

## Pension Plan Trustees Announce Funding Improvement Plan to Maintain Solid Footing in a Rocky Economy

**A** chaotic market continues to rip holes in pension plans across America, and it's beginning to erode the confidence of workers in just how secure their retirements might be. That sentiment is not surprising when you look at the state of multi-employer pension plans\* in 2009.

According to a recent survey by the International Foundation of Employee Benefit Plans, more than eight in 10 multi-employer plans were certified as safe in their funding level in 2008. Just one year later, only one plan in five was certified as safe. Workers most devastated by the market collapse are those with defined contribution plans, better known as 401(k)s (pension plans are commonly referred to as defined benefit plans). Many with only 401(k) plans have lost more than 40 percent of their retirement savings.

Although the IUPAT Pension Plan has been hard hit, timely changes and adjustments made by the Board of Trustees limited the damage. IUPAT

participants have lost none of their accumulated savings—and retirees will see no change in the monthly pension payments they receive.

However, the fact of the matter is that the Pension Plan did suffer a 23-percent loss when the market crashed in 2008. As a precaution, the IUPAT Plan Board of Trustees has implemented a Funding Improvement Plan (FIP) to ensure that our current and future retirees may continue to rely on having a healthy pension plan income in retirement.

"It would be irresponsible to wait," said Pension Fund Administrator Gary J. Meyers. "While we all hope that the stock market will recover from its recent significant losses, no one knows for sure when that will happen, and that is why the Board took action."

What is a Funding Improvement Plan?

The federal Pension Protection Act (PPA) of 2006 mandated that pension funds be classified as one of the fol-

lowing four color codes, based on their financial status:

**GREEN**—The Pension Plan is more than 80-percent funded and will not suffer what is termed a minimum funding deficiency in the near future.

**ORANGE**—The Pension Plan is more than 80-percent funded, but will have a minimum funding deficiency within a specified number of years in the near future.

**YELLOW**—The Pension Plan is below 80-percent funded or will suffer a minimum funding deficiency in the near term.

**RED**—The Pension Plan is funded at below 65 percent and is termed as "critical," and that's when federally mandated changes are put in place. Those changes would likely include contribution rate increases and the loss of special benefits (e.g., early retirement), among other things.

As of January 1, 2008, the IUPAT Pension Plan was considered to be in Green status because it was 82.9-percent funded. However, the 23-percent loss in the market crash put the Plan at 72.1-percent funded. At that level, the Plan must be classified as Yellow under the PPA. This triggered the implementation of the Funding Improvement Plan.

It's important to note that, under the Funding Improvement Plan approved by the Trustees, all ancillary benefits, including the special early retirements, remain intact.

Here are key changes brought about by FIP:

Effective January 1, 2010, the accrual rate on contributions will be reduced from 1 percent to .50 percent.

Effective January 1, 2012, the hourly contribution rate will be increased by a supplemental contribution equal to 35 percent of that rate.

Again, Meyers stressed that, despite the market meltdown and

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losses for the Plan, “benefits you already have accumulated are secure.” As of December 31, 2008, the Pension Plan had assets of \$2.478 billion. “But the ‘Yellow’ designation requires the Board of Trustees to make the necessary changes to get back to ‘Green’ or the 82-percent mark.”

“We are confident that the American economy will bounce back,” said Meyers, “but, until it does, we’ll monitor every market heartbeat and continue to take whatever actions necessary to keep the IUPAT Pension Plan stable and solvent.”

The Trustees exhausted all other options before taking the action they did to ensure that the future funded status of the Plan does not deteriorate to a point where more serious problems could result.

“Although the Trustees hope the stock market will recover promptly, no one has an accurate crystal ball that will tell us when the recovery will occur and how great the recovery will be,” said Meyers. “The Trustees are required to take action based upon recognition of the current losses in the investment portfolio and a realistic approach to what the future may hold.”

