



# 32 Connections

**UNITED ASSOCIATION LOCAL 32**

**PLUMBERS • PIPEFITTERS • METAL TRADES • REFRIGERATION • HVAC • PIPELINE • GAS DISTRIBUTION**



**2023 Toys for Tots Toy Drive**  
*Thank You for Your Generosity*



# 32 Connections

## UA Local 32

### Agents and Organizers

Business Manager / Financial Secretary  
Jeffery J. Owen

Dispatcher / Assistant Business Manager  
Ryan Miller

Plumber Agent  
Mike Kunkel

Plumber Agent  
Corey Wilker

Steamfitter / Welder / Shipyards Agent  
TJ Riordan

Refrigeration / HVAC Agent  
Joel Crabtree

PSE / Municipalities Agent  
Troy Shopin

Mainline / Gas Distribution Agent  
Michael Whaley

Organizer  
Brad Moore

Organizer  
Zachary T. Smith

Organizer  
Chris Hawes

Business Development Specialist  
Kurt Swanson

Office Manager  
Shannon Thomson



**Seattle Plumbers and Pipefitters  
United Association Local 32**  
597 Monster Road SW  
Renton, WA 98057  
[www.ualocal32.com](http://www.ualocal32.com)  
[www.facebook.com/local32](https://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 Julie Pock by  
email: [julie@ualocal32.com](mailto:julie@ualocal32.com) or call:  
425-277-6680.

follow us, we're social



instagram

@ua\_local\_32



facebook

[www.facebook.com/Local32](https://www.facebook.com/Local32)

# BUSINESS MANAGER'S REPORT

By Jeffery J. Owen



Brothers and Sisters:

I hope this newsletter finds you and your family well. We are well into the new year and most of us are still working, with a few exceptions. I would summarize 2023 as "successfully weird", but compared to previous years, work has slowed down so far in 2024. Completing the Building Trades Negotiations and HVAC/R negotiations in late September ended 18 months of planning and preparation. At the December 2023, Union Meeting printed copies of the finalized Labor Management Agreements were made available to the membership. There are a variety of tools and resources available at the Union Hall, and I encourage you to consider taking the financial planning class offered by the local union.

The Bylaws committee is working to update changes to our current by-laws. I encourage you to participate in that process by attending monthly Union meetings and staying up to date on the latest changes. Local 32's total membership remains steady at 4,063 members.

## WAGE ALLOCATIONS:

- Building Trades Plumbers and Steam Fitters: January 1st, 2024
  - \$2.50 (\$1.00 to the check, \$1.00 to State Pension, \$.50 to the supplemental.)
- Refrigeration Journeyman Wage Allocation:
  - \$2.38 to the check: October 1st, 2023
  - \$2.38 (\$1.50 to the supplemental and \$1.00 to the check): April 1st, 2024
- Gas Distribution: January 1st, 2024
  - \$4.20

## WASHINGTON STATE PENSION PLAN CHANGES

A defined benefit pension plan guarantees you retirement income for life. It is not a Ponzi scheme as some have suggested. Every dollar is accounted for and has a purpose for each participant. The changes made to the state pension plan over the last decade have been important for all of us to ensure we have a retirement income for life. Currently, there are over 3,800 retirees who rely on the State Pension Plan for income, with an additional 4,500 actives who will do so in the future. The average monthly retirement benefit in 2005 was \$767.00. Today it is \$1,159 and growing.

Since 2018 the trustees and plan consultants have worked hard, taking advantage of the growth in our investments, and making continued plan improvements. The biggest overall change has been our ability to purchase a dedicated bond portfolio, managed by the pension plan investment consultant. This bond portfolio has lowered our legacy liabilities and increased our funding status to approximately 125%.

In the past month retirees and active members were notified of a summary of updates and changes to the state pension plan, as well as notifications of a 13th check to retirees as referenced below.

### ***How were we able to do this?***

At the trust meetings on January 31st, 2023, November 2nd, 2023, and January 30th, 2024, the trustees approved the purchase of a dedicated bond portfolio, with a total investment of \$300 million. The purchase of these bonds, and strong investment returns, allowed the trustees to take advantage of the robust growth in our funding, and approve the distribution of a 13th check to current retirees. This is the first time in over 20 years we have been able to distribute a 13th check to our retirees. This check a one-time non-recurring benefit increase.

The three-legged stool is an old term for the trio of common sources of retirement income: Social Security, pensions, and personal savings. Our

members have a four-legged stool: the National Pension, State Pension, and Supplemental Pension/401k, with the additional leg being Social Security. All of these are important to ensure sufficient retirement income. Please take time to review the benefit articles in this newsletter so that you are knowledgeable and are making good decisions to secure your retirement income.

Finally, I want to thank all of you who give so much to this Local Union. You make Local 32 a shining example of what union membership can be.

Fraternally,



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

## BENEFIT PLANS

### Financial and Retirement Planning

In retirement it is estimated that you need 80-95% of your income to retire comfortably. Are you ready to make the decisions that will prepare you for retirement?

Take advantage of Local 32's Retirement and Financial Planning classes offered throughout the year. Knowing and understanding how your money can go further will assist you in managing your weekly and monthly budgets, as well as planning for a well-funded retirement.

These classes help prepare you for retirement and provide tools to assist you with savings, understanding how your State and other pension plans work, the value of investing in your supplemental pension, and an overall financial plan for you and your family. The classes are held in the evenings during the month, and you are encouraged to bring your spouse. Additionally, a professional financial advisor is present at every session.

Check our newsletters, email blasts, Local 32 social media pages, or contact the business office for more information.

### Retirement Planning

***If you are over 55 and planning to retire within the next 5 years, consider attending the next Retirement Planning Seminar scheduled for September 28th, 2024.***

***Call Julie Pock, the Local 32 Benefit Specialist to reserve a spot for you and your spouse.***

These seminars will provide information regarding:

- UA National Pension - All Locals in State
- Washington State Pension - All Locals in State
- 401k/Supplemental Pension - Milliman, Local 32, 26, 44
- Retiree Medical Plan
- Legacy and Estate Planning

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

## HEALTH PLAN REPORT

Due to the usage in the plan over the last few years, and the overall annual cost increases in the medical industry, the trustees are working with our plan consultants and providers to minimize an increase to the hourly contribution rate in 2025.

***One of the few things we can do as individuals and families is to take advantage of the Vera Whole Health clinics; usage of the clinic lowers the overall costs to our plan. For more information about Vera refer to pages 12 and 13.***

### HEALTH PLAN REVIEW

We held (4) Trustee meetings in 2023: March 2nd, June 21st, September 20th, and December 12th.

- Labor Trustees are Jeffery J. Owen (Chairman), Mike Kunkel, and Joel Crabtree.
- Management Trustees are Ed Kommers (Secretary), Pat Damitio, and Rory Olson

The total number of plan participants, which includes members, retirees, and all family members, were as follows: March - 8,532; June - 8,503; September - 8,638; and December - **8,735.**

As of September 2023, the Trust's unallocated assets totaled \$35.5 million (cost basis), which is approximately 6.8 months of projected expenses. On a market value basis, unallocated reserves totaled \$35.4 million, also approximately 6.8 months of projected expenses. The market value of assets as of September 30th, 2023 was \$ 170,000 less than the cost basis.

1. Active/self-pay eligibility increased 3.8% and retiree eligibility increased 2.2%, compared to the prior period.
2. 5.0 million hours were reported to the Trust for the 12-months ending October 2023 eligibility, a 7.0% increase from the prior period.
3. Excluding \$2.0 million in claims reimbursable to the Trust under the stop-loss contract, net self-funded paid claims totaled \$51.5 million, or 97.8% of the expected amount.

# HEALTH PLAN REPORT

4. After adjusting for changes in Trust liabilities and audit adjustments, the 12-month net loss to unallocated reserves totaled approximately \$1.1 million on an asset cost basis, or \$0.1 million on an asset market value basis.

## Eligibility

The number of active and self-pay members eligible each month is summarized below. During the last 12 months (November 2022 - October 2023):

- 2,824 active and self-pay members on average were eligible each month, an increase of 3.8% compared to the prior 12 months.
- An average of 1,676 spouses and 3,156 children were eligible for benefits each month.
- An average of 584 active members, or 20.7% of the active group, elected medical/Rx benefits through Kaiser.
- An average of 1,025 retired individuals (not including children) were eligible each month.

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

Retiree eligibility by Medicare status and marital status, is summarized below.

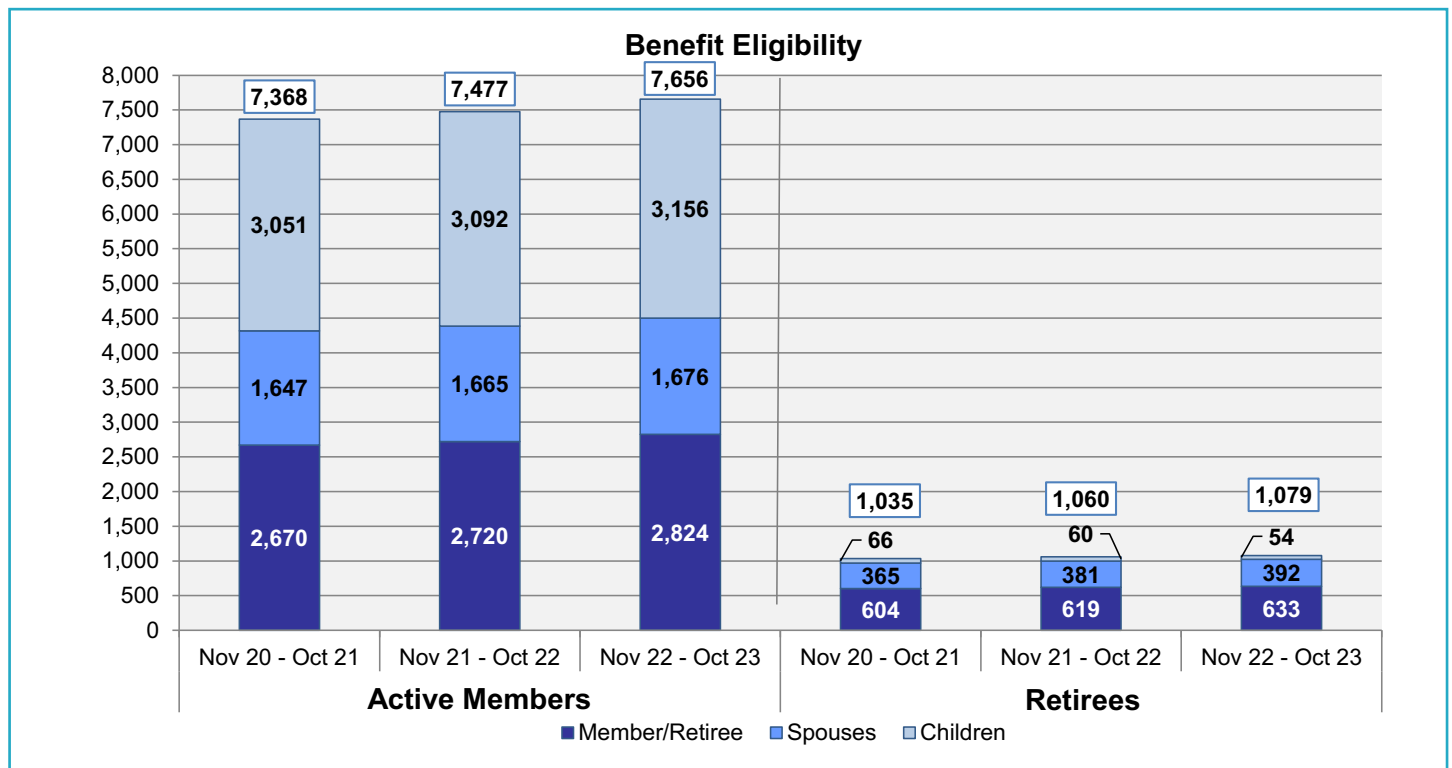
During the last 12 months (November 2022- October 2023):

- An average of 633 retirees/surviving spouses were eligible for benefits each month, an increase of 2.2% over the prior year.
- An average of 51 retirees/surviving spouses, 8.1% of the total, elected coverage through Kaiser.
- An average of 1,025 total retired individuals (retirees and spouses), were covered during the last 12 months. Of the total, 761 were eligible for Medicare and 264 were not Medicare eligible.
- There was an average of 54 children of retirees covered during the last 12 months.

