation," December 2018.
- 2 ICF, "Puget Sound Regional Transportation Fuels Analysis," Final Report, September 2019 (prepared for the Puget Sound Clean Air Agency)
- 3 Stillwater Associates, "Potential Cost of LCFS in Consumer Gasoline", September 2020 (prepared for Western States Petroleum Association)
- 4 Washington State Department of Revenue: <https://dor.wa.gov/motor-vehicle-fuel-tax-rates>
- 5 U.S. Energy Information Administration: eia.gov/coal/faq/faq.php?id=10&i=10

Illustrations show estimated added costs of LCFS by 2030. State and federal taxes reflect 2019 tax rates. This infographic shall not be construed as a forecast of fuel prices. The basic rules of supply and demand have a predictable impact on the price of gas. Additionally, inflation and taxes also account for the cost of gas to consumers.



In Memoriam

DATE	NAME	TRADE	YEARS
12-21-2020	Brother Michael Higgins	BT Journeyman Refrigeration	40
12-20-2020	Brother Sean Paul	DIV MES TECH	1
12-16-2020	Brother Jonathan Hetzel	MT Marine Pipefitter Journeyman	12
12-09-2020	Brother Marc Toledo	MT Gas Fitter	20
12-09-2020	Brother Ronald Woods	BT Journeyman Steamfitter	61
12-05-2020	Brother Sicino "John" Apigo, Jr	MT Marine Pipefitter Journeyman	45
11-29-2020	Brother Daniel Sawyer	BT Journeyman Plumber	64
11-25-2020	Brother Ronald Draney, SR	BT Journeyman Plumber	60
11-17-2020	Brother James Rackley	MT Marine Pipefitter Journeyman	52
10-23-2020	Brother Anton Gustin	BT Journeyman Plumber	51
10-19-2020	Brother Paul Meredith	BT Journeyman Steamfitter	74
10-10-2020	Brother Roland Peterson	BT Journeyman Plumber	73
09-29-2020	Brother Ernst Bertschi	BT Journeyman Plumber	66
09-25-2020	Brother Fred Freund	BT Journeyman Steamfitter	63
09-25-2020	Brother Milton Tanggard	BT Journeyman Plumber	68
09-14-2020	Brother John Rambow	BT Journeyman Plumber	13
08-22-2020	Brother Michael Norman Jones	BT Journeyman Steamfitter	51
08-19-2020	Brother Fred Panteleeff	BT Journeyman Plumber	61
08-18-2020	Brother Kenneth Ray	BT Journeyman Plumber	52
08-15-2020	Brother Walter Peterson	BT Journeyman Plumber	74
08-06-2020	Brother Mathias (MJ) Courtney	BT Journeyman Gas Fitter	47
08-04-2020	Brother Warren Bean	BT Journeyman Plumber	56
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



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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.