The asset losses that occurred last year are unprecedented. Restoring the funding position of the Plan cannot be accomplished by relying on future asset returns alone, said Meyers. “It is important to start on the road to recovery as soon as possible—waiting to act only makes the challenge greater.”

#### **CHANGES IN THE ANNUITY PLAN**

Without a doubt, these are some of the most difficult economic times any of us have ever lived through. In addition to working every day to make certain our Pension Plan remains strong enough to support our retirees, your Pension Plan Board of Trustees has also been exploring every avenue available to make sure you have the financial help you need to make it to retirement as well.

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### **DESPITE SETBACK, IUPAT PENSION PLAN BETTER OFF THAN MOST, SURVEY SHOWS**

During the week of April 13, 2009, the International Foundation of Employee Benefit Plans (IFEFP) conducted a “hot topic” survey concerning defined benefit (DB) pension fund status levels.

First, some background from the IFEFP:

DB pension plans, such as the IUPAT’s, provide retirees with guaranteed monthly payments based on a predetermined formula. This type of plan relies on contributions from employers and investment income to provide the retirement benefit. As the population aged in recent years, concern has increased regarding the adequacy of DB plan funding.

Plan sponsors have watched plan liabilities grow faster than assets. Congress responded by passing the Pension Protection Act of 2006 (PPA), which requires all Taft-Hartley multi-employer pension plans to certify their funding status each year.

Just as the new PPA requirements were coming into play, the nation was hit by the worst economic crisis seen in decades. Stock values dropped dramatically and many plans, including the IUPAT’s, experienced negative investment returns. DB plans that had seen funding improvements in recent years saw gains wiped out.

That’s what triggered the IFEFP survey in April 2009, of International Foundation members in the U.S. who are affiliated with DB plans. More than half of the plans polled (including the IUPAT’s) are calendar-year plans; the plan year begins on January 1.

Four in five plans were actuarially certified as safe for plan years beginning in 2008, but the unstable market took its toll. More plans have been certified as endangered or critical for plan years beginning in 2009. Of the plans that have already decided, three in five have chosen to freeze their status for 2009.

Other survey findings:

More than eight in 10 multi-employer plan respondents (80.2 percent) were certified as safe (in the Green zone) for the plan years beginning in 2008.

One plan in five (20.7 percent) has been certified as safe for 2009.

In 2008, Congress passed the Worker, Retiree, and Employer Recovery Act to give DB plans temporary funding relief. Under the law, a plan can elect to take a one-year funding status freeze.

Three in five plans responding (60.2 percent) have decided to freeze their funding status for 2009, while 20.3 percent (including IUPAT) have decided not to freeze.

One of the top reasons for taking the one-year freeze involve a “wait and see approach”—waiting to see what will happen with the capital markets and if there will be any legislative relief at the federal level.

More than two in five plans (41.7 percent) are taking the extra time to fix their funded status as they best see fit.

A clear majority of plan sponsors not electing to freeze did so because they do not want to delay making changes to improve their funding status.

Nearly three in 10 plans feel that a delay will only worsen their funding status and make finding a solution more problematic.



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The board wants to remind IUPAT members that those who participate in the IUPAT Annuity Plan have the option to claim a hardship distribution. These distributions have been a part of our plan for years, but a healthy economy and job market required strict restrictions on qualifying for these hardship distributions.

### TIMES HAVE CHANGED

If you have no other financial life lines (savings, credit lines, etc.) to meet your basic needs, the Annuity Plan is here.

However, please be aware that there are taxes on hardship withdrawals and those do drain your retirement savings. That is why the IRS stresses that everyone make certain

this option is a last resort. Check every other resource available to you before you make the choice of a hardship withdrawal. You will have to pay taxes on the money you receive.

To qualify, the hardship distribution must address an unpaid expense that is necessary for you or your family, including: medical expenses, including COBRA costs; costs for the purchase of a principal residence, or payments to prevent eviction or foreclosure on your residence, which may include unpaid taxes, utilities, and other costs that can create liens leading to foreclosure or render your home uninhabitable; tuition, related educational fees, and room and board expenses for the next 12 months of college education, so your children will not lose their opportunities for the future; burial or funeral expenses, if these tragedies strike you while you are

down; and repair of damage to your home, if a casualty occurs.