## Trust Hours

During the most recent 12 months ending August 2023 hours worked (October 2023 eligibility) a total of 5,006,840 hours were reported to the Trust. This was a 7.0% increase over the

Continued on next page



# HEALTH PLAN AND SUPPLEMENTAL PLAN REPORTS

total hours reported in the prior 12 months. These hours generated an average of 2,740 hourly eligibles and an average of 36 months of coverage added to the dollar bank each month. Based on average net eligibility months of 2,776, the hours per net month of eligibility were 150.3, an increase of 0.6% from 149.4 in the prior 12 months.

## Assets, Liabilities, and Trust Reserves

The Trust's income, expenses, assets, and liabilities, as reported by the administrator, are as follows: As of September 30, 2023, the Trust had total assets of approximately \$60.2 million (unaudited cost basis). Subtracting liabilities of \$24.7 million leaves unallocated assets of \$35.5 million, or 6.8 months of projected expenses on a cost basis.

## STATE PENSION PLAN

The Trustees are pleased to announce a one-time benefit increase for 2024. The Plan's liabilities are currently well funded thanks to careful management and the support of the membership and retirees. The Trustees continue to closely monitor and manage the Plan to maintain and strengthen it for the future. Due to the current very healthy funded status of the Plan, the Trustees have taken action to issue a "13th Check" to Retirees and beneficiaries who were receiving monthly benefits in 2023.

Retirement benefits earned prior to January 1, 2018, are referred to as the "Legacy" benefits. The 13th Check will be issued based only on the Retiree's monthly Legacy benefit. As you know, the Trustees updated the Plan design in 2018 to a Sustainable Income Plan (SIP) to stabilize the Plan and provide some protection from fluctuating investment market performance. The SIP portion of retirement benefits will not be included in the 13th Check.

## 2023 Investment returns and hours (estimated)

- The Market value of assets at the end of the year: \$1.16 billion.
- Hours worked in the state estimated at 7.5 million.
- Estimated return on investments 11% and funded percentage at 125%

## WESTERN WASHINGTON SUPPLEMENTAL PENSION/401K

We held (4) Trustee meetings in 2023: March 7th, May 25th, August 9th, and November 16th.

- Labor Trustees are Jeffery J. Owen (Chairman), Ryan Miller, and Todd Taylor.
- Management Trustees are Jeff White (Secretary), Robin Cowper, and Stacy Johnson

The decision to contribute to your Supplemental plan is an important and necessary decision for you and your family to meet your retirement goals. Remember to invest for the long term and be disciplined in your approach. The investment options within your Milliman Supplemental Pension plan allow you to plan for the long term and retire when you decide to.

***It is a good idea to meet with a financial planner regardless of the stage in your career. By doing so you can set a retirement date and savings goals, then put a plan in place to get you there.***

## Contribution report from January 1st through December 31st 2023

Total Local 32 membership balance: \$ 458,540,712.00. Average individual balance \$ 122,504.00

- Employer contributions: \$25,646,011.00
- Local 32 Member contributions: \$ 8,572,783.00
- Other contributions: \$ 194,148.00
- Self-Contributions: Currently, **36.4% of Local 32 members are making self-contributions to the plan**, an all-time high in member self-contributions into the plan. (Nice work!)
- Beneficiaries: 20% of the members still do not have a Beneficiary on file, it's important that you list your beneficiaries,

The annual self-contribution to your Voluntary Account must not exceed the limits set each year by the I.R.S. In 2024 the contribution limit is \$23,000. For those over the age of 50, an additional \$7,500 "catch up" amount allows for a limit of \$30,500. If your self-contributions exceed the maximum allowed by law, any excess will be returned to you. You are responsible for keeping track of the ongoing total of your contributions to the Plan and whether your contributions are over the prescribed limits. A copy of the Voluntary Self-Contribution form can be found on page 16.

## WASHINGTON PAID FAMILY MEDICAL LEAVE

In 2019, Washington State adopted Paid Family Medical Leave (PFMLA). For employees covered by a collective bargaining agreement (CBA) in 2019, the law did not apply until the CBA expired and a new CBA was negotiated. On May 26, 2023, UA Local 32 concluded the negotiations of the CBA with the Mechanical Contractors Association of Western Washington.

***Now that we have a new CBA, you are eligible for Washington's PFMLA.***

### What does this mean for you?

This means that if you are eligible, as described below, you can now receive paid family medical leave from Washington State.

### Who is eligible?

Generally, you are eligible for paid family medical leave if you have worked a minimum of 820 hours in Washington State during the last 12 months and you have a qualifying event described below. If your employer has not yet submitted a report to Washington State with your hours, Washington's PFMLA department will contact your previous employer to request your hour and wage information.

### What qualifies as family medical leave?

You qualify for PFMLA if you cannot work because of your own medical condition (major surgery, pregnancy, chronic health condition or inpatient treatment for substance abuse or mental health), or if you have to take time off to care for a family member with a serious health condition, or if you're bonding with a new baby or child in your family.

### What are the PFMLA benefits?

You may take up to 12 weeks of medical leave, or family leave or up to 16 weeks of combined medical and family leave if you have more than one qualifying event in the same claim year. You may take up to 18 weeks of combined medical and family leave if you experience a condition in pregnancy that results in incapacity, like being put on bed rest or having a C-section.

When you take PFML, you can receive up to 90% of your weekly pay-up to a maximum of \$1,427 in 2023.

### How does this impact my weekly disability benefits under the Health Plan?

PFML does not impact your weekly disability benefits under the Health Plan. The Health Plan offers a weekly disability income benefit if you cannot work due to a non-occupational injury or illness of 70% of your employee's weekly earnings, up to a maximum of \$800, minus the any amount you receive from Federal Social Security Disability Benefits. The Health Plan's weekly disability benefits are paid for a maximum of 26 weeks for a continuous disability. See the Health Plan's Plan Document and Summary Plan Description for additional details regarding this benefit.

### Where can I get more information?

If you would like more information about PFMLA you may go to <https://paidleave.wa.gov> or call (833) 717-2273.

## MENTAL HEALTH

Are you aware that 1 in 4 or 5 adults are currently experiencing a mental health condition such as depression, anxiety, or even more severe bi-polar disorder?

In most cases and with proper treatment, these conditions can be managed and overcome, and folks can live full and productive lives.

However, if these conditions are ignored and not treated, as they are more than half the time, they can lead to people being distracted, less productive, and possibly unsafe and unable to perform their normal work. Because of this, mental health and suicide prevention need to be thought of as safety considerations.

On the jobsite a lot of effort is put into safety and safety training. Even so, approximately 1,000 construction workers die on jobsites each year. As shocking as that number is - there's one that's even more shocking. Over 5,000 people working in construction will die by suicide each year. It's disturbing that 5 times as many of our fellow construction workers will take their own lives as will be killed due to a jobsite accident. A large amount of time, money, and effort is spent on the physical safety of the workforce, but very little time and effort are spent on our mental and emotional safety on the jobsite.

Continued on next page

# MENTAL HEALTH

Each shift, on most construction sites, crews complete a Task or Job Hazard Analysis. You may have already done one today. Keeping your fellow crew members safe each shift takes a lot of effort. Would you consider putting that same effort into making sure they return to work tomorrow safe as well? With awareness we can all work to identify the warning signs that somebody may be at risk of suicide and take the steps to reduce that risk.

If someone on the jobsite seems to be under stress or upset, you might hear others say, or even say yourself, "suck it up", "it's not that bad", or "don't be a wimp". Instead of blowing it off when someone seems down or out of sorts, and rather than making fun of them about it - what if you took the time to talk to them about what is going on in their lives? Sometimes, just knowing that someone cares is enough to help. You don't have to be the one to solve their problems, but you can help them connect to care like the EAP, the Suicide Prevention Lifeline or Crisis Text Line, or [www.mantherapy.org](http://www.mantherapy.org).

On the right hand side of this page are some mental health support resources to keep in mind to use yourself, or if someone trusts you enough to indicate they may need help, where you can refer friends and coworkers.

We all have the responsibility to change the narrative on the jobsite and in the dry shacks. Show a little more restraint, make fewer harsh jokes, and practice what our UA Oath requires: "...cultivate for each and every member the warmest friendship...".

Let's look out for each other and take the time to ask someone how they're doing. It only takes a minute or two to check in!

Faternally,



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

## MENTAL HEALTH RESOURCES

If you or someone you know is struggling with mental or behavioral health issues, you are not alone. According to the National Alliance on Mental Illness more than 1 in 5 adults in the US live with a mental health condition. If you need support, please reach out for help.

- **Local 32 Employee Assistance Program (EAP)** - -800-777-4114 or [www.firstchoiceeap.com/](http://www.firstchoiceeap.com/)
- **ManTherapy.org:** <https://www.mantherapy.org/>
- **Construction Industry Alliance for Suicide Prevention:** [https://preventconstructionsuicide.com/Are\\_You\\_at\\_Risk](https://preventconstructionsuicide.com/Are_You_at_Risk)
- **National Alliance on Mental Illness:** <https://www.nami.org/NAMI/media/NAMI-Media/Infographics/NAMI-Warning-Signs-FINAL.pdf>
- **Substance Abuse and Mental Health Services Administration:** <https://www.samhsa.gov/find-help/national-helpline>
- **Melanin & Mental Health:** <https://www.melaninandmentalhealth.com/resources/>
- **Vera Whole Health Counselors and Support** - Counselors are available for confidential support at no cost in the Central Everett and Sand Point Care Centers. They can also meet with you virtually - whatever works best for you. To make an appointment, call (206) 337-6080.
- **Suicide Prevention Hotline** - If you or someone you know is in crisis or considering suicide, please call or text the 988 Suicide & Crisis Lifeline at any time to connect with a trained crisis counselor. Confidential support is available 24/7.
- **Call or text 988 or chat at <https://988lifeline.org/>.**



**SUICIDE PREVENTION**

CALL 988

PRESS 1 FOR HELP



Mechanical Contractors Association  
WESTERN WASHINGTON



# Welcome to your Employee Assistance Program (EAP)

**We're here to coach and guide you through the challenges  
in your life. Call your EAP—we can help!**

## OUR SERVICES INCLUDE SUPPORT FOR:

- Anxiety and Depression
- Couples/Relationship/  
Parenting
- Crisis Support
- Alcohol/Drug Problems
- Grief and Loss
- Work Conflict
- Compulsive Behaviors
- Domestic Violence
- Legal and Financial
- Childcare and Eldercare
- Home Ownership
- ID Theft
- Healthy Living Tips

## CONTACT US

*Your free and confidential EAP is  
always available to assist you!*

**(800) 777-4114**

**FirstChoiceEAP.com**

Your company's complimentary EAP program is available 24/7 and covers employees, spouses, domestic partners, and children up to age 26. The EAP is here to help when you're facing issues that interfere with your health, well-being, and productivity at home or at work.