These categories can overlap or combine with other factors that show immediate and heavy financial need to meet your family's basic requirements for food, clothing, and shelter. We will ask you to submit unpaid bills or list your expenses and income, and then work to help you close the gap.

You must have at least \$5,000 in your Annuity Account. The minimum withdrawal is \$2,500.

Interested participants may contact the Annuity Plan at [pension@iupat.org](mailto:pension@iupat.org) or 800-554-2479 to request an application.

*\* Multi-employer pension plans cover individuals who move from employer to employer for their work (i.e., construction). The IUPAT Plan is a multi-employer plan.*

## OUR RETIREES

Listed below are the pensioners awarded a pension benefit through the International Painters and Allied Trades Industry Pension Fund from February 1, 2009, through April 30, 2009. On behalf of the Board of Trustees, please join us in wishing them the best of luck, and a long and fruitful retirement.

JAMES RICKY ABBOTT . . . . .LU 1940  
 THOMAS ABBOTT . . . . .LU 963  
 VINCENT ADINOLFE . . . . .LU 43  
 GARY ALLEN . . . . .LU 118  
 PETER ANDERSEN . . . . .LU 138  
 ELMER ANDERSON . . . . .LU 3  
 EDWARD ARCHAMBEAU . . . . .LU 386  
 GEORGE ARVANTIDIS . . . . .LU 476  
 RUSSEL AZZARO . . . . .LU 113  
 RAYMOND E. BACAK . . . . .LU 333  
 FITZMORRIS BANCROFFE . . . . .LU 113  
 THOMAS BARCY, SR. . . . .LU 27  
 RICHARD BARNHART . . . . .LU 607  
 CARLTON BARRON . . . . .LU 193  
 NORMAN BATRUM . . . . .LU 1293  
 ROBERTO C. BEAS . . . . .LU 1176

JOHN BEATTY, JR. . . . .LU 159  
 GARY BECKRICH . . . . .LU 106  
 NICOLA BELLISSIMO . . . . .LU 557  
 RJ BENEVIDES . . . . .LU 1333  
 ROMAN BLANK . . . . .LU 24  
 RANDY BOODY . . . . .LU 806  
 KEITH BOONE . . . . .LU 256  
 JOHN BRINSMADE . . . . .LU 1486  
 ROBERT BROOKS . . . . .LU 1331  
 WILLIAM BROOKS . . . . .LU 391  
 RICHARD BRYANT . . . . .LU 1456  
 GARY BRYNS . . . . .LU 636  
 SD BUECKER . . . . .LU 1168  
 MICHAEL BUSICK . . . . .LU 567  
 DANIEL J. BUSSEY . . . . .LU 707  
 DAVID CALDWELL . . . . .LU 460  
 JOSE CALVO . . . . .LU 490  
 DANNY CAPOLUPO . . . . .LU 557  
 JOSE CARINGAL . . . . .LU 1331  
 JOE CASTANEDA . . . . .LU 256  
 ART CASTILLO . . . . .LU 507  
 QUIRINO CERVINI . . . . .LU 1891  
 RICHARD CHANDLER . . . . .LU 1  
 LANNY CHAPMAN . . . . .LU 1773  
 HAROLD CHINN . . . . .LU 156

ROBERT CINOTTO . . . . .LU 256  
 FRANK CIONGOLI . . . . .LU 2006  
 JOHN CLARK . . . . .LU 1118  
 ARNOLD COLLINS . . . . .LU 368  
 ARTHUR COLLINS, JR. . . . .LU 2006  
 SYLVESTER COOPER . . . . .LU 47  
 WILLIAM COOPER . . . . .LU 156  
 WAYNE CUMMINGS . . . . .LU 277  
 BILL DANIEL . . . . .LU 79  
 HUGH DELANY . . . . .LU 277  
 ANTHONY DELL'ARCIPRETE . . . . .LU 113  
 MARTA DEMARCO . . . . .LU 1007  
 DH DENNIGMANN . . . . .LU 1156  
 FORTUNATO DI ANTONIO . . . . .LU 205  
 VICTOR DI NAPOLI . . . . .LU 829  
 ROBERT DILLAHEY . . . . .LU 1331  
 BRUNO DOMINGUEZ . . . . .LU 18  
 WILLIAM DOMINGUEZ . . . . .LU 91  
 GERALD DOTO . . . . .LU 997  
 CHARLES DOYLE . . . . .LU 607  
 AX DU . . . . .LU 831  
 THEODORE DUFFY . . . . .LU 997  
 WAYNE DUFFY . . . . .LU 694  
 DENNIS DUNKLEY . . . . .LU 19  
 SR DUNN . . . . .LU 456

ALLEN DUPUY . . . . .LU 300  
 MJ DUSAK . . . . .LU 1778  
 WC ELLIOTT . . . . .LU 79  
 FLOYD EPLEY . . . . .LU 157  
 ALLAN EUBANK . . . . .LU 1018  
 LARRY EVANS . . . . .LU 33  
 ROBERT EVANS . . . . .LU 159  
 TIMOTHY EVERTS . . . . .LU 427  
 PAUL FACEMIRE . . . . .LU 1773  
 C FEREBEE, JR. . . . .LU 1100  
 JA FOSTER . . . . .LU 50  
 LEONARD FOSTER . . . . .LU 28  
 STEPHEN FOSTER . . . . .LU 52  
 ALAN FOX . . . . .LU 61  
 NICK FRANGOS . . . . .LU 91  
 VITALE FRANK . . . . .LU 357  
 ROBERT FRITTS . . . . .LU 639  
 GARRY GALLOWAY . . . . .LU 1165  
 VICTOR GALVAN . . . . .LU 130  
 JACK GAMBLE . . . . .LU 1010  
 DOYLE GARNER . . . . .LU 604  
 PASQUALE GARRO . . . . .LU 1819  
 JOHN GIAMMARINARO . . . . .LU 333  
 WILLIAM R. GIBSON, SR. . . . .LU 460  
 SIDNEY GRAVES . . . . .LU 1293