The EAP offers up to **3 sessions face-to-face or telehealth** (no co-pay, deductible, or premium) with a qualified clinical expert who can assess your concerns and develop a plan of action. If you need a legal\* or financial consultation, or ID theft resolution, you can speak with an expert for up to 30 minutes at no charge. EAP consultants can also provide you with childcare and eldercare information and resources for anywhere in the country. Additionally, the Home Ownership program is a valuable tool to gain a competitive edge as a buyer, and can save you thousands when buying or selling a home.

Simply call us at (800) 777-4114 or visit our website to request an appointment.

**FREE / CONFIDENTIAL / AVAILABLE 24/7**

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## Online Tools & Resources

Login [www.FirstChoiceEAP.com](http://www.FirstChoiceEAP.com)

👍 Username: local32

*Mobile-friendly searchable database of resources, healthy  
tips and recipes, parenting advice, legal forms, and more.*

# A Look at Your VSP Vision Coverage

With VSP and Seattle Plumbers,  
your health comes first.



As a member, you'll get access to savings and personalized vision care from a VSP network doctor for you and your family.

## Value and savings you love.

Save on eyewear and eye care when you see a VSP network doctor. Plus, take advantage of Exclusive Member Extras which provide offers from VSP and leading industry brands totaling at over \$3,000 in savings.

## Provider choices you want.

With private practice doctors and Visionworks® retail locations to choose from nationwide, getting the most out of your benefits is easy at a VSP Premier Edge™ location.



## Quality vision care you need.

You'll get great care from a VSP network doctor, including a WellVision Exam®. An annual eye exam not only helps you see well, but helps a doctor detect signs of eye conditions and health conditions, like diabetes and high blood pressure.

## Using your benefit is easy!

Create an account on **vsp.com** to view your in-network coverage, find the VSP network doctor who's right for you, and discover savings with Exclusive Member Extras. At your appointment, just tell them you have VSP.



## More Ways to Save

An additional  
**\$50**  
to spend on  
**Featured Frame Brands†**

bebe Calvin Klein  
COLE HAAN DRAGON  
FLEXON LONGCHAMP  
and more

See all brands and offers  
at **vsp.com/offers**.

**+**  
Up to  
**40%**  
Savings on  
lens enhancements‡

Create an account today.  
Contact us: **800.877.7195** or **vsp.com**

†Only available to VSP members with applicable plan benefits. Frame brands and promotions are subject to change.

‡Savings based on doctor's retail price and vary by plan and purchase selection; average savings determined after benefits are applied. Ask your VSP network doctor for more details.

\*Coverage with a retail chain may be different or not apply. ProTec Safety Plan is only at Visionworks retail locations.

VSP guarantees member satisfaction from VSP providers only. Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc., is the legal name of the corporation through which VSP does business. TruHearing is not available directly from VSP in the states of California and Washington. Premier Edge is not available for some members in the state of Texas.

To learn about your privacy rights and how your protected health information may be used, see the VSP Notice of Privacy Practices on **vsp.com**.

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Classification: Restricted

## Your VSP Vision Benefits Summary

Seattle Plumbers and VSP provide you with an affordable vision plan.

### Provider Network:

VSP Choice

### Effective Date:

01/01/2024



BENEFIT	DESCRIPTION	COPAY	FREQUENCY
COVERAGE WITH A VSP PROVIDER			
WELLVISION EXAM	<ul style="list-style-type: none"><li>Focuses on your eyes and overall wellness</li></ul>	\$10	Every calendar year
ESSENTIAL MEDICAL EYE CARE	<ul style="list-style-type: none"><li>Additional exams and services beyond routine care to treat immediate issues from pink eye to sudden changes in vision or to monitor ongoing conditions such as dry eye, diabetic eye disease, glaucoma, and more.</li><li>Coordination with your medical coverage may apply. Ask your VSP network doctor for details.</li></ul>	\$20 per exam	Available as needed
PRESCRIPTION GLASSES		\$10	
FRAME <sup>+</sup>	<ul style="list-style-type: none"><li>\$200 Featured Frame Brands allowance</li><li>\$150 frame allowance (same allowance at Walmart/Sam's Club/Costco)</li><li>20% savings on the amount over your allowance</li></ul>	Included in Prescription Glasses	Every other calendar year
LENSES	<ul style="list-style-type: none"><li>Single vision, lined bifocal, and lined trifocal lenses</li></ul>	Included in Prescription Glasses	Every calendar year
LENS ENHANCEMENTS <sup>+</sup>	<ul style="list-style-type: none"><li>Standard progressive lenses</li><li>Impact-resistant lenses, Scratch-resistant coating, UV protection</li><li>Premium and Custom progressive lenses</li><li>Average savings of 30% on other lens enhancements</li></ul>	\$0 \$0 \$55	Every calendar year
CONTACTS (INSTEAD OF GLASSES)	<ul style="list-style-type: none"><li>\$205 allowance for contacts; copay does not apply</li><li>Contact lens exam (fitting and evaluation)</li></ul>	Up to \$60	Every calendar year
ADDITIONAL PAIR OF EYEWEAR			
FRAME <sup>+</sup>	<ul style="list-style-type: none"><li>\$200 Featured Frame Brands allowance</li><li>\$150 frame allowance (same allowance at Walmart/Sam's Club/Costco)</li><li>20% savings on the amount over your allowance</li></ul>	\$10 for frame and lenses	Every other calendar year
LENSES <sup>+</sup>	<ul style="list-style-type: none"><li>Single vision, lined bifocal, and lined trifocal lenses</li><li>Lens enhancement coverage matches first pair eyewear</li></ul>	Combined with Frame	Every calendar year
CONTACTS (INSTEAD OF GLASSES)	<ul style="list-style-type: none"><li>\$205 allowance for additional contacts</li><li>Contact lens exam (fitting and evaluation)</li></ul>	Up to \$60	Every calendar year
PROTEC SAFETY <sup>®</sup> (ACTIVE EMPLOYEE-ONLY) AVAILABLE AT VSP PRIVATE PRACTICE AND VISIONWORKS ONLY			
FRAME <sup>+</sup>	<ul style="list-style-type: none"><li>Fully covered when you choose a safety frame from your VSP doctor's ProTec Eyewear<sup>®</sup> collection or Visionworks' safety frame selection</li><li>\$200 frame allowance for any other safety frame outside of the ProTec Eyewear collection only available from a VSP provider; 20% savings on the amount over your allowance</li><li>Certified according to the American National Standards Institute (ANSI) guidelines for impact protection</li></ul>	\$0	Every other calendar year
LENSES <sup>+</sup>	<ul style="list-style-type: none"><li>Prescription single vision, lined bifocal, and lined trifocal lenses</li><li>Scratch-resistant coating, UV protection, Anti-glare coating, and all Progressives are fully covered</li><li>Certified according to the American National Standards Institute (ANSI) guidelines for impact protection</li></ul>	\$0	Every calendar year
ADDITIONAL SAVINGS	<b>Glasses and Sunglasses</b> <ul style="list-style-type: none"><li>Discover all current eyewear offers and savings at <a href="https://vsp.com/offers">vsp.com/offers</a>.</li><li>20% savings on unlimited additional pairs of prescription or non-prescription glasses/sunglasses, including lens enhancements, from a VSP provider within 12 months of your last WellVision Exam.</li></ul>		
COVERAGE WITH AN OUT-OF-NETWORK PROVIDER			
VSP makes it easy to get the most out of your in-network benefits with access to private practice doctors, retail and online eyewear. Log in to <a href="https://vsp.com">vsp.com</a> to find an in-network provider. Your plan provides the following out-of-network reimbursements on your first and second pair eyewear benefits:			
Exam.....	up to \$101	Lined Bifocal Lenses.....	up to \$62
Frame.....	up to \$91	Lined Trifocal Lenses.....	up to \$80
Single Vision Lenses.....	up to \$39	Progressive Lenses.....	up to \$62
		Contacts.....	up to \$190
PROTEC SAFETY COVERAGE WITH AN OUT-OF-NETWORK PROVIDER			
Frame.....	up to \$25	Lined Bifocal Lenses.....	up to \$45
Single Vision Lenses.....	up to \$35	Lined Trifocal Lenses.....	up to \$60
		Progressive Lenses.....	up to \$45





A message from Dr. Brender  
Regional Lead Provider

# What does flossing have to do with your heart?

## More than you may think.

Plaque buildup leads to gum inflammation, allowing bacteria to enter your body and cause further inflammation—especially in blood vessels. This increases your blood pressure and risk of cardiovascular disease.

It's estimated that people are:

- **22% more likely to experience hypertension with moderate gum disease**
- **49% more likely to experience hypertension with severe gum disease<sup>1</sup>**

Visit Vera Whole Health for a blood pressure check and more health guidance.  
And don't forget to floss!

**Call to book an appointment at no cost to you:**  
**(206) 337-6080**

Just say: "I'd like to come in to get my blood pressure checked."



Or scan here!

<sup>1</sup>Cardiovascular Research, Volume 116, Issue 1, 1 January 2020, Pages 28–39, doi.org/10.1093/cvr/cvz201

Vera Whole Health is a separate, HIPAA-compliant, primary care provider and will keep your health information confidential. Your employer will not have access to your health information. Vera services are available to Local 32 Members, their spouses/domestic partners, and dependents (ages 2 and older when visiting Fort Dent Tukwila Care Center; ages 3 and older when visiting all other care centers) enrolled in the Aetna PPO plan.



## Proudly Partnering Together For You!

Enjoy these exclusive benefits when visiting one of our offices:

- Up to 35% savings for Routine, Urgent and Specialty dentistry
- Exclusive savings on implant cases and surgical teeth extractions
- Exclusive Union pricing for traditional braces - \$250 off full braces case with low-down and monthly payments<sup>1</sup>
- Clear aligners available at substantial savings
- Extended hours, weekends, and same-day emergency appointments

### Your Special Offers!

**\$96** /Mo.  
**For Clear Aligners<sup>2</sup>**

**\$25 OFF**  
**Every \$100 Spent<sup>3</sup>**



## EXCLUSIVE UNION PRICING FOR UA LOCAL 32 FAMILIES

Subject to the Limitations of the Plan

(Fees may vary depending on dental plan. Members covered under a DHMO plan such as Willamette do not qualify for these discounts.)

Procedure General Dentistry (ADA CODE)	Your Potential Cost at Another Provider*	Your Cost Before Insurance (Cash Basis)	Your cost with Insurance under the UA Local 32 Trust Dental Plan
150/210 - Initial Oral Exam and Digital X-Rays	\$267	\$59	\$0
1110 - Teeth Cleaning (In absence of Periodontal disease)	\$132	\$68	\$0
2392 - Filling (2-surface Composite Resin-back tooth)	\$296	\$145	\$0
3330 - Root Canal (Molar-3 canals) <i>By General Dentist. If Specialist is required, fees will vary.</i>	\$1,540	\$740	\$0
2750 - Crown (Porcelain Fused to High Noble Metal)	\$1,420	\$755	\$0
5120 - Complete Lower Denture	\$1,728	\$905	\$0

Retirees and Union families without benefits are also eligible for the discounted cash savings.

25 Bright Now!® Dental & Orthodontics Offices to serve you! | Weekday, weekends, and evening hours available.

<b>Bellevue-Crossroads</b> 425.372.0036	<b>Issaquah</b> 425.507.1000	<b>Lynnwood</b> 425.775.5557	<b>Puyallup</b> 253.840.0540	<b>Tacoma</b> 253.475.7500
<b>Bellingham</b> 360.715.8400	<b>Kennewick</b> 509.378.3530	<b>Maple Valley</b> 425.578.9152	<b>Richland</b> 509.866.4335	<b>Tukwila</b> 206.575.0400
<b>Bonney Lake</b> 253.299.3033	<b>Kent</b> 253.850.9777	<b>Northgate</b> 206.336.2100	<b>Silverdale</b> 360.536.9033	<b>Vancouver-Fisher's Landing</b> 360.891.1999
<b>Federal Way</b> 253.835.3377	<b>Lake Stevens</b> 425.249.4129	<b>Olympia-Black Lake</b> 360.338.7152	<b>Spokane</b> 509.464.2001	<b>Vancouver-Salmon Creek</b> 360.574.4574
<b>Gig Harbor</b> 253.765.5002	<b>Lakewood</b> 253.292.4041	<b>Olympia-Martin Way</b> 360.455.9544	<b>Spokane Valley</b> 509.900.3500	<b>Woodinville</b> 425.492.2000

To schedule an appointment, call one of our locations or scan the QR code to schedule it online!



BE SURE TO SAY YOU'RE A  
UA Local 32 Union member  
when calling your local Bright Now!  
Dental & Orthodontics office.

Discount or offer questions?  
Contact your Bright Now! Dental &  
Orthodontics Account Representative

**Carrie Magnuson**  
Carrie.Magnuson@smilebrands.com  
**253.405.4547**

This flyer or photo of flyer must be brought in at time of service to ensure the special discounted rates and coupon offer are honored.  
This is not an insurance plan. This is a voluntary option and you save whether you have dental insurance or not.

1. \$99 Braces on approved credit (ADA Codes 8070, 8080 & 8090). Average estimated cost ranges between \$6,415 - \$6,640 based on standard 24-month case (does not include finance charges, potential insurance coverage, or any other discounts). Valid on new, standard orthodontic cases only. 2. \$0 down, 0% APR, and \$96 a month on approved 3rd party financing for an Express case. Average retail price of aligner case ranges from \$2,000 - \$4,600. Average treatment plan 24 months. Diagnosis may result in a recommendation for Lite or Standard aligner case, or additional treatment. Aligners may be provided by a general dentist. Does not include finance charges, potential insurance coverage, or any other discounts. \$1 OneSmile Dental Plan included upon purchase of Reveal Aligner case and is good for one year. The OneSmile Dental Plan (OSDP) is not insurance. See office for complete pricing and OneSmile Dental Plan information. 3. \$25 off every \$100 spent. Up to \$100 discount. Valid once per person. Offer is not redeemable for cash or credit. Not valid on services for which reimbursement is limited due to deductibles, maximums, coinsurance, or other insurance restrictions. See office for complete pricing information. All offers are subject to change and cannot be combined. Treatment for all offers must be rendered by 12.31.23. Services, hours, and insurance plans vary by location. Valid government issued photo ID and checking account required to get financing on approved credit. Models are not patients. Nuran, P.C., Ashifa Nurani, DDS; Douglas Church, DDS; Jerome Yamada, MD, DDS; Chong Lee, DDS; AhYoung Amber Kim, DDS; Sean Monaghan, DDS; Theresa Mah, DDS; Anit Mathew, DDS; Juan Ramirez, DDS; Eric Kim, DDS; Kristin Doan, DDS; Michael Mitchell, DDS; Jean Chen, DDS; Jinsam Kwan, DDS; Jennifer (Junglin) Park Chu, DDS; Anusha Etikala, DDS; Sean Chang, DDS; Christopher Tung, DMD; Jung Kim, DDS; Thien Nguyen, DDS; Brandon Johnson, DDS; Ashifa Nurani, DDS; Richa Mehta, DMD; Naim Abulsahar, DDS; David To, DDS; Anusha Etikala, DDS; Sara Ghadkazadeh, DDS; Jean Chen, DDS; Kevin Song, DDS; Brandon Johnson, DDS; Madrid Uso III, DDS; Royal Aaby, DDS; Vahid Atabkhsh, DDS; Keyvan Sohrabi Anaraki, DDS; Joshua Teh, DDS; Shameena Singh, DDS; Jerome Yamada, MD, DDS; Yumei Abel, DDS; Julie Kim, DMD; Katayoun Adab, DDS; Kevin Burke, DDS; Victoria Wan, DDS; Yomali Kuhns, DDS; Shumaila Jamali, DDS; Praveena Velupula, DDS; Yi Bae, DMD; Julia You, DDS; Ted Hughes, DDS; Tyler Buchanan, DDS; Shelby Beattie, DDS; Tracy Scott, DDS; Vahid Atabkhsh, DDS; Yumi Abel, DDS; Victoria Wan, DDS. ©2023 Smile Brands Inc. All rights reserved.

# RETIREMENT PLANNING



Did you know we offer Financial Planning classes to assist our members? These classes provide information about savings, debt reduction, understanding how our pension plans work, the value of investing in your 401(k) plan, and an overall financial planning for yourself and your family. These classes are held in the evenings, and you are encouraged to bring your spouse. A financial advisor is present at every session. Check our newsletters and email blasts for upcoming dates or call the Business Office for more information.

## Retirement and Benefit Plans

If you are considering retirement soon, we have resources to help you. As of this writing we have over 220 members working and are over 60 years of age. If you are looking to retire in the next 5 years, it can benefit you to attend a Retirement Seminar.

Our retirement planning classes are for you and your spouse and are a great resource as you prepare for the next step in life.

We hold several evening retirement classes throughout the year. Keep your eyes on our social media and email blasts for dates.

Please contact the business office and reserve your seat. And bring your spouse!

### **SAVE THE DATE** **Retirement Seminar** **Saturday, September 28, 2024**

Our plan consultants from our respective plans have all agreed to participate in this seminar.

- National Pension
- Washington State Pension
- 401(k) or supplemental plans
- Retiree Medical Plans review

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

# Western Washington U.A. Supplemental Pension Plan

## Voluntary Pre-Tax and Roth 401(k) Contribution Form

First Name	Middle Name	Last Name	Social Security Number	Date of Birth
Street Address			City	State Zip
Daytime Telephone #		Cell Phone #	Home Phone #	
Employer			Phone #	

### Contribution Amount:

Please fill in below the hourly rate at which you wish your employer to deduct from your wages and contribute to your Supplemental Pension Plan Voluntary account in Section 1 and Section 2. If you are age 50 or older, you may elect to contribute an additional specific hourly rate for catch up purposes (e.g., \$0.50/hour, \$12.50/hour, etc.). The annual contribution to your Voluntary Account **must not exceed the limits set each year by the I.R.S. (in 2024, \$23,000 plus \$7,500 "catch up" for a total of \$30,500)**. If your contribution exceeds the maximum allowed by law, any excess will be returned to you. You are responsible for keeping track of the ongoing total of your contributions to the Plan and whether your contributions are over the prescribed limits.

#### 1. Voluntary Contribution

- ☐ I elect to make a Pre-Tax contribution of \$\_\_\_\_\_ per hour
- ☐ I elect to make a Roth contribution of \$\_\_\_\_\_ per hour

#### 2. Catch Up Contribution

- ☐ I elect to make a Pre-Tax contribution of \$\_\_\_\_\_ per hour
- ☐ I elect to make a Roth contribution of \$\_\_\_\_\_ per hour

This contribution will be effective as soon as received and processed by your employer. This contribution must be accounted for separately from your negotiated fringe benefit contribution. You may cancel your contribution at any time. Changes to increase or decrease your Voluntary Contribution Rate may be made any time and will become effective as soon as administratively feasible.

### Authorization:

By signing below, I hereby authorize my employer to deduct contributions at the above rate per hour from my wages to be deposited in my 401(k) Account in accordance with Plan rules. *This form must be returned to your employer to take effect.*

Employee's Signature

Effective Date

Date Signed

#### EMPLOYERS:

If you have questions, contact Milliman Service Center at (800) 481-7336  
Reference Plan Code 121WWP.





# ASSISTANT BUSINESS MANAGER/ DISPATCHER REPORT

By Ryan Miller

Brothers and Sisters:

Happy New Year! Looking back at the 2022-23 fiscal year, Local 32 members worked 4,623,188 hours. This

adds to our all-time high and consecutive years of 4 million plus labor hours worked. So far, the first half of the 2023-24 fiscal year is behind pace from last year's hours of about 60,000, with 1,859,282 hours currently worked as of December 31, 2023

2024 will be a continuation of the last ten months. The fallout from high interest rates, inflation, and the pandemic have put us in a position we have not seen since we came out of the last recession, resulting in an increasing out of work list. I do believe this year will be volatile, with inconsistencies regarding industry job growth. There is some positive news; we have heard whispers of projects that were previously shelved, which could, and in some cases have started to slowly come back online. This variability is what makes long-term predictions so hard. It is easier to predict things in the short term, but we can't forget to look out at the horizon.

## WORK OPPORTUNITIES/TRAVELING

As we navigate 2024, we need to think outside the box and focus on other opportunities until the job market gains traction again. It will be beneficial to discuss other options if you find yourself on the out-of-work list, whether it's traveling to another jurisdiction in the State if the opportunity presents itself, or even working in another Local Union out of state. There are also fixed units positions available - this sector has had a need for Plumbers for some time, and we can take advantage of these opportunities. I would like to have these conversations with our out-of-work members, as an alternative to exhausting their unemployment benefits.

## 2024 SUPPLEMENTAL PENSION CHANGES

Retirement savers are eligible to self-contribute more into their 401(k) plan this year!