ANTHONY GRECO . . . . .	LU 201	GENE KRATZ . . . . .	LU 581	LARRY PROFFITT . . . . .	LU 437	JAMES STEVENS . . . . .	LU 880
ILYA GREEN . . . . .	LU 28	DENNIS LANG . . . . .	LU 1778	RAYMOND PROTEAU . . . . .	LU 1122	THOMAS STRAWBRIDGE . . . . .	LU 1
DA GRIEBE . . . . .	LU 357	WADE LARSEN . . . . .	LU 77	T PUESCHEL . . . . .	LU 52	L SUAREZ . . . . .	LU 79
REFUGIO GRIEGO . . . . .	DC 36	ROBERT LEAVY . . . . .	LU 27	CARL RANDOLPH . . . . .	LU 1176	MANUEL SUAREZ . . . . .	LU 28
TED GRITZALIS . . . . .	LU 256	JOHN LEBLANC . . . . .	LU 200	L RAPIER . . . . .	LU 226	LH SWEEBE . . . . .	LU 7
RONALD GUINN . . . . .	LU 437	DANIEL LEIMBACH . . . . .	LU 1107	TJ RAUCKHORST . . . . .	LU 639	DE SWETZIG . . . . .	LU 95
TIMOTHY GUTSHALL . . . . .	LU 252	RODGER LENIUS . . . . .	LU 269	PHILLIP REESE . . . . .	LU 333	JACK SYLVIA . . . . .	LU 1175
WILLIAM GUYER . . . . .	LU 246	IRAKLIS LIAPAS . . . . .	LU 476	MARY REICHERT . . . . .	LU 469	JAMES TAMBURRO . . . . .	LU 831
PAMELA HARRISON . . . . .	LU 460	THOMAS LINDSAY . . . . .	LU 1010	LOUIS REYNA . . . . .	DC 36	WILLIAM TAYLOR . . . . .	LU 47
WILLIAM HASSALL . . . . .	LU 277	EDWARD LOCKOUT . . . . .	LU 48	P REYOS . . . . .	LU 77	MARK THOMAS . . . . .	LU 707
BOB HAWKINS . . . . .	LU 47	EFSTAHIOS LOLOSIDES . . . . .	LU 1331	ALBERT RICHARD . . . . .	DC 36	RICHARD THOMPSON . . . . .	LU 79
GARY HECKENDORN . . . . .	LU 411	ARNO LUCAS . . . . .	LU 970	LUIS RODRIGUEZ . . . . .	LU 28	LARRY THORNE . . . . .	LU 368
LARRY HELTZEL . . . . .	LU 79	WILLIAM LYDEN . . . . .	LU 1819	NOE RODRIGUEZ . . . . .	LU 130	DAVID THWAITES . . . . .	LU 47
ROBERT HILBURGER . . . . .	LU 79	VA MACHIR . . . . .	LU 246	MARIO RODRIGUEZ, SR. . . . .	LU 997	DARRELL TIDD . . . . .	LU 1020
RONALD HINNERSHITZ . . . . .	LU 1309	RICHARD MADRID . . . . .	LU 159	DAVID ROGERS . . . . .	LU 1118	JOHNNY TIDWELL . . . . .	LU 1004
HAROLD HOBBS . . . . .	LU 1891	RONALD MANLEY . . . . .	DC 51	J ROGERS . . . . .	LU 57	RAYMOND TIER . . . . .	LU 200
WILLIAM HODERNY . . . . .	LU 751	DARRELL MARTIN . . . . .	LU 1237	PATRICK ROLL . . . . .	LU 156	JACK C. TOLLEMAAR . . . . .	LU 1906
JACK HODNETT . . . . .	LU 1244	JOHN MAYHUE . . . . .	LU 65	PASQUALE ROMANO . . . . .	LU 1891	DAVID TOWN . . . . .	LU 10
RW HOEVEL . . . . .	LU 27	DON MAYS . . . . .	LU 256	G ROMER . . . . .	LU 591	PAUL TRAVIS . . . . .	LU 1778
ROND HOGELAND . . . . .	LU 48	RANDALL MCCLURG . . . . .	LU 2001	ROBERT ROUNTREE . . . . .	LU 7	RICHARD J. TROUT . . . . .	LU 308
BARRY HOGGE . . . . .	LU 820	JUEL MCCUTCHEON . . . . .	LU 57	JOHN RUSSOM . . . . .	LU 130	DONALD TURNER . . . . .	LU 368
JAMES HOLLOWAY . . . . .	LU 88	ROBERT MCGREGOR . . . . .	LU 1281	GLEN RYE . . . . .	LU 456	J UTLEY . . . . .	LU 807
CHARLES HOUSEMAN . . . . .	LU 676	DON MENARD . . . . .	LU 1333	MILAN SABAN . . . . .	LU 1891	ADELINO VALENTE . . . . .	LU 138
MICHAEL HOYES . . . . .	LU 13	ARTISTIDES MENDOZA . . . . .	LU 1138	JOSE SANCHEZ . . . . .	LU 130	MARK VANCE . . . . .	LU 603
PAT HUGGINS . . . . .	LU 466	DAVID MERRITT . . . . .	LU 201	DAVID SANSONE . . . . .	LU 603	ANTONIO VARANO . . . . .	LU 557
DONALD HULING . . . . .	LU 677	DAVID METLER . . . . .	LU 437	JOHN SANTORO . . . . .	LU 113	NICK VERNI . . . . .	LU 155
MORRIS HUNDLEY . . . . .	LU 6	GREG MILLER . . . . .	LU 300	GIOVANNI SAVATTA . . . . .	LU 1	RUBEN VIESCA . . . . .	LU 130