Here's how the 401(k) plan limits will change in 2024:

- The 401(k) self-contribution limit is \$23,000 (up \$500 from 2023) for age 50 and less.
- The 401(k) catch-up contribution limit remains at \$7,500 (total limit of \$30,500 for those age 50 and older)

Pay attention to these new 401(k) rules when making retirement savings decisions for 2024. Update the Voluntary Contribution form on file with your employer if you choose to change your self-contribution amounts to take into consideration the new limits.

## TRAINING

We continue to encourage members to take advantage of the training that the JATC has to offer so we can protect our market share and wages by ensuring we are the best mechanics in the industry. Keeping on top of the latest training and technology will help prepare our members for all types of work that may require specialties such as laboratory, medical research facilities, and hospitals requiring medical gas. That preparation may also be a simple fresher in the solder and brazing shop. You can find a training schedule at [www.seattleareapipetrades.org](http://www.seattleareapipetrades.org).

Finally, I want to ask that we take a different look at this year than we have in the past. With the uncertainty of work opportunities, and all life throws at us, we need to try to be more aware of our Brothers and Sisters around us. These are challenging times when work is slower than usual, and we need to prop each other up and be able to identify when someone might need help. Don't hesitate to reach out to your fellow Local 32 members, myself, your business agent, or the business office if you or one of our Brothers or Sisters needs support.

All the best in 2024!

Sincerely

**Ryan Miller**



# PLUMBERS' AGENT REPORT

By Mike Kunkel

Brothers and Sisters,

Happy New Year to you and your families. The Union Christmas party was a huge success on many levels. One

thing that stood out was our members' generosity towards the Toys for Tots fundraiser. Our membership donated a truck load of new toys in addition to raising almost \$3,500 in cash. Thank you to everyone who volunteered, and to those who donated, to make it such a great event.

**Pacific Veterans Memorial** - I had the privilege of attending the ribbon cutting for several war memorials in the City of Pacific that Sister Leanne Guier spearheaded the development of while she was the Mayor. Sister Guier recently retired not only from the trade as our Political Coordinator, but also as the Mayor of Pacific.

The memorials can be viewed at three stops along the Interurban Trail with monuments recognizing the following wars and conflicts: World Wars I and II, The Vietnam War, The Korean War, The Iraq War, and The Afghanistan War.



*Local 32 Stone War Memorial*



*Mike Kunkel and Leanne Guier*

One of the many dignitaries who attended the ribbon cutting was Congressman Adam Smith, who is a Ranking Member of the U.S. House Armed Services Committee.

Local 32 was a proud sponsor of the monuments and we have engraved stones along the path.

**Trustee Conference** – Some of us attended the annual Trustee Education Conference this fall. During this conference, there was an emphasis on prescription drug costs and the rising cost of healthcare, as well as a look at Variable Annuity Pension Plans, otherwise known as the VAPP. These conferences allow us to learn what opportunities are available to better serve the membership and protect our benefits.

**MCAA Fabrication Conference** – The national MCAA hosted their prefabrication conference in Seattle for the second year in a row. This was the first time the same city has hosted this event year after year. Four of our signatory shops were showcased, UMC, MacMiller, SJS, and Shinn Mechanical. What seems to us in Local 32 as old hat is cutting-edge technology to some who attended the conference. Yet again demonstrating that Local 32 is setting the pace for the industry.

**Tradeswomen Build Nation Conference** – I attended the Tradeswomen Build Nation Conference in Washington D.C. with Brothers TJ Riordon, Kurt Swanson, and PJ Moss. Local 32's delegation consisted of 11 female journeyman and 4 female apprentices. The UA's total delegation was 850 out of the nearly 4,000 in attendance. This conference covered a variety of



*Marissa Spencer and Representative Kim Shrier*

topics, from childcare to leadership in the trades. Brother Kurt Swanson coordinated the opportunity to visit the offices of, and speak with, both Representative Kim Shrier and Representative Marie Gluesenkamp Perez, where we discussed issues that impact our members.

**New Systems** – I have mentioned in previous reports about our ever-changing industry. We are seeing sewer heat recovery systems, SHARC, as well as new water heating technology coming our way. Keep an eye open for new systems as they relate to the plumbing certification requirements.

**Fixed Units** – There are open positions for plumbers with the King County FMD group, the King County Airport, the Seattle Housing Authority as well as some other fixed units. Please reach out with any questions regarding these groups.

In closing Brothers and Sisters, please take care of yourselves, your families, and your friends this year. Try to make some personal goals for this year, whether it's just painting the fence or taking on a new certification.

Sincerely,

**Mike Kunkel**  
Plumbing Agent



# STEAMFITTER & MARINE PIPEFITTER REPORT

By TJ Riordan

Brothers & Sisters,

I would like to start off by wishing you all health and happiness in 2024. It is a

privilege to represent the Local 32 Membership each and every day. Thank you all for your continued support.

## METAL TRADES

Vigor Shipyard, Lake Union Dry Dock and Washington State Ferries Shipyard all have contracts that expire this year. It will be tough negotiations for all three of those shipyards. The plus side is that all three shipyards look to have steady work throughout 2024. According to WSF, the contract for two of the

new hybrid electric ferries could be awarded sometime this summer.

## CONFERENCES

I had the opportunity to attend the 2023 Trades Women Build Nations Conference along with Mike Kunkel and a group of Local 32 Journey-level and Apprentice Fitters, Plumbers, HVAC/R Service, and Fixed Unit female Members. There were over 4000 attendees at the Conference, over 800 were UA Members. Our contingent participated in a banner parade through Washington DC along with other many other attendees. You can watch a video of the parade and other highlights of the event by visiting <https://nabtu.org/twbn>.



Marisa Spencer, Jacquie Christian, Jen Mercer, Rachell Willey, Zan Scommodau, Sara Rowan, Marlene Gritzke, Sara Selega, Adalinda Vaona, Maria Ruiz, Emelia Holt, Brittany Keding, Patty Sjolín, Tracy Belvill, Courtney Martin



Washington National. Look for more information to come later in the year.

## SAPT / JATC

Effective January 1, 2024, I was appointed by the Business Manager as one of the three Labor Trustee Representatives on the Seattle Area Pipe Trades Journeyman and Apprentice Training Trust. This is the first time in a very long time that the three Labor Trustees are all from the Local 32 Business Office.

I was elected as Chair of the Seattle Area Pipe Trades Journeyman and Apprentice Training Committee (JATC) at the January 10, 2024, meeting.

I am humbled and honored at both the appointment as SAPT Trustee and the election as JATC Chair.

## MEMBER SPOTLIGHT

Hermanson Company Fitting Fab Shop Day Shift Crew.

Fitting Superintendent: Mike Stedman

Fab Shop General Foreman: Pat Klein

Brother & Sisters, I hope you all had a wonderful Holidays and wish you all the best in the New Year!

Fraternally,

**TJ Riordan**

Steamfitter Business Agent

## 2023 GOLF TOURNAMENT

The 2023 Golf Tournament was another success! Thanks to all the volunteers and to Washington National Golf Club for allowing us to hold the tournament there. The team of Joel Crabtree, Luke Wedland, Tony Larson, and Andy Molenar posted the lowest score. In all seriousness, congratulations to those Brothers for winning the tournament! The 2024 Local 32 Golf Tournament will be held on Saturday, August 24, 2024 at



Fab Shop Crew

Front Row: Mike Cichosz, Donnie Good, Brent Johnson, Maria Ruiz, Henry Mondaca, Lorna Mazoff, Tracy Manley, Jason Schwartz, Pat Cook, Isidro Escoto Garcia, Todd Olson, Kevin Mireles, Anthony Gann, Dearbria White. Back Row: Pope Mariano, Chris Fletcher, Anthony Frazier, Chris Pennell, Josh Olsen Marin, Andrew Ockfen, Dave Johnson, Tyler Simmons, Brad Porter, Kurvin Kniffin, Scott Doolittle

# Women in the Trades 2023 Dream Big Dinner

On Saturday, November 11, 2023, SAPT apprentices, coordinators and instructors joined the UA 32 Business Office and MCAWW teams to celebrate accomplishments of women in construction at the 2023 Dream Big Dinner. This event supports the annual Washington Women in Trades career fair and recognizes individuals whose contributions to our sector positively impact the workplace for everyone.

This year, we were delighted that JATC Chair, and Director of Operations for MCAWW, Robin Cowper, received the Active Advocate of the Year award. This honor is given to a person whose efforts inspire people and change. Robin is a diligent, thoughtful leader who steers the JATC and the Apprenticeship Office towards inclusive and innovative policies, processes, and initiatives.

Thank you, Robin, for all you do!



*Heather Winfrey, Shalma Wellington, Clara Vannice, Kiana Ito, Corrie Pearson, Marisa Spencer, Taryn Hynek, Miranda Smyser, Jen Mercer, Robin Cowper, Dee May, Brittany Keding, Maria Ruiz*

Dear Brothers and Sisters of Local 32

I'm writing today to say thank you for sending me to the Women's trade conference in Washington DC. With that being said, I also wanted to report back to you on the conference.

I have met many of the brothers and sisters from Local 32. Most know I'm a transfer from sister Local 26. I decided to report back, because I'm certain that many brothers and possibly sisters think the conference to be a waste of time and resources – that it is only an event to bash the brotherhood. Frankly, I might have thought the same things. I came into the trade at a much different time. 1988 felt like the wild west compared to today.

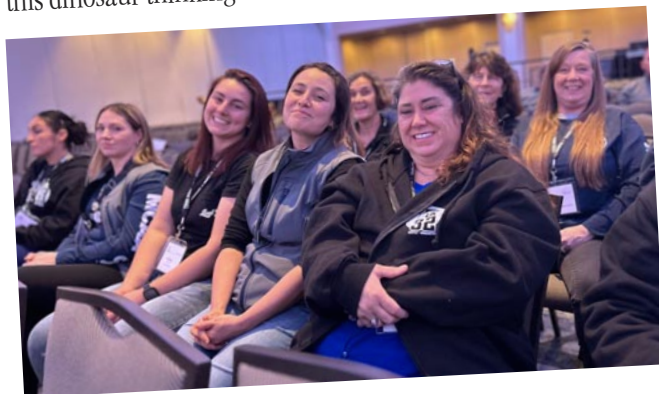
But I learned something at this conference, though I was skeptical. I met women from all walks of life, all trades. I met brothers who were there with the sisters from their locals. And while there was some talk of how to navigate the brotherhood, how to be heard, how to learn the craft in sometimes difficult environments, I also heard other things. I heard women stepping up and creating committees that not only benefited the sisterhood but the brotherhood as well. From AA meetings at the halls, mental health groups – women's committees were stepping up and thinking of everyone.

We are at a critical time in our brotherhood. I have been through many slowdowns in the industry, and the hardships they bring on the brothers and sisters of a local can be enormous. We cannot afford to lose another brother or sister to depression, to addiction, or to the stressors that this next year may bring to our hall. Let us keep an eye out for our brothers and sisters who may be struggling, not ridicule or look down upon them. We should only look down when we are helping a member up.