ROBERT HUTZ, JR. . . . .	LU 660	RUSSELL MONTRUIL . . . . .	LU 1621	KURT SCHWARZ . . . . .	LU 1819	CARMELO VILLAR . . . . .	LU 19
DENNIS INGRAM . . . . .	LU 476	EDWARD PAUL MOORE . . . . .	LU 365	JJ SEENO . . . . .	LU 1176	STANLEY VLOTAROS . . . . .	LU 1671
DAMIAN IRIZARRY . . . . .	LU 230	MICHAEL MORELL . . . . .	LU 549	TERRY SEIM . . . . .	LU 269	RICHARD EUGENE WALKER . . . . .	LU 33
T ISBELL . . . . .	LU 1895	L MORRIS III . . . . .	LU 820	JORGE SERRON . . . . .	LU 18	DENNIS P. WANNER . . . . .	LU 1159
RICHARD ISENHOWER . . . . .	LU 47	LEE MOTT . . . . .	LU 294	KEVIN SHARKEY . . . . .	LU 1010	WILLIAM WATERS . . . . .	LU 460
M IVANKOV . . . . .	LU 24	IVICA MUNDJER . . . . .	LU 1281	CHARLES SHORT . . . . .	LU 277	JAMES WHITE . . . . .	LU 676
CLEMENT JACKSON . . . . .	LU 1004	MARIO NAVARRETTE, SR. . . . .	LU 256	AURELIO SILVEIRA . . . . .	LU 195	DENNIS WHITLOW . . . . .	LU 1292
ALBERT F. JAMES . . . . .	LU 1244	T NEHEMIAH . . . . .	LU 1275	JERRY SILVIS . . . . .	LU 802	CORALIE WILLCOX . . . . .	LU 138
JENS JENSEN . . . . .	LU 2009	JOSEPH NICASTRO . . . . .	LU 1955	BROCKY SIMMONS . . . . .	LU 1773	ART WILLIAMS . . . . .	LU 277
KEVLIN R. JOHNSON . . . . .	LU 27	DA OGLE . . . . .	LU 226	JOSEPH SIPPER . . . . .	LU 41	ROGER WILLIAMS . . . . .	LU 47
JOHN JONES . . . . .	LU 368	DARRELL OLSON . . . . .	LU 775	TIMOTHY SLEIGH . . . . .	DC 36	RONNIE WILLIAMS . . . . .	LU 806
WALTER JOSEPH . . . . .	LU 252	PETER ORTEPI . . . . .	LU 1891	BERNARD SMITH . . . . .	LU 1555	WARREN WILLIAMS . . . . .	LU 1940
THOMAS KARYCINSKI . . . . .	LU 1331	AUDIE OWENS . . . . .	LU 1778	LARRY SMITH . . . . .	LU 1940	FRED WILSON . . . . .	LU 1275
FRIEDHELM KATZIKOWSKI . . . . .	LU 557	MICHAEL PALMER . . . . .	LU 549	RICHARD SMITH . . . . .	LU 1094	CLIFFORD WISE . . . . .	LU 294
TIM KEEFE . . . . .	LU 53	MARSHALL PALMER . . . . .	LU 256	STEVE SMITH . . . . .	LU 829	JEFFREY WOJCIK . . . . .	LU 159
TIMOTHY KEEFE . . . . .	LU 1107	BRIAN FRANCIS PARKER . . . . .	LU 391	THOMAS SMITH . . . . .	LU 3	FRANK WOLFE . . . . .	LU 277
OLIVER KEENE . . . . .	LU 1940	KENNETH PARROTT . . . . .	LU 567	GENE SNIVELY . . . . .	LU 1275	JAMES WOODY . . . . .	LU 707
RICHARD KEILMAN . . . . .	LU 460	MANUEL PATEIRO . . . . .	LU 1004	LOUIS SOLANO . . . . .	LU 1244	GEORGE WOOLUM . . . . .	LU 807
JOHN KEY . . . . .	LU 53	THOMAS PAYNTER . . . . .	LU 751	GILBERT SOLORZANO . . . . .	LU 95	WB YORK . . . . .	LU 476
CHARLES KING . . . . .	LU 150	BALTAZAR PEREZ . . . . .	LU 256	GLENN SPEECE . . . . .	LU 1309	DAVID YOUNG . . . . .	LU 820
RUTH KLEPPER . . . . .	LU 257	STEVE PEREZ . . . . .	LU 256	EARL SPEIDEL, JR. . . . .	LU 1185	ELMER ZEHR, JR. . . . .	LU 469
EVAGELOS KLIGOPOULOS . . . . .	LU 246	TERRY PFEFFER . . . . .	LU 669	J SPERL . . . . .	LU 751	SERGE ZHUKOV . . . . .	LU 1159
KAREL KLOMP . . . . .	LU 294	MORRIS PHELPS . . . . .	LU 456	EDWARD SPRINGER . . . . .	LU 1281	JOHN SPROFERA . . . . .	LU 558
JOSEPH KLUKA . . . . .	LU 1	DAVID POWERS . . . . .	LU 604	RICHARD STANISZ . . . . .	LU 277		
VICTOR KNIGHT . . . . .	LU 557	JAMES PREDMORE . . . . .	LU 150	ROBERT STARRETT . . . . .	LU 1778		
JOSEPH KONTORINAKIS . . . . .	LU 20	ALBERT PRINCE, JR. . . . .	LU 707	JOHN STEELE . . . . .	LU 226		