This group of sisters are a strong group of women. From all ages and all parts of our trade. They are smart and they listened, and I know they have brought back ideas. They just need to be heard, they just need to have those ideas implemented.

As an outsider coming to this local, I was amazed at the warm welcome you all gave me. You made me feel like family, like I belonged, and for that I thank you all. I wanted to tell you the amazing job we are doing in our apprenticeship program. I have met brothers and sisters alike, who are smart, willing to

learn, and someday willing to lead. It's difficult sometimes being the elders of this fine group of people. But we must make sure we are training them all, brothers and sisters, that we are building them up to take this local higher than it's ever been. We need to truly listen when they think out loud, to not deter those things, but guide them when they are wrong. Encourage them when they are right and teach them the many different things that we were taught that make Local 32 the best local in the nation. I listened at this conference to a speaker, a brother who asked, why don't we make our apprentices feel like a number 1 draft pick? Make them understand they are joining THE winning team in the UA. Bring them in and train them up so our team is strong on all levels. Why don't we do this? Is it because it's the way it's always been? It truly got to the heart of this dinosaur thinking.



Life in the trades as a woman hasn't always been easy – there are many challenges that we all face. But I ask you as my brothers to be as mindful towards me as you are of your own sisters at home, or your own wife or mother. To defend and protect me as you would them, to teach and to listen when we speak. We are truly a diverse union and there is a place at the table for us all.

Once again, I thank you for the opportunity to attend the Women in the Trades Conference, and for your acceptance of me as your sister in Local 32

In solidarity,

**Marlene Gritzke**

BT Journeyman Steamfitter  
UA Local 32



# REFRIGERATION / HVAC REPORT

By Joel Crabtree

Brother and sisters,

It's hard to believe, but another new year is well on its way. 2023 was a banner year for the HVAC/R division of Local 32. After years of focusing on growing the

HVAC/R market share in the Northwest we negotiated an unprecedented 6-year, \$28.68 agreement that will bring us to wage parity with the steamfitters for the first time since the early 1980's. This was quite an undertaking and is the culmination of years of hard work, building relationships and setting the stage, so that we could successfully achieve this goal.

The rapid growth of HVAC/R in our area has been driven, in part, by a legislative focus on energy efficiency, sustainability, smart technology, and building integration. All of this translates to more service calls and maintenance work for Local 32 members. Our HVAC/R division has, nationally, led growth in the industry throughout the UA, and we predict that trend will continue.

Our next challenge is controlling the construction VRF market where there is a great deal of opportunity for growth around the greater Puget Sound area. I have been working with

Brother TJ Riordan and the training center, attacking this market from all sides to ensure we have the leading edge in technology for this new industry. We should accept nothing less than total mechanical domination over anyone other than Local 32 trying to perform our refrigeration pipefitting.

The Supermarket refrigeration industry is also undergoing a transformation, with advancements in technology and a greater focus on sustainable or natural refrigerants. This evolution provides another huge growth opportunity - building future construction crews who can keep up with increasing customer demand.

Building trades construction projects are anticipating a bit of a downturn for the first few months of 2024, but the service side doesn't seem to be slowing at all. We still have a need for experienced service technicians at multiple contractors. If you know of anyone out there working in the HVAC/R open shop sector who should be working for one of our signatory contractors, please put them in touch with me or the organizers here at Local 32.

Faternally yours,

**Joel Crabtree**

HVAC/Refrigeration Business Agent  
UA Local 32

## 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. 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 make updates. Taking the time to update these forms can help your family avoid issues later!



# PLUMBERS' AGENT REPORT

By Corey Wilker

Brother and Sisters:

Another year has passed, and I hope that all our Brothers and Sisters were able to spend time with family and friends during the recent holiday season. 2023 was a challenge

for the membership with high interest rates and inflation causing more than 65 projects in King County to be delayed or shut down. This caused a shortage of work as well as layoffs, and 2024 looks likely to be slow for some of those projects to get re-started. On a positive note, we have a few school projects, several small projects at the Port, two large hospital additions, and some multifamily projects currently under way that will keep some of the membership working.

## PORT OF SEATTLE PROJECT LABOR AGREEMENT (PLA)

In negotiations with the Seattle Building Trades for the 5-year standard PLA, we chose to agree to an extension of the current agreement until October 31, 2024. This was to give the Port time to resolve the FAA agreement, as well as to allow time for them to look into the possibility of childcare provided by the Port. There are some legal questions because there are limitations regarding what the Port Authority can provide, and they need time for the lawyers to figure out what is possible. The Port is very interested in providing childcare, however, so giving them the extension to figure out what they can do made sense to all of the affiliates.

The project forecast for the Port of Seattle is \$5 billion over the next 5 years. In 2024 the work will be smaller TI type projects. They will not have any large-scale projects this year, however there are billion-dollar projects starting in 2025. We intend to negotiate starting in July of 2024 to finish before any of the large billion-dollar projects start.

## PORT OF SEATTLE MARINE MAINTENANCE

We are still in negotiations with the Port for the maintenance group. The current agreement expires on December 31, 2023. We tried to complete negotiations before the expiration, but the process is challenging, and it is just taking more time. Our

members will get any negotiated pay increases retroactively once an agreement is reached.

## IAPMO/ARCSA

Throughout the last 2 years we have been working with ARCSA to join IAPMO to get more industry exposure regarding rainwater catchment. The process to join the organizations was completed at the IAPMO Conference and the ARCSA Conference in San Antonio. The IAPMO Group will provide access to industry professionals, help with code development, and provide staffing resources.

Local 32 Training Instructor Steve Simpson has been involved with ARCSA for over a decade. We have 5 different types of catchment systems that apprentices build and test. After the function test the apprentices explain the function and usability of each type. See the 4th year class picture below:



## STEWARDS

Our Shop Stewards do a lot of work to help fix issues on all our jobsites. Thank you, stewards, for all your efforts on behalf of the membership.

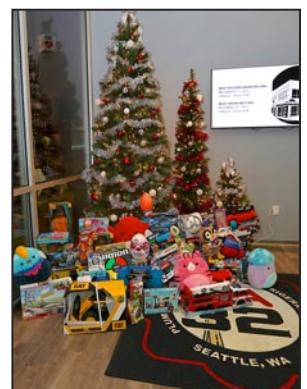
In Solidarity,

**Brother Corey Wilker**

# UA LOCAL 32 *Holiday Party* December 15, 2023

*Thank you to all our volunteers and to those who donated to our 2nd Annual Toys for Tots Drive!*





# ORGANIZING REPORT

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



## Brothers and Sisters:

It's that time again. The time when we look back, take stock in all that we have accomplished, and assess what we have yet to achieve.

Let's begin with our brothers and sisters out there on the job sites every day. The Fitters and Plumbers continue to

dominate the King County market. Brad Moore has spent a significant amount of time working with compliance officers with regard to enforcing the current plumbing laws. This has played a key role in ensuring that all the plumbing work being performed in King County is done by a licensed plumber. Speaking of which, it's no small task locating qualified plumbers in a market where 90% of the qualified plumbers are already members. That's a good problem to have if you ask me. The resurgence of IAPMO, post COVID, has created a renewed interest in the UPC and how it relates to the Washington State Plumbing Certificate, specifically on the Peninsula. The WSA, in conjunction with Local 32, has started a new chapter in Sequim. As of last report, attendance has been excellent at the local IAMPO meetings. An added benefit to the resurgence of IAMPO is the fact that open shop contractors are being educated on the plumbing legislation and how to navigate it

legally. This has created opportunities for Brad Moore to sign several plumbing contractors to the Local 32 CBA, simply so that the contractors are in compliance with the new plumbing legislation. It has become clear that as enforcement of the plumbing legislation has intensified, more and more of the open shop contractors are interested in Local 32 and what a partnership would look like.

2023 is proving once again to be a banner year for the HVAC/R Service Technicians. All of our contractors are requesting qualified Technicians of all levels. Chris Hawes and Zac Smith have been working diligently to fill those needs. Chris and Zac continue to maintain very strong relationships with the premier trade schools in the state. Specifically, Perry Technical College, Bates Technical College, Clover Park Technical College, Wenatchee Valley Community College, and Bellingham Technical College. All these schools have P.A.C. committees (Public Advisory Committees) that help guide the HVAC/R curriculum and structure of these particular programs. Chris and Zac are long-standing members on all these committees and they both play key roles in the current and future direction of the programs. Chris and Zac are also out in the field speaking with technicians on a daily basis. In addition to filling our local labor needs. Chris, Zac, and Brad are often called upon to assist with other UA projects. Zac Smith and Brad Moore attended a UA organizing blitz in Denver, Colorado in late July. Zac also attended the final blitz of the season at the end of August in Kansas City Kansas. These are week-long organizing campaigns that bring organizers together from all over the country. The organizers then focus their combined efforts on one general area, effectively saturating an entire market for several days. Once the blitz is completed, the local organizers spend weeks and months following up on the of the leads that are generated. This technique has been proven to be very successful. You may remember that in September of 2022, UA Local 32 hosted a statewide blitz. This brought organizers from as far away as New York. Over the last seven years, the UA has worked very hard to refine its organizing methods and increase its participation on a national scale. Part of that process has been helping Locals all over the country gain market share through the use of blitzes.

In conclusion, your Organizing department at Local 32 is here to make sure that our contractors have the qualified labor they need to succeed. We provide that through organizing, and in partnership with the apprenticeship program. If you know of a qualified candidate, be it, Plumber, Fitter or HVAC/R Technician.,

please contact the organizers. We are ready to reach out and have a conversation with any qualified candidate at any time.

Faternally,

Organizing Department at UA Local 32

## JATC REPORT

Seattle Area Pipe Trades Training Center (SAPT) wrapped up its 3rd year of Block Training this December. The end of a year is a good time to reflect on success and to plan for the future. In this article, we are sharing 2023 apprenticeship highlights and featuring a submission by 3rd Year Commercial Plumber Apprentice David Siciliano, who is the Chair of the Apprenticeship Recruitment and Retention Committee (ARRC).

As of this month, SAPT has 597 apprentices in the program. Currently, there are 45 women in our apprenticeship, which is a 60.7% increase over a 5 year period, and 113 people of color, which is a 21.5% increase over a 5 year period. We're excited to see these changing demographics, as it indicates talent from diverse backgrounds are pursuing and excelling in our career paths. In fact, in 2023, SAPT conducted 728 interviews for apprenticeship. Our applicant list includes many promising candidates. It is not uncommon for an applicant to interview multiple times. While this sounds like a challenge, we believe a person's persistence is a strong indicator of retention and program completion. In fact, our overall retention rate is 97% in 2023.