RETIREE LIVING

**DONALD LUCAS**

**Painters Local 118  
Louisville, Kentucky  
District Council 91**

Donald Lucas, who is known by his friends and colleagues as Don, retired in November 2008 and now resides in Sellersburg, IN. Lucas was a member of Painters Local 118 and was a painting instructor with Job Corps.

"Donnie was an excellent instructor," said Andrew Larson, national project coordinator for the IUPAT Job Corps Pre-Apprenticeship Program. "He put a lot of his heart into our painting program at the Whitney Young Job Corps Center. We wish him a long and happy retirement."

"I was very impressed with Don Lucas as an instructor," said Rick Hackemack, field coordinator for the IUPAT Job Corps Program. "Don was a very good worker and friend, and I wish him the best on his retirement."

Since retirement, Lucas has been spending his time doing what he loves. Most of his days are filled with

building airplane models, home remodeling and, most importantly, playing with his grandchildren.

If Lucas could provide any advice to new employees thinking about entering the union, he'd tell them to "get involved and become active in union activities...it has been good to me," he said.

"The union was a big part of my life," Lucas continued. "I really miss working with the men."



**RODGER LENIUS**

**Local Union 269  
Spokane Valley, Washington  
District Council 5**

Rodger Lenius, who resides in Hayden Lake, ID, is a retired union member of Local 269. Lenius was a painter for Wayne Powell Painting and retired in December 2008.

"Rodger can do anything you ask him to do," said Roy Powell, president of Wayne Powell Painting. "He knew the trade! I really hope he enjoys his retirement, especially camping, which he loves."

"Rodger is one of the most respected and skilled painters in Local 269," said IUPAT District Council 5 Field

Representative Jim Quade. "He worked for Powell Painting for many years, [and] he ran most of their larger projects for them. He is a great guy and will surely be missed by all who knew him."

Since being retired, Lenius has been enjoying taking care of cattle on his small farm. This spring, he plans to travel in his motor home. Lenius still takes time out to keep in touch with his past co-workers and union members.

"I miss the day-to-day joking on the job and the camaraderie with all of the workers," said Lenius. "I am going to go to a retirement party in a couple of weeks, where I will get to see them again!"

Lenius firmly believes that, without a pension, one cannot retire properly, and appreciates the role of the union in making that possible for him.

"Without the IUPAT pension, retirement would be impossible," said Lenius. "Future workers need to work hard and stay in the union. When the time comes, they will retire with a decent amount of income."