This year, our Apprenticeship Recruitment and Retention Committee (ARRC) launched the "Apprenticeship Readiness Conference," which is led by current apprentices. Individuals who are on the current applicant list are invited to tour SAPT and participate in a mock interview. This event gives candidates real-time insights and prepares them for upcoming interviews. The committee that supports the conference has grown over 2023, and we anticipate exciting projects in the year ahead. Any active apprentice who wants to join ARRC is welcome. The current ARRC Chair is David Siciliano, and special project co-chairs include apprentices Danny Anaya, Courtney Martin, and Eric Millage. These positions will rotate to new

apprentices every year. Danny shared these thoughts on being involved with this committee:

*"ARRC represents apprentices from all walks of life who share a common goal: show up, work hard, feel accepted and respected while given the tools and opportunities for growth. ARRC will pave the way for the next generation to improve training, continuing a cycle that brings success to the individual, the industry, and the local as a whole."*

We've had nearly a full year of Technology coursework and integrated into Block Training thanks to our Full-Time Technology Instructor, Jeremy Sandor. During 2023, he has personally trained sixty-eight UA 32 Members in continuing education courses that are part of the Seattle Area Pipe Trades Stacked Technology Certificate system. Additionally, he has been co-teaching with every year of Plumber and Steamfitter Block Training.

SAPT sent 25 instructors to the annual UA International Training Program (ITP) held at Washtenaw Community College in Ann Arbor, Michigan in August 2023. This weeklong event equips teachers with effective teaching strategies and gives them opportunities to earn sought-after certifications, such as Welding, Rigging, Medical Gas and more. This year, Apprentice David Siciliano also attended ITP as our Future Leaders delegate. This content helped him in his role as the chair of ARRC. Additionally, VIP Instructor David Gibson, Plumbing Instructor Armando Villalobos, and Assistant Coordinator Heather Winfrey all graduated from their respective ITP programs.

SAPT is delighted to announce that Kenny Robinson joined the full-time instruction team in October 2023. With the unprecedented and continuing growth in the HVACR apprenticeship, Mr. Robinson is a welcome member of the Mechanical Trades team. Kenny brings 18 years of industry experience and leadership to SAPT. When asked what he enjoys most about teaching, he replied, "connecting with our

Continued on next page

apprentices. It's important we build their confidence as they progress in their careers."

In October 2023, SAPT hosted its 42nd Annual Graduation Banquet recognizing 114 apprentices who finished classroom instruction. At this event, the following individuals were recognized for their contributions and achievements: 3rd Year Plumber Apprentice Courtney Martin received the Brian Easton Leadership Award; HVAC Apprentice Kevin Miller, Commercial Plumber Apprentice Aaron Vine, and Residential Plumber Apprentice Damion Lewellen all received the Award of Achievement for their respective programs; and Steamfitter Apprentice Carlos Arias won the 2023 Apprentice of the Year Award. Steve Sayres was recognized for his tremendous contributions to part-time instruction and service on the Joint Apprenticeship Training Committee by receiving the Stephen R. Strehlo Instructor of the Year Award. We are all deeply saddened by the passing of Brother Sayres, and his dedication

to training will always be missed by every person who had the good fortune to work and learn with him.

On a final note, we want to recognize the 54 part-time instructors, 72 Subject Matter Experts, and the full-time apprenticeship instruction team for their commitment to excellence. Our teachers are the heart of everything we do and without their talent and willingness to share their expertise with others, SAPT could not be at the forefront of apprenticeship in Washington State. We especially want to thank each member of the full-time team by name: Tom Barrett; Duane Bjornson; Danny Fink; David Gibson; Jeff Holmes; William McLaurin; Kenny Robinson; Jeremy Sandor; Steve Simpson; Armando Villalobos and William Whitfield. Also, our amazing administrative team of Ariel Chea, David Cook, Anna Marie Lassman, Cariane Obrovac and Amanda Shaulis work tirelessly for our members, and we are truly appreciative of our crew.

## GAS DISTRIBUTION & PIPELINE REPORT

By Michael Whaley



Brothers and Sisters:

To the Local 32 Gas Distribution/Mainline pipeline family, I would like to extend my hope that you enjoyed the warmest holiday cheer at the end of 2023 and that the sacrifices this career demands of you and your family were recognized and celebrated with all the best the holiday season has to offer.

With the new year having begun, the proper way to put a cap on 2023 is to congratulate the membership on yet another great year of accomplishment. Thank you for your hard work, your commitment to our standards of excellence, and the level of professionalism you have in representing the Gas Distribution/Mainline pipeline division here at Local 32. Your dedication and stewardship of our jurisdiction is an example of how to set a high standard at home for a healthy future, as well as be a welcome visitor when traveling to one of our other U.A.

locals. This is something every member should be very proud of - from the newest hands to the most seasoned veterans.

In partnership with our strong signatory contractors and the skilled workforce of our members, you were able to travel into Miles City, Montana as well as Sheridan, Wyoming to help ensure those UA locals protected the work in their jurisdiction from other crafts and nonunion interference. This was a crucial accomplishment for several important reasons: our union contractors can be profitable in those areas if they have a good name; those clients can get the quality product that the customers in their communities deserve - safely installed by UA hands; and we get the opportunity to put our Local 32 talent on display, showing why the UA should be doing the work in the first place. This was a big deal. As a brother many of you have worked with in the past, and now your business representative, it is very rewarding for me to see you all shine the way you did, because I know how good you are! Thank you for traveling safely and not having any injuries - that is our first priority, because none of this happens without you and your well-being.

One of the biggest reasons we are successful is due to our training, and our ability to help the new members become

skilled at their craft. As I look back on my career, I did not acquire the skills I have in the trade all on my own. There were



*Montana traveling crew*

many good teachers (as well as competitive brothers) who sharpened me by sharing their knowledge. When I was a helper many of my mentors taught me that we have a duty to “each one teach one”. I would like to thank all the members in the field who are doing the same thing for the members on the job - you know who you are.



*Distribution Training Specialist Danny Fink*

I would also like to take this opportunity to say “thank you” to our training specialist, Dan Fink. There are so many small details he follows behind the scenes that the membership doesn’t see, each of which makes a huge difference. As you know, he’s a great person and a phenomenal trainer who has seen so many different aspects of the trade. We are fortunate to have all his knowledge and skill set to learn from.



*Jeff Bender - Arc welding test*

Congrat-ulations Brothers Roger Rowe, Kevin Kohler, and Phillip Trulson who retired in 2023. Thank you for all you have done for Local 32 and the membership, and for helping make the GD Pipeline side as strong as it is today. Enjoy those checks!

And an additional congratulations to Brother Jeff Bender on passing your arc test. All the hard work you put in early in the morning before work ,and late at night after work, while still fulfilling your duties on the job was worth it. Job well done.

Lastly, I want to welcome all the recent applicants, working towards membership, who have been on the job bringing value to the Local, their trades, and their jobsites. Applicant Travis Hill shared this photo of his son, Zayden. It reminds me of why we do what we do. To all of you, keep up the good work, we are happy to have you.

Fraternally,

**Michael Whaley**



*Zayden Hill*

# LOCAL 32 CHARITY GOLF CLASSIC

Thank you to everyone who  
made our 2nd outing at  
Washington National Golf Club  
a huge success!

**SAVE THE DATE**  
**AUGUST 24, 2024**





## PAC REPORT

By Kurt Swanson

Hello Local 32 Members,

2023 was a productive year for the Local 32 PAC. The PAC interviewed twenty-seven candidates for a range of offices, from city council

positions to candidates (5) for the 2024 Governor's race. Twenty-one out of the twenty-three candidates for the 2023 election that UA Local 32 endorsed won their races, for a 91% win rate! Many of the candidates that were recommended by the PAC were also endorsed by the Seattle Building Trades including our brother Dennis Martinez, retired Steamfitter, who won his race for Tukwila City Council. Congratulations Dennis on an epic 2023!

In 2023, the PAC recommended an endorsement for Mark Mullet for the 2024 Governor's race. In the interviews conducted with the four top candidates, Senator Mullet had the best understanding of our issues. The PAC was patient and thoughtful with their recommendation. We appreciate the support by the membership in the October 2023 union meeting! The PAC also made a recommendation to support Steve Hobbs for Secretary of State (SOS) in 2024. SOS Hobbs has been a long-time ally and has strong labor ties in our state.

Numerous tours of the JATC were conducted during 2023. I want to thank the JATC leadership, the MCA, the instructors, and apprentices for their continued patience and positive interactions with elected leaders that we host. These tours create a memory for the Representatives and Senators that they can draw upon when dealing with legislation in Olympia that involves apprenticeship and training for our future workforce in the state. Most of these folks have been to other training facilities in the state and they are consistently impressed with our program!

I had the great honor of travelling back to DC this year for the North American Building Trades Unions (NABTU) Tradeswomen Build Nations (TWBN) conference. The event has grown dramatically over previous years with an attendance of over 4,000 participants. We took the opportunity to meet with Congresswomen Kim Schirer and Marie Gluesenkamp Perez,

and had them talk with Local 32 members Marisa Spencer and Courtney Martin. A big thank you to all the UA Local 32 tradeswomen that represented us at TWBN this year.

To all of those of you who participated in our Northwest Coalition for Energy Choice (NWCEC) call for action with the State Building Code Council (SBCC), thank you! Approximately 1,400 emails were sent to the SBCC opposing their proposed code changes for 2024 that essentially ban the use of natural gas beginning in March. Unfortunately, they still voted to adopt the commercial and residential code changes in March of 2024, however there is a possible legal battle ahead. Lastly, our preparation has begun for the upcoming 2024 legislative session. Brother Neil Hartman and I attended meetings and events with legislators during Committee Assembly Days. We are tracking several pieces of legislation, and I am sure the list will grow throughout the 2024 session. I am looking forward to the PAC and legislative work in 2024!

Faternally,

**Kurt Swanson**



*From the left; Scott Middleton (MCA), Kurt Swanson (L32/WSA), Tina Orwall (Representative, 33rd LD), Jamie Pedersen (Senator, 43rd LD), Neil Hartman (WSA), Michael Transue (MCA).*

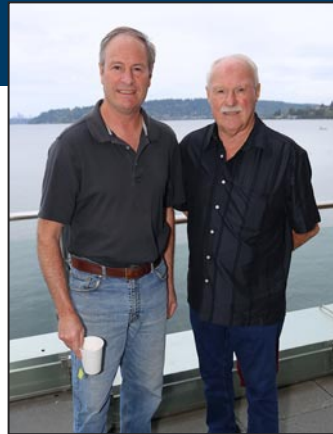


*UA Local 32 members Courtney Martin and Marisa Spencer at Congresswoman Kim Schrier's office.*

# 2023 OLD TIMERS' AWARDS



**2023 COMMITTEE**



**40 YEARS**



**40 YEARS**



**40 YEARS**



**30 YEARS**



**25 & 64 YEARS**



**45 YEARS**



**55 YEARS**



**45 YEARS**



**45 YEARS**



**40 YEARS**



**35 YEARS**



**25 YEARS**



**25 YEARS**



## OLD TIMERS' AWARD LIST

Although Members have accomplished Years of Service between the 5-year increments listed, ONLY the Members with the specific years listed will receive an award.

### 25 YEARS

Patrick C. Andersen  
Jack J. Anderson  
Jamal J. Anglin  
Christopher C. Bader  
Patrick E. Baldwin-McCurdy  
David M. Bottomley  
Jamie M. Brockamp  
Ivan D. Buchanan  
David S. Chalcraft  
Joel A. Crabtree  
Charles M. Crosby  
Patrick J. Daly  
George D. Demmert, Jr.  
Steven M. Dullum  
John W. Easley  
Keith A. Envolsen  
Tim M. Fay  
Glen A. Felkins  
Noel E. Galvin  
David H. Gibson  
Mike A. Gilbert  
Patricia J. Gilmore  
John E. Gordon  
Leanne S. Guier  
John F. Hafner  
Wayne C. Halladay  
Shawn S. Hansen  
Scott J. Harer  
Shawn B. Hawker  
Bert T. Hefley  
Jason D. High  
Aaron A. Holmes  
Cassie K. Huff  
David R. Johnson  
Bruce B. Kelley  
Gary C. Knigge  
Bryan P. Koehmstedt  
Steven C. Kordus  
Micah E. Lemke  
Daniel M. Lindsey

Josh C. Lippencott  
Gary L. Lockrem, Sr.  
Timothy J. Lowry  
Stephen R. Maggard  
Scott C. Mayfield  
Robie L. McMillen  
Dean E. Michaels  
Brad E. Moore  
Michael F. Mullen  
Leigh C. Nason  
Donald J. Nilan, Sr.  
Gale M. Oliver  
Mike R. Rodriguez  
David A. Ross  
Garth A. Russ  
Lloyd R. Sayer  
Gary J. Schubert  
Zachary T. Smith  
John A. Strickland  
Aruthur Sutcliffe  
Kelly W. Tucker  
Christopher R. Waterhouse  
William D. Wicklund  
Corey D. Wilker  
Rachell R. Willey  
Timothy B. Williams  
Brant J. Williams

### 30 YEARS

Michael A. Alvarado  
Jason J. Beeman  
Mike N. Beuslinch  
Dave W. Burk  
Devon J. Cage  
Bryce C. Christensen  
Matthew S. Durham  
Anthony L. Frazier  
Terry M. Gangwish  
Eric S. Gilbreath  
Nate N. Hafezi  
Dean D. Harriman

Kenneth J. Helle  
Edward A. Hendrickson  
David E. Henninger  
Daniel J. Holt  
James M. Howard  
Kiley M. Howe  
Troy M. Hubler  
John W. Huff  
Randy E. Inama  
Dan T. Jensen  
Lee T. Johnson  
Mike J. Johnson  
Darrin D. Keith  
Craig C. King  
Ken E. Knutson  
Bob L. Kokulak  
Troy E. Livingston  
Ryan H. McMahan  
Robert C. Morehouse  
John M. Panteleeff  
Sean M. Pattison  
Matt W. Pickett  
Janine L. Purdue  
Steven C. Rath  
Jerry G. Ruston  
John M. Scott  
Jimmy N. Smith  
Ronald R. Stewart  
James R. Thoman  
Michael J. Torgison  
Chris K. Van Diest  
Bryon L. Walters  
Cory J. Wells  
George H. Weyrick  
Jeffrey K. White

### 35 YEARS

Michael W. Arrington  
Warren D. Brickell  
John A. Dennison  
Michael P. Early  
Glen A. Fair

Scott L. Glasco  
Jerry A. Johnson  
Mark C. Kipfer  
Frank S. Konecsny  
Jimmie D. Lavish  
Brook D. Merrow  
David W. Newson  
Dave E. Ogborn  
Paul C. Schuler  
Roland J. Shaff  
Patricia A. Sjolín  
Mark A. Smith  
Dale W. Wentworth  
James R. Weygint

### 40 YEARS

Anthony L. Blackford  
Merlyn D. Blue, Jr.  
John W. Campbell  
Jim D. Francis  
Larry E. Fritts  
Daniel L. Grau  
Steve V. Hoffman  
Robert A. Kjallin  
Michael A. Mejer  
Neil W. Nelson  
Brett E. Orten  
Daneil L. Pensula  
Gary L. Peterson  
Eddie K. Rosentreter  
Douglas L. Scott  
Phillip S. Skirvin  
Keith O. Sullivan  
Daniel T. Thornton

### 45 YEARS

Mark D. Blake  
Frederick L. Butler  
Robert M. Cruse  
Jon E. Draper  
Marcus B. Fletcher  
Larry F. Gable

Alfred C. Gilmore  
Judy K. Griffiths  
Dana R. Hamar  
Norman J. Harer  
Manfred F. Hemetsberger  
William R. Jackson  
Ronald G. Jensen  
Steven H. King  
Richard A. Kirk  
Ronald D. Laville  
Kurt H. Lechner  
Malcolm Leese  
Carlos D. Lopez  
Keith A. Matlock  
James L. Meucci  
Erik B. Miltun  
Joseph A. Moore  
James P. Moss  
Vincent A. Nardone  
Robert A. Peck  
Michael F. Pemble  
Gary S. Powers  
Steven G. Pride  
Sara R. Rowan  
Larry C. Rowland  
Dean A. Sanders  
Robert W. Savell  
Dan F. Sexton  
Robert A. Stoutenberg, Jr.  
David V. Thoday  
Timothy D. Todd  
Mark L. Tullis  
Edward J. Zaic, Jr.  
Alan B. Zietz

### 50 YEARS

Patrick K. Carbary  
Dennis A. Neiffer  
Dennis D. Phelps

### 55 YEARS

Jesse E. Beavin  
David LaPerle  
David E. Penwell  
Gary L. Phelps  
John P. Prigger  
Michael C.J. Ross  
Richard A. Sagen  
Paul E. Smith  
Gary R. Stewart  
Arthur L. Stoutenberg  
Fred C. Volkers  
Gordon D. Welch  
Emmett C. Williams, Jr.  
Warren D. Williams  
George D. Young

### 60 YEARS

Robert V. Arias  
Michael L. Ayers  
Jerome W. Breneman  
John L. Elwick  
Joseph W. Johnson  
Thomas R. McCarthy  
Alex I. Packan  
Carroll G. Price  
James L. Quick  
Gary D. Schafer  
Gene R. Simons  
Ronald G. Snyder

### 65 YEARS

Ronald M. Raines  
John Veale

### 70 YEARS

Fred B. Bates

### 75 YEARS

James B. Coats

## APPRECIATION FROM CDCAC



With heartfelt gratitude to Buster Ercanbrack and the Wenatchee Chapter of Seattle United Association of the Plumbers and Pipefitters Union Local 32:

Leo T. "Buster" Ercanbrack has been a long-time advocate of the Retired Senior Volunteer Program (RSVP) since his mother-in-law, Daisie Tait of Cashmere, volunteered with the program. In her memory, Buster established an annual golf tournament fund raiser, which continues to this day because of Local 32's ongoing commitment to service in North Central Washington. Proceeds from the golf

tournament are donated to RSVP of NCW, a program of the Chelan-Douglas Community Action Council (CDCAC).

CDCAC's staff were thrilled about the personal visit by Business Manager of UA Local 32, Jeff Owen, to deliver the biggest donation check yet. The Wenatchee Chapter of United Association Local 32 Plumbers and Pipefitters Union donated \$10,000 this year, and Jeff hand delivered it! Over two decades, Local 32 has donated \$137,000.



*Karen Bruggman, CDCAC, Jeff Owen, Local 32, and Kristi Hills, CDCAC*



**Dennis Martinez**  
Tukwila City Council  
Position 4



## CONGRATULATIONS BROTHER!

## MEMBER SPOTLIGHT

### Local 32 family member wins 2023 America's Strongest Man

James Hatton 49-year member and Cody Hatton 7-year member of Local 32 Plumbers & Pipefitters are proud of their son and brother Lucas.

Lucas Hatton, professional strongman, claimed the 2023 America's Strongest Man title following a triumphant win on November 4th at the Mr. Olympia Body Building Festival in Orlando, Florida. Hatton astounded audiences with his flawless execution of a 440-pound axle clean and press.

Lucas arrived home to an invite to the prestigious Arnold Strongman Classic UK in Birmingham, England set for March 2024 where he will be competing on the world stage against some of the best competitors in the sport.

His victory in Orlando came after a second-place finish at North America's Strongest Man in Victoriaville, Quebec, Canada, where he surpassed three former World's Strongest Man competitors earlier this year.

Lucas is coach, co-owner and manager of Dungeon Strength RX a premier fitness facility located in Auburn, Washington. The gym provides top-notch training facilities and boasts eight world-class coaches. DSRX serves as the home to some of the best local strongmen, bodybuilders, and powerlifters representing the Pacific Northwest on national and global stages. You can follow his strongman journey on YouTube and @lucas.hatton on Instagram.



*Brother Cody Hatton, Lucas Hatton, Brother James Hatton*





DATE	NAME	TRADE	YEARS
12/28/23	Brother Clifford Lawrence Angus	BT Journeyman Plumber	28
12/6/23	Brother David Roberts	BT Journeyman Plumber	69
11/26/23	Brother Steven Sayres	BT Journeyman Fitter	20
11/6/23	Brother Timothy Strong	BT Journeyman Plumber	54
10/17/23	Brother Gary Stewart	MT Journeyman Marine Pipefitter	55
10/1/23	Brother Glenn Graham	DT Utility Worker	8
9/30/23	Brother Neal Butterbrodt	BT Journeyman Plumber	23
9/26/23	Brother James Boykin	BT Journeyman Steamfitter	5
9/5/23	Brother Branden Anthony	BT Journeyman Refrigeration	7
9/1/23	Brother Gary L. Stone	BT Journeyman Steamfitter	56
8/22/23	Brother Karl Lechner	BT Journeyman Refrigeration	59
7/22/23	Brother Robert Stoutenberg, Sr.	BT Journeyman Plumber	55
7/15/23	Brother Monroe Nimley	BT Apprentice Steamfitter	2
7/9/23	Brother Jack Zielsdorf	BT Journeyman Fitter	62
6/16/23	Brother Duane Ainsworth	MT Journeyman Gas Fitter	35
5/24/23	Brother James M. Jones	BT Journeyman Plumber	57
5/9/23	Brother Thomas J. Moran	BT Journeyman Plumber	66
5/8/23	Brother James A. Jordan	BT Journeyman Plumber	40
5/5/23	Brother Gary Schweers	BT Journeyman Steamfitter	57
4/19/23	Brother Miklos Kohary	BT Journeyman Steamfitter	54
4/11/23	Brother Robert Davy II	BT Journeyman Refrigeration	24
3/23/23	Brother Albert Santora	BT Journeyman Plumber	75
3/15/23	Brother Kerry Callison	BT Journeyman Plumber	24
2/23/23	Brother H. Parker White	BT Journeyman Steamfitter	73
2/11/23	Brother Daniel Farrell	BT Journeyman Pipeline	52
1/27/23	Brother Kenneth Fandrich	BT Journeyman Steamfitter	19
1/24/23	Brother Larry Savell	BT Journeyman Steamfitter	53



**Seattle Plumbers and Pipefitters  
United Association Local 32**  
597 Monster Road SW  
Renton, WA 98057

Non-Profit Org.  
U.S. Postage  
PAID  
Seattle, WA  
Permit No. 5681



## 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. 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 make updates. Taking the time to update these forms can help your family avoid issues later